



NEWSLETTER



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WEATHERING the STORM through the RNZAF MENTORING PROGRAMME

We find ourselves in some of the most interesting and challenging times in our history. The RNZAF and the wider NZDF continue to find itself navigating uncharted waters. Budget cuts, economic pressures, and many other stresses have compounded the strains on our organization and our personnel. As we continue to be asked to do more with less, it's easy to feel overwhelmed. Yet, it is in these moments of adversity that our true character is revealed, and the values we hold dear come to the forefront.

Amidst any difficulty our organization finds itself in, the **RNZAF MENTORING PROGRAMME** continues to stand as a beacon of hope and resilience. Our award winning program, built on the foundations of support and growth, offers more than a lifeline to both mentors and mentees. It offers benefits of connection, resilience, value, and belonging. It gives us a safe space that reminds us that no matter how turbulent life gets, we are not alone.

Even in an environment where command and our managers can sometimes feel rigid, and hamstrung by current restraints, having someone outside your immediate sphere of influence to confide in is invaluable. Additionally, helping someone unlock and overcome a potential obstacle is a testament to the strength of the community within the **RNZAF MENTORING PROGRAMME**. It reinforces the idea that we all have something to give, and we have something to learn.

As we learn and build resilience, we tend to find greater confidence and poise within ourselves. No matter if you are a mentee or mentor, seeing growth and success in another person can be a powerful reminder of your own abilities and achievements. This reciprocal learning relationship, where both parties grow stronger together, is at its core what mentoring is about.

Mentoring is about recognizing the inherent value in every individual and fostering a sense of belonging. In these uncertain times, the **RNZAF MENTORING PROGRAMME** continues to offer a reminder that we are part of a larger whanau. Our worth is not defined by the challenges we face, but by the compassion and support we offer each other.

When we engage in a mentoring relationship, we contribute to a culture of care and inclusion. This not only enhances individual well-being but also strengthens our organization as a whole now and into the future. A sense of belonging leads to increased morale, productivity, and a collective commitment to our mission of serving and protecting the people of New Zealand.

Just like everyone else, the program is and will be facing limitations in running events and workshops through the next year or so due to constraints. However, the essence of mentoring remains unchanged. It is the simple act of being there for one another, of truly listening and caring, that makes the difference. It is the connections we build through a mentoring relationship that are invaluable and help us weather any storm.

As we all navigate these challenging times, it's clear that the **RNZAF MENTORING PROGRAMME** will continue to play a critical role in the RNZAF and the wider NZDF by fostering connections, resilience, courage, and a sense of belonging.

Now, more than ever, we need to lean on each other. Whether you are a seasoned mentor or a fresh mentee, your participation in the **RNZAF MENTORING PROGRAMME** makes a profound impact on those around you. Through a mentoring relationship, we will continue to *unlock and achieve success* within ourselves and each other now and into the future.



NAVIGATING THE "PROGRAMME" CONUNDRUM

As part of our commitment to excellence, the **RNZAF MENTORING PROGRAMME** stands out not just in its mission of unlocking and achieving success but also in its unique spelling.

Some have noticed the use of "programme" with an extra "me" at the end in official titles and the use of "program" when discussing our growth and development initiative. This distinct spelling choice is deliberate, differentiating the specific name, from the general term.

The conundrum arises from the need to honor the heritage and formal tone of our beginnings which is often associated with the variant, "programme," while also embracing the more widely used and modern "program."

Thus, when referring to the **RNZAF MENTORING PROGRAMME** by its full title, we will retain the extra "me" to maintain this traditional touch we were founded on. However, in descriptive contexts or general references, we simplify it to "program" to align with contemporary usage.

We hope this explanation helps with any confusion or wondering of the reason behind the different spellings. If any questions or further clarification is needed on this stylistic choice, feel free to reach out. We're here to ensure seamless understanding across all aspects of our mentoring endeavors.



VOLUNTEER and MAKE A DIFFERENCE

The **RNZAF MENTORING PROGRAMME** is seeking passionate and dedicated volunteers to help us continue our Mission of: *"Leading workplace mentoring so our people can unlock and achieve success."*



Like many other areas within the RNZAF, our mentoring program is facing a shortage. To sustain our globally accredited mentoring services to the RNZAF, NZDF, and the wider global mentoring community, we need your support. As the saying goes, *"with great power (or recognition) comes great responsibility."*

We are looking for volunteers with a variety of skill sets.

- **database management**
- **administration**
- **visionary strategy development**
- **document and policy writing**
- **creating and running surveys**
- **facilitation**
- **networking**
- **marketing and advertisement**
- **providing ongoing support**

Your rank, experience, or skill level doesn't matter as every bit of help is valuable.

Volunteering in the **RNZAF MENTORING PROGRAMME** offers significant benefits, including the enhancement of leadership, networking, and communication skills. Moreover, your volunteer work can be included in your performance development review, demonstrating your commitment to professional growth. For those pursuing global accreditation in mentoring and coaching, this is a golden opportunity to gain relevant experience and make meaningful contributions.

Join us in shaping the future of mentoring in the RNZAF and the NZDF. Together, we can continue to lead the way in this vital industry. Contact us for more information on how you can **volunteer and make a difference**.

MENTORING EXPERIENCE/ MĀTAU Ā-WHEAKO

A first hand viewpoint of what it is like to be in the mentoring program.

“Mentoring holds a special place for me, providing a positive pathway beyond the confines of my office walls. It's more than just a military connection; it's about personal growth within a community of kindred spirits, all supported by the NZDF.

The allure of something different drew me to the program, resonating with my passion and desire for a growth mind set and camaraderie of like-minded individuals. Throughout my mentoring journey in the **RNZAF MENTORING PROGRAMME**, I've not only forged connections but also rediscovered my sense of belonging within the NZDF family.

Participating in the program has expanded my network of positive connections within the organization, offering support and guidance through challenges. It's a selfless endeavour, where everyone is eager to contribute to each other's growth and success. In essence, the **RNZAF MENTORING PROGRAM** is more than just a program; it's a community of giving back and moving forward, fostering personal and professional development in a nurturing environment.”

Ngā mihi nui

SGT Shelley Judd

Military Cadet Forces New Zealand Army



RESOURCE OF THE MONTH/ WHAKAIPURANGI

Providing outside resources to help improve your skills and find further inspiration.

Unlocking Potential: The Coaching Habit by Michael Stainer

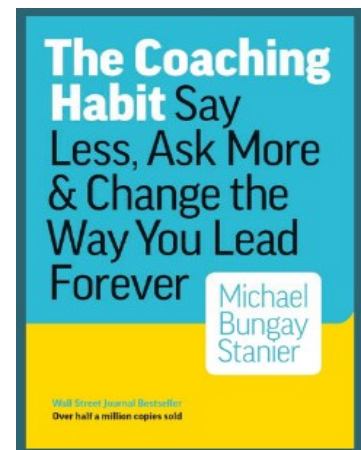
Michael Stainer's "The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever" is a transformative guide designed to help leaders and mentors unlock their team's full potential through the power of effective questioning. At its core, the book encourages leaders to shift from giving advice to asking insightful questions, fostering a culture of curiosity and continuous learning.

Stainer outlines seven essential questions that form the backbone of his coaching method.

- What's on your mind?
- And what else?
- What is the real challenge here for you?
- What do you want?
- How can I help?
- If you are saying us to this, what are you saying no to?
- What was most useful for you?

These questions are crafted to encourage deep thinking and self-reflection, helping individuals find their own solutions rather than relying on directives. This approach not only empowers team members but also promotes a more engaged and innovative work environment.

"The Coaching Habit" offers practical and easily implementable strategies that can be integrated into your daily interactions. These methods, can enhance your leadership skills, making your mentoring sessions more impactful. Second, the book provides a fresh perspective on leadership, challenging traditional notions and encouraging a more collaborative and supportive approach.

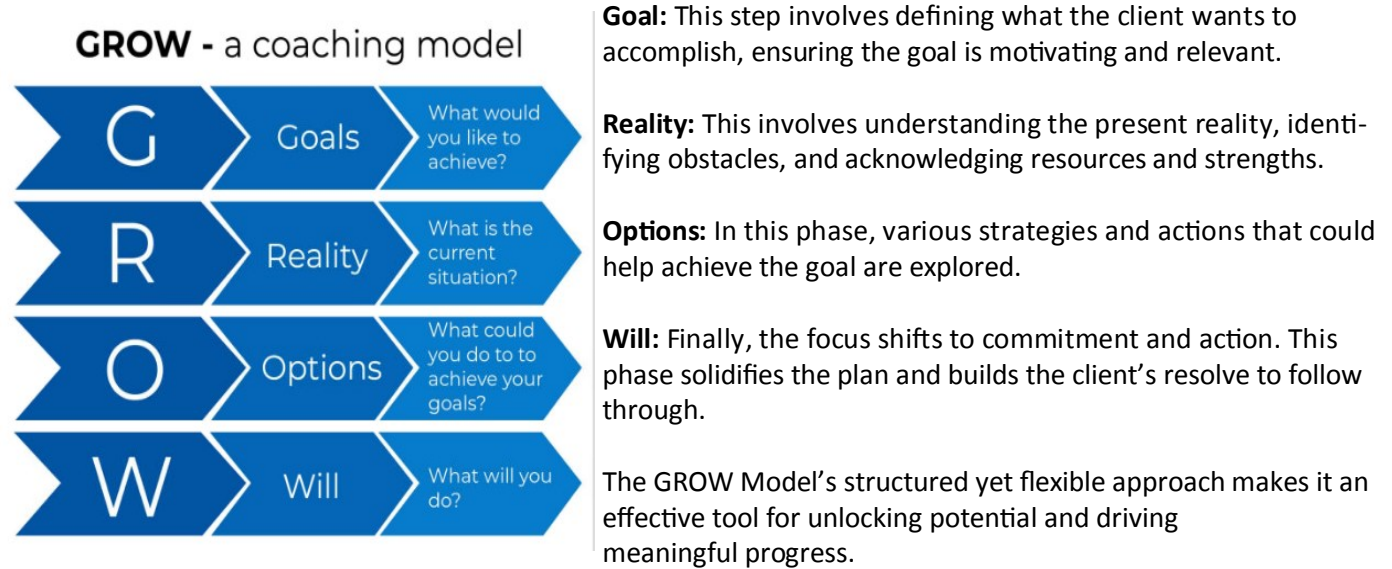


TECHNIQUE OF THE MONTH/ **NGĀ TĀERA**

Providing an unique way of growing and connecting within your mentoring relationship

The GROW Coaching Model: A Path to Achieving Goals

The GROW Model is a powerful framework for coaching and personal development, widely used to help individuals and teams achieve their goals. Developed in the 1980s by business coaches Graham Alexander, Alan Fine, and Sir John Whitmore. GROW stands for **Goal, Reality, Options, and Will**.



PROGRAMME PARTNERS/ **HOA KAIPAKIHI**

The **RNZAF MENTORING PROGRAMME** continues to connect and network with other organizations from all over the world. This is especially true within the NZDF with the New Zealand Army and the Royal New Zealand Navy (RNZN). The NZ Army and RNZN both have (re) established their own mentoring programs in the past few years. While we will hear about their journey in future newsletters, the three NZDF mentoring services provide each other valuable support, expertise, and resources.

Even though all three programs have their own way of doing things, the **RNZAF MENTORING PROGRAMME** continues to help mentor, develop and run workshops and professional development sessions for all services. This collaboration has been instrumental in enhancing the quality and reach of the **RNZAF MENTORING PROGRAMME**, ensuring it wouldn't be where it is today without their support and shared vision of connection, development, and belonging.

Upcoming initiatives, workshops, and professional development sessions for all three programs will be regularly advertised through each service. These collaborations highlights our ongoing commitment to fostering a culture of continuous learning and mutual growth within the NZDF.

Looking ahead, our goals, led by the **RNZAF MENTORING PROGRAMME**, are ambitious. We aim to not only strengthen cross-service matches but also lead military mentoring efforts globally with NZDF allies. This partnership within the NZDF not only enhances the mentoring experience for all involved but also solidifies our commitment to developing, encouraging, and transforming our personnel. Together, we are building a stronger, more connected NZDF.



UPCOMING EVENTS/ WHAI WĀHITANGA

All opportunities, workshops, and events are subject to change due to either operational outputs, availability of volunteers, and interest of course or event. Email rnzaf.mentoring@nzdf.mil.nz for up to date information.

EVENT	LEAD SERVICE	LOCATION	DATES
THE ART OF FEEDBACK	RNZAF	OHAKEA	16,23,30 JULY
KAWAU MĀRŌ FORUM	NZ ARMY	LINTON	30-31 JULY
NETWORK GATHERING	RNZAF	AKL, OH, WLGN	AUG
MENTORING WORKSHOP	NZ ARMY	LINTON	1 AUG
FOUNDATION WORKSHOP	RNZAF	AUCKLAND	3 SEPT
PD COACHING WORKSHOP W/ ANDY SMITH	RNZN	ONLINE	4 SEPT
FOUNDATION WORKSHOP	RNZAF	WELLINGTON	17 SEPT
ADVANCED WORKSHOP	RNZAF	AUCKLAND	23-24-25 OCT
FOUNDATION WORKSHOP	RNZN	DEVONPORT	29 OCT

CONTACT US/ TŪTAKITAKI

**RNZAF PROGRAMME
MANAGER**

AUCKLAND:

OHAKEA:

WELLINGTON:

WOODBOURNE

NZ ARMY

NZ NAVY

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**HEI MANA MŌ AOTEAROA
A FORCE FOR NEW ZEALAND**

