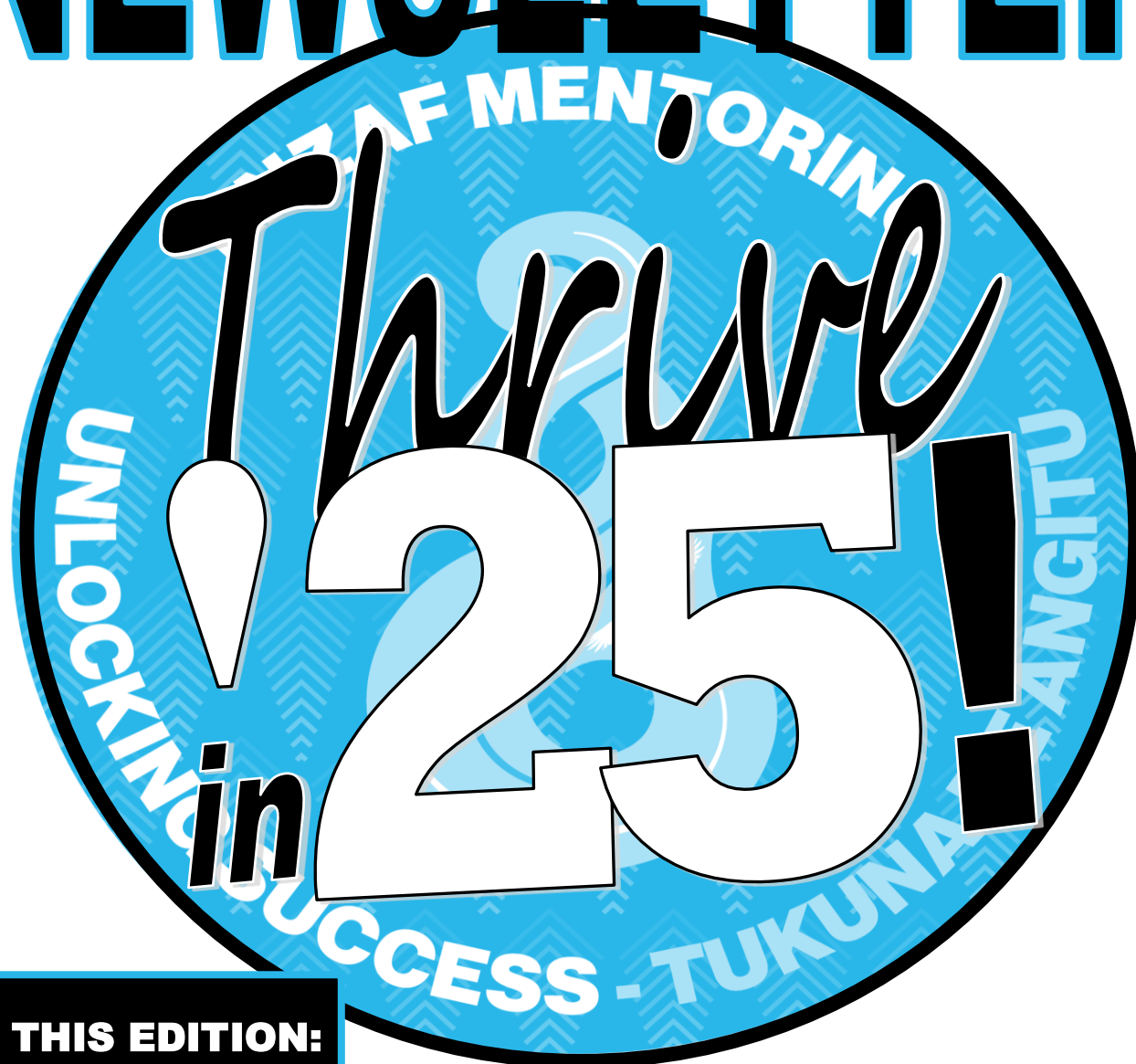




**MENTORING**  
UNLOCKING SUCCESS – TUKUNA TE ANGITU



# NEWSLETTER



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## THRIVE TOGETHER—PUĀWAI

*“Tērā a muri, ka tika a mua”—*

*“By looking to the past, we move forward into the future.”*

As we turn the page on 2024 and move into 2025, let us look back with gratitude while at the same time looking forward with excitement for the journey that lies before us this year.

2024 was a year of growth, resilience, and connection. Together, we navigated challenges, celebrated milestones, and strengthened the mana and Whakapapa of the RNZAF MENTORING PROGRAMME, ensuring its place as a cornerstone of the RNZAF culture.

Reflecting on 2024, we are reminded of the power of mentoring and its lasting impact. From hosting foreign militaries, to facilitating numerous workshops and professional development courses, to fostering connections across all ranks, we have seen how mentoring empowers individuals, transforms teams, and builds networks around the world. These moments reinforce that mentoring is more than professional development; it is about building a community of belonging, mutual support, and growth.

Now, as we step into 2025, we look forward to a year which looks like it will be shaped by innovation and unique ways to grow. Financial pressures and operational demands will test us, but challenges are not barriers; they are opportunities. Together, we will embrace this year as a time to push boundaries, think creatively, and find new ways to thrive as we continue to *unlock and achieve success* for our people.



One of the most exciting transitions in 2025 is welcoming our new WOAF, WO Guy “Lips” Lipsham, as our new key champion and sponsor of the program. WO Lipson’s deep commitment to mentoring and his innovative vision will undoubtedly help propel the program into its next chapter. As we thank WO Kerry Williams for his exceptional leadership during his tenure as WOAF, we look forward to our new chapter and perspective with WO Lipsham.

This year, our collective focus will remain on delivering world-class workshops and professional development opportunities, while strengthening our networks and military collaborations to ensure mentoring remains accessible and impactful across the RNZAF, the NZDF, and through our mentoring community around the world.

Our mission continues to be clear:

*To lead workplace mentoring so  
our people can unlock and achieve success.*

Ko tōku nui, ko tōku wehi, ko tōku whakatiketike, he tangata.  
Our greatness, our inspiration, and our strength are the people.

**Russell Bone**

RNZAF Mentoring Programme Manager

*Everyone is the HERO of their own story,  
however it is the job of a mentor to  
journey alongside and help them realize it.*

Russell Bone



## A MENTORING EXPERIENCE—MĀTAU Ā-WHEAKO

My involvement with RNZAF MENTORING PROGRAMME came early in the program when I realised I could formalize what I had been doing most of my career in the workplace and could gain some new tools and experiences along the way.

After a number of positive mentoring experiences I find myself as a committed supporter of our mentoring system and the positive impact it can have on both the mentees and mentors. There have been many times I have received more than I have contributed from our motivated aviators!

One cool thing about my WOAF connection with the mentoring program was the ability to promote it to others outside of the RNZAF, whether that was across the NZDF, other government agencies, or to our international allies. Being a three time gold starred and first military to reach this level certainly makes others want to know more!

I've had mentoring experiences long before our program was established and I often didn't realise it at the time. Looking back I thank those who took the time to offer me advice and let me choose my own pathways to success (and the odd fail).

What I would say to people who are curious about mentoring, or who may be thinking about the scheme – go all-in and then work out what it is all about later. Surrounding yourself with excellent aviators and learning from their experiences can only be a positive experience and that is certainly what I have experienced from the incredible people who have been part of this journey from its inception.

Ngā mihi ki a koutou  
Kerry Williams



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## 2025 PROGRAM STRATEGIES—RAUTAKI

The RNZAF MENTORING PROGRAMME is proud to unveil its 2025 strategy, designed to empower personnel, strengthen belonging, and enhance our standing as a global leader in mentoring.

This year's priorities include continuing to deliver impactful workshops and professional development courses, building stronger international connections, improving feedback and data systems, and embedding diversity and inclusion into all aspects of mentoring. With a focus on innovation and collaboration during our interesting times, the strategy aims to continue to live out our mission of unlocking success for our people, while aligning with RNZAF and NZDF strategic goals.

To learn more or request a copy of the full strategy document, please contact us at: [RNZAF.MENTORING@nzdf.mil.nz](mailto:RNZAF.MENTORING@nzdf.mil.nz)



## SHINING ON THE GLOBAL STAGE

### WHITI

In November 2024, the RNZAF MENTORING PROGRAMME had the privilege of taking center stage at the EMCC Global Practitioner Summit (GPS), which is a prestigious event attended by over 1,200 participants representing more than 120 countries. This global platform provided an extraordinary opportunity to showcase the unique strength and depth of our mentoring program within the RNZAF.



Our presentation, which served as the opening dialogue of the summit, explored the theme: *“How Mentoring and Coaching Inspires and Impacts a Bi-Cultural Environment.”* It highlighted how our mentoring program aligns with the principles of the Treaty of Waitangi—partnership, participation, and protection—and how these principles guide and influence the development of our people.

A key feature of the presentation was two powerful videos. One featured our own Chief of the Air Force, Air Vice-Marshal Digby Webb, who emphasized how precious our program is and how it aligns with the RNZAF values and strategies. In the second video, Corporal Ellie Mullins welcomed everyone to the summit while also highlighting how our bi-cultural principles help transform and develop individuals and create a sense of belonging and growth. The overwhelmingly positive reactions from the audience during the presentation and afterwards were a testament to the program’s relevance and impact, with many describing the dialogue as both thought-provoking and inspiring.

This event not only showcased the RNZAF MENTORING PROGRAMME, but also reinforced the RNZAF’s reputation as global leaders in workplace mentoring. By demonstrating how our initiatives continue to empower personnel and foster a culture of respect and inclusion, we have opened doors to new and exciting opportunities for collaboration with mentoring organizations worldwide.



Participating in the 2024 EMCC Global Practitioner Summit was a proud milestone for the RNZAF MENTORING PROGRAMME and a reflection of our commitment to innovation, cultural respect, and excellence. As we look ahead, we remain steadfast in our mission to UNLOCKING SUCCESS—TUKUNA TE ANGITU.

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## OPPORTUNITIES- ĀHEINGA

The RNZAF MENTORING PROGRAMME is seeking passionate volunteers to take up opportunities to thrive in this new year and make an impact on others while shaping the future of mentoring across the RNZAF, the NZDF, and the world.

We are looking for volunteers with skills and passion for:

- Relationship matching
- Event Planning and Facilitation
- Social Media and Branding

Contact us, if you would like to be a part of a dynamic team, that values personal development, leadership, and networking.

Contact us at: [RNZAF.MENTORING@NZDF.MIL.NZ](mailto:RNZAF.MENTORING@NZDF.MIL.NZ)



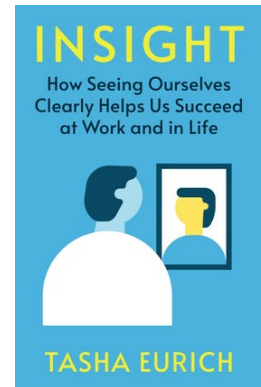


## TECHNIQUE OF THE MONTH/ NGĀ TĀERA

*Providing a unique way of growing and connecting within your mentoring relationship*

### WHAT vs WHY

In her book *Insight*, Dr. Tasha Eurich highlights a powerful technique for fostering growth: replacing “why” questions with “what” questions. Dr Eurich states, that “why” questions often trigger negative emotions and focus on limitations or the past, while “what” questions inspire curiosity, uncover possibilities, and create a path forward.



In mentoring relationships, “what” questions are invaluable. Mentors can guide mentees toward solutions and growth by focusing on actions and outcomes rather than dwelling on problems. Mentees, in turn, can use “what” questions to build resilience and take ownership of their development.



Consider integrating these into your mentoring sessions:

- “What is one step you can take to achieve your goal?”
- “What has this experience taught you?”
- “What is the reason you would like to accomplish this?”

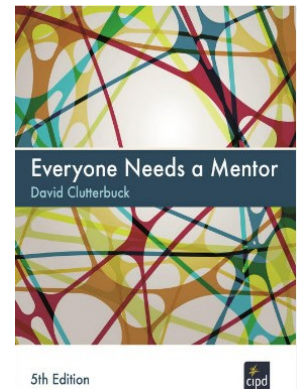
By staying focused on potential and the future, both mentor and mentee can unlock deeper insight and shared success. Make the shift—ask “what”!

## RESOURCE OF THE MONTH/ WHAKAIPURANGI

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

### *Everyone Needs a Mentor* by David Clutterbuck

David Clutterbuck’s *Everyone Needs a Mentor* is a cornerstone resource for anyone involved in mentoring. Widely regarded as a leading authority on the topic, Clutterbuck provides practical insights into how mentoring relationships can drive growth and development for both mentors and mentees.



Key takeaways from the book include:

- **The Role of Mentoring:** Mentoring is not about giving answers but facilitating self-discovery and problem-solving.
- **Building a Strong Relationship:** Successful mentoring relies on trust, mutual respect, and open communication for fostering healthy and strong relationships.
- **Customizing Mentorship:** Every mentee has unique needs and desires. Mentors are encouraged to adapt their approach and mentees to take ownership of their learning.
- **The Power of Feedback:** Effective feedback is a cornerstone of mentoring, helping both parties grow and improve.

*Everyone Needs a Mentor* is a wonderful resource for anyone wanting to know more about mentoring. It provides inspiration to strengthen any mentoring relationship while improving skills.

The RNZAF MENTORING PROGRAMME, along with your local library has copies of this book if you would like to learn more.

## 2025 Upcoming Events/ WHAI WĀHITANGA

The RNZAF MENTORING PROGRAMME 's 2025 events calendar is filling up with activities designed to continue to inspire, connect, and empower our mentoring community. From workshops and networking events to professional development opportunities, there's something for everyone looking to grow and contribute. These events are more than just sessions—they are opportunities to strengthen our sense of belonging and purpose while unlocking individual and team success.

MONTH	EVENTS	LOCATIONS
MARCH	FOUNDATION WORKSHOPS	AKL, OH, WLGN
2 APR	AUTHOR/SPEAKER: MANDY HICKSON	AKL/DEV
MAY	ADVANCED PRACTITIONER WORKSHOP	WLGN
JUNE	PROFESSIONAL DEVELOPMENT COURSES	TBD
JULY	FOUNDATION COURSE	ONLINE
AUG	NETWORK GATHERINGS	AKL, OH, WLGN
SEPT	ADVANCED PRACTITIONER WORKSHOP	AKL
OCT	FOUNDATION WORKSHOPS	AKL, OH, WLGN

The RNZAF MENTORING PROGRAMME is also proud to offer tailored professional development workshops for teams and units across the NZDF. These workshops cover essential topics such as *active listening*, *building high-performing teams*, *understanding feedback*, *dealing with change*, *public presenting skills*, and *creating a coaching and mentoring culture*. Customization is available to suit your unique needs, ensuring the most meaningful and impactful experience.

PLEASE NOTE: *All events and workshops are subject to change due to operational demands, volunteer availability, and participant interest.*

## Contact Us TŪTAKITAKI

If you have any questions or like to learn more about the RNZAF MENTORING PROGRAMME, feel free to contact the program manager or any of the Mentoring Advisory Teams (MAT).

### RNZAF MENTORING PROGRAMME MANAGER

[RNZAF.MENTORING@NZDF.MIL.NZ](mailto:RNZAF.MENTORING@NZDF.MIL.NZ)  
+64 (0)21 906 597

AUCKLAND:

[RNZAFMATAK@NZDF.MIL.NZ](mailto:RNZAFMATAK@NZDF.MIL.NZ)

OHAKA:

[RNZAFMATOH@NZDF.MIL.NZ](mailto:RNZAFMATOH@NZDF.MIL.NZ)

WELLINGTON:

[RNZAFMATWN@NZDF.MIL.NZ](mailto:RNZAFMATWN@NZDF.MIL.NZ)

WOODBOURNE

[RNZAFMATWB@NZDF.MIL.NZ](mailto:RNZAFMATWB@NZDF.MIL.NZ)

**NZ ARMY**

[MENTORINGNZARMY@NZDF.MIL.NZ](mailto:MENTORINGNZARMY@NZDF.MIL.NZ)

**NZ NAVY**

[RNZNMENTORINGCOORD@NZDF.MIL.NZ](mailto:RNZNMENTORINGCOORD@NZDF.MIL.NZ)



[RNZAFMENTORING.CO.NZ](https://RNZAFMENTORING.CO.NZ)