



NEWSLETTER



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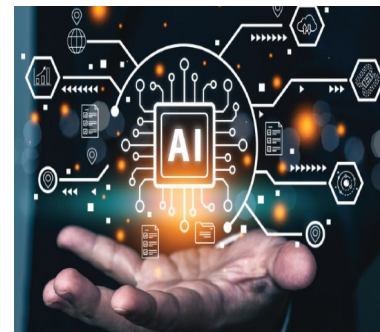
- Momentum and Mana
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THE FUTURE OF MENTORING: Holding Connection TŪHONONGA

As artificial intelligence (AI) continues to evolve, its role in mentoring and coaching is sparking important conversations. Platforms such as BetterUp Grow and Ezra Coaching are already using AI to offer personalised feedback and career pathways.

For the [RNZAF MENTORING PROGRAMME](#), this raises an important question:

Can AI ever replace the human bond at the core of true mentoring?



AI offers valuable support. It can manage tasks such as scheduling, progress tracking, and resource sharing which can particularly be useful in a military environment where operational demands are high. In theory, AI could help keep mentoring relationships moving forward even when mentors and mentees are deployed or separated.

Yet, despite these efficiencies, mentoring is far more than the exchange of information. It is a shared journey built on trust, deep listening, and genuine connection. As Dr David Clutterbuck, co-founder of the European Mentoring and Coaching Council (EMCC), reminds us, “mentoring is, at its core, a human relationship.” No AI can replicate the empathy, value, and understanding required to walk alongside someone through both personal and professional growth.

The korowai, a traditional Māori cloak, which is represented as the feathered pattern in the [RNZAF MENTORING PROGRAMME](#) symbol, reminds us of our connection together. For our program, this symbolizes protection, unity, and belonging, while reflecting our mentoring approach: standing together, offering strength, encouragement, and a safe space under a shared commitment and journey.



In an AI-driven environment, this living relationship under the korowai does not seem to exist. Technology can provide advice, but it cannot offer protection. It can share information, but it cannot build belonging.

The [RNZAF MENTORING PROGRAMME](#) has always been, and will always remain, a people-centred program. It is through genuine human connection, through listening, supporting, and journeying together that true mentoring happens.

As technology continues to evolve, AI may and will play a supporting role, assisting mentors and mentees by providing resources and insights. Yet it must never overshadow what is most important: the relationship between two people, growing together under a shared purpose.

Our vision is to create a safe mentoring environment where people feel supported, valued, and empowered to unlock success and reach their fullest potential.

Technology may offer new tools, but it is the people, the mentor and the mentee, walking alongside each other under the korowai—who bring the vision of the [RNZAF MENTORING PROGRAMME](#) to life.

As we move forward, it is this commitment to connection, belonging, and shared growth that will continue to guide the [RNZAF MENTORING PROGRAMME](#).

Mentoring is not just about reaching a destination, it is about how we travel the journey together.

He aha te mea nui o te ao?
He tāngata, he tāngata, he tāngata.
("What is the most important thing in the world?
It is people, it is people, it is people.")

OUR FUTURE: WĀHEKE

As the world around us continues to evolve with technological disruption, shifting military landscapes, and new global demands, the [RNZAF MENTORING PROGRAMME](#) is not just keeping pace, we are striving to shape what comes next.

At the centre of our program is a vision:

To lead workplace mentoring so our people can unlock and achieve success – [TUKUNA TE ANGITU](#).

But as we look toward the horizon, it's not just about sustaining what we've built. It's about reimagining what mentoring can become and doing so from a foundation of global excellence.



Our program continues to hold dual international accreditation through the European Mentoring and Coaching Council (EMCC), both the European Quality Award (EQA) and the International Standards for Mentoring and Coaching Programmes (ISMCP). These honours aren't just plaques on the wall; they affirm that what we deliver stands alongside the best in the world. They empower us to lead, influence, and shape mentoring cultures not only in Aotearoa New Zealand but across global networks.

Our professional development courses and tailored workshops continue to build on this credibility by supporting teams and units across the NZDF and beyond in areas like *Having Courageous Conversations*, *Understanding Feedback*, *Asking Powerful Questions*, *Understanding a Value Base Culture*, and *Improving Public Speaking Skills*. Each course delivered is another way we live out our mission not just to train, but to transform.

And yet, we are still striving and dreaming forward. Among our strategic aspirations are to:

- **HOST AN INTERNATIONAL MILITARY MENTORING HUI:** We see this as a gathering of minds and hearts from global militaries, to share, learn, and strengthen our collective mentoring capacity.
- **EXPAND CROSS-MILITARY PARTNERSHIPS:** We will be striving to deepen our collaboration with various militaries around the world through mentoring partnership and alliance
- **EMBED BICULTURAL MENTORING:** In partnership with the RNZAF Tūrangawaewae, we aim to weave the principles of Te Ao Māori into every layer of our program, creating mentoring experiences that reflect Aotearoa New Zealand's unique identity.
- **DEVELOP FURTHER DIGITAL/VIRTUAL PATHWAYS:** To continue to trial and push our online and virtual connections, including workshops, podcast, and other areas to ensure access and engagement of mentoring principals and philosophy.

These aspirations aren't just wish lists. They are strategic dreams, grounded in purpose and propelled by the belief that mentoring is more than a support program, it's a culture-shaping force. We do not see mentoring as something to tick off. We see it as a way of leading and a way of being.

The future will challenge us, but as long as we remain anchored in our vision and our principles of a 100% volunteer mentee driven program focusing on connection, culture, and courage, our waka will stay on course.



If these dreams and aspirations resonate with you, whether you are within the RNZAF, part of our wider NZDF whānau/family, or one of our global allies; we would love for you to reach out, join in, and be part of shaping the future of mentoring together

CONVERSATIONS THAT CHANGED PERSPECTIVE [WHAKATAURITE](#)

Advanced Practitioner Workshop – Wellington | 7–9 May 2025

In early May, 22 participants gathered from all over the NZDF, representing the New Zealand Air Force, Army, Navy, and civilian workforce, for the [RNZAF MENTORING PROGRAMME'S](#) Advanced Practitioner Workshop in Wellington. Over three days, each person brought their curiosity, honesty, and heart into the space.



The structure and kaupapa (purpose) of the course was strong: to deepen understanding of mentoring and coaching principles and techniques while growing presence, building empathy, exploring identity, and connecting through trust.

Grant Morris, from the NZ Army, captured the workshop best by saying:

“What stood out most was the honest engagement, the willingness of everyone to learn in order to help others, and the level playing field that rank didn’t define.”

From the outset, the tone was clear, this was not just a course, but a conversation. Various activities invited storytelling, reflection, and emotional openness. Participants weren’t simply learning frameworks like GROW or Kolb’s Learning Cycle, they were learning how to listen more deeply, how to pause without rushing in, and how to mentor without needing to fix or know everything.

One of the most powerful moments came during a long-form partner session exploring personal purpose. For many, it was the first time they’d stopped to consider: What really anchors me? What difference do I hope to make? For others, it was the first time someone truly listened to the answer.

The diversity in the room across trades, experiences, and services made each kōrero (conversation) richer. Insights were shared at every table. Every voice brought something unique.

As Grant reflected:

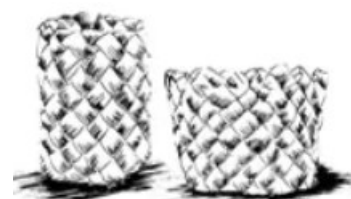
“I now have a much better appreciation of the subtleties and utility of each domain and how they mutually support one another in growing people.”

Some walked away with tools while others walked away with new questions, but everyone left with something deeper: a clearer understanding of themselves and how to walk with intention beside others.

This is the real work of mentoring, not just passing on knowledge, but building relationships that transform how we lead, listen, and grow.

“Nā tō rourou, nā taku rourou ka ora ai te iwi.”

With your food basket and my food basket, the people will thrive



CONNECTION TARUNA

Empowering Women Aviators through Global Mentoring

The **RNZAF MENTORING PROGRAMME** is proud to begin a new and exciting relationship with **ALTA Mentoring** and the Royal Air Force (RAF) as we take our first steps toward building global connections that empower, uplift, and inspire women in aviation.

ALTA (www.altamentoring.com) is an international initiative that creates space for wāhine toa (powerful women) across both military and civilian aviation sectors. Its goal is to foster meaningful mentoring relationships, leadership development, and global networking. Open to both mentors and mentees, **ALTA** offers an inclusive, supportive platform to grow together—regardless of where you are on your journey.

This opportunity is made possible through WGCDR Daniela Nowalski of the RAF, a valued partner, EMCC Global member, and current manager of the RAF Mentoring Programme. Through her leadership, we are excited to establish this connection with **ALTA** and step into a wider world of mentoring together.

Join the **ALTA** co-founders and WGCDR Nowalski as they share the story, vision, and benefits of **ALTA** Mentoring, and how you can get involved in an interactive webinar.

ALTA MENTORING WEBINAR

Thursday 24 July—1800 NZT / 0700 BST

If you would like to register for the webinar, please email:

RNZAF MENTORING PROGRAMME: RNZAF.MENTORING@NZDF.MIL.NZ

WGCDR Nowalski : daniela.nowalski607@mod.gov.uk

To learn more about **ALTA**, check out their website or email them at: ALTA@AEROSOCIETY.COM

Ehara tāku toa i te toa takitahi, engari he toa takitini
My strength is not that of one, but of many



EXPANDING ACCESS ACROSS THE FORCE RANGIWHĀWHĀ
Online Foundation Workshop

On Wednesday, 9 July, from 0830-1230 NZT, the **RNZAF MENTORING PROGRAMME** is stretching itself and running an online Foundation Workshop, opening new doors for mentoring development in a way that is accessible, modern, and inclusive for all.

This trial version of our award-winning in-person course is not meant to replace the original, at this stage it is meant to catch those we may have missed or have a quick catch up or even have a sneak peek at our award winning material. It also creates a space for those working remotely, deployed, or unable to attend on-base.

We will still be holding face-to-face workshops, but the addition of an online course offers flexibility without compromising quality.

If you are interested in joining us, from either inside or outside the NZDF or RNZAF, please contact us and we will send you a link to join in.

Contact: RNZAF.MENTORING@NZDF.MIL.NZ



MOMENTUM, MANA, AND MĀTAURANGA THE JOURNEY TO SUCCESS

Looking ahead, the [RNZAF MENTORING PROGRAMME](#) is excited to continue to offer the following upcoming opportunities to grow skills, strengthen networks, and deepen the sense of connection across the RNZAF, NZDF, and beyond.

MONTH	EVENTS	LOCATIONS
9 JULY	FOUNDATION WORKSHOP	ONLINE
3RD TUES OF MONTH	LUNCH AND LEARN	OHAKEA
AUG	NETWORK GATHERINGS	TBC
SEPT	ADVANCED PRACTITIONER WORKSHOP	AUCKLAND
OCT	FOUNDATOIN WORKSHOPS	AKL, OH, WLG

The [RNZAF MENTORING PROGRAMME](#) is also proud to offer tailored professional development workshops to teams and units across the NZDF. Topics include, but not limited to :

- Active Listening
- Building High-Performing Teams
- Understanding and Giving Feedback
- Navigating Change
- Public Speaking Skills
- Asking Powerful Questions
- Creating a Coaching and Mentoring Culture

If you would like more information on any of the events or how your team or unit could benefit from any of the workshops above, please feel free to contact us: RNZAF.MENTORING@nzdf.mil.nz



*Whāia te iti kahurangi, ki te tuohu koe, me he maunga teitei.
Pursue that which is precious—should you bow, let it be to a lofty mountain.*

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).

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HEI MANA MŌ AOTEAROA
A FORCE FOR NEW ZEALAND

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