



NEWSLETTER



WALKING TOGETHER

IN THIS EDITION



Lifting
Together



New
Partnership



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Moment



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our Team



A Deeper
Dive



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Events



A place to grow, connect, feel empowered
and gain a sense of belonging.

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WALKING TOGETHER, LIFTING TOGETHER

WHAKAMENE

Recently, one of the world's largest aircraft, the C-5 Galaxy, landed at RNZAF Base Auckland carrying vital equipment for the RNZAF's future training needs. Beyond the impressive scale of the plane itself, the real story was the collaboration behind its arrival. It took careful planning, trust and partnership across nations to make it happen.



In many ways, mentoring mirrors this same spirit. Just as the aircraft carried essential components that will allow our people to train and grow, mentors and mentees carry skills, knowledge and encouragement for one another. Neither journey is possible alone. Growth comes when we walk side by side, offering support in moments of challenge and celebrating achievements together.

Partnership, whether between Air Forces or between people, reminds us that development is not a solo flight. It is a shared mission. Through mentoring, we learn that asking the right questions, listening deeply, and guiding with care creates an environment where both parties thrive. These conversations are not about one person having all the answers, but about creating the space for discovery, courage, and confidence to emerge.

The C-5's arrival was a visible reminder that great outcomes are achieved when we bring our strengths together. In the same way, every mentoring relationship is an investment in capability, confidence, and connection. Each journey taken together strengthens not only the individuals involved but also the wider team and culture.



As a Māori proverb reminds us:

"He waka eke noa" - We are all in this together.

Mentoring, like partnership, is about walking together so we can all rise higher.

JOINING FORCES WITH ALTA MENTORING: RANGAPŪ

The [RNZAF Mentoring Programme](#) is proud to announce a new partnership with ALTA Mentoring. ALTA Mentoring is a global, for women by women initiative supporting those in aviation, aerospace, and air sectors.



In a recent international webinar, wāhine from the RNZAF, RAF, RAAF, and RCAF came together, joined by WGCDR Daniela Nowalski, of the RAF and ALTA co-founder Professor Sue Durbin. The session marked a powerful moment of global connection and shared purpose.

ALTA is open to all women in aviation, across all ranks and roles, offering mentoring, community, and growth on a global scale. The [RNZAF Mentoring Programme](#) is proud to support this movement and encourages all wāhine toa/strong women within aviation to get involved.

👉 www.altamentoring.com

Whaia te iti kahurangi – Pursue that which is precious.
Together, we rise



A MENTORING EXPERIENCE: MĀTAU Ā-WHEAKO

A Red Pill Moment

“When I look back on my journey with the [RNZAF Mentoring Programme](#), a journey that spans nearly since its inception, one moment always stands out: my very first mentoring relationship as a mentee in 2009.



I often describe it as my “red pill” moment, like in The Matrix.

At the time, I was a young aircraftsman and believed a good mentor was someone successful in my trade, someone full of wisdom to pass down. But I was paired with someone completely outside my profession, someone who didn’t have the accolades I thought defined success. I was wrong.

That mentoring relationship taught me something profound: good mentorship isn’t about the mentor giving advice or having all the answers — it’s about asking the right questions. My mentor challenged me to reflect, explore, and decide for myself. The responsibility was mine, and through that, I built confidence, ownership, and a deep appreciation for the power of mentorship.

That experience didn’t just stay with me it transformed the way I lead. Today, I carry that same philosophy into my leadership: the mentee focuses on the issue, and I, as the mentor or leader, focus on them. By guiding with open questions, I aim to build curious, empowered, and successful teams. To me, the biggest gift of the [RNZAF Mentoring Programme](#) is simple: it helps improve our people personally and professionally. It’s endorsed by our senior leadership and, best of all, it’s freely available to everyone.

In today’s Air Force, where we run a lean operating mode and priority tasks often take centre stage, it’s easy for personal and professional development to get pushed aside. Mentoring creates a vital space for people to step back, reflect, and explore possibilities — and it gives them access to an independent sounding board, outside of the biases that might exist in their formal chain of command.

I believe the more people we have learning and using the mentoring approach, the stronger our force will be. When individuals thrive, teams thrive — and that’s why mentoring matters now more than ever.



André Budel

RNZAF Engineer

GROWING OUR TEAM: TUPU

The [RNZAF Mentoring Programme](#) is excited to announce the rejuvenation of our Mentoring Action Teams (MATs) across bases and camps. With a mix of fresh volunteers joining alongside experienced members, these teams are bringing new energy, fresh perspectives, and innovative ideas to how the program is delivered. This renewal is helping us fine-tune the way we support mentors and mentees, ensuring the program continues to grow stronger and more relevant.

Being part of a MAT is more than just helping run events, it’s an opportunity to develop leadership skills, expand networks across the RNZAF and beyond, and contribute to a culture of growth and belonging.

There is still room to be involved, and we encourage anyone interested to step forward. To join the team, please contact: RNZAF.Mentoring@nzdf.co.nz



A DEEPER DIVE: HOHONU AKE TE MĀRAMA

Advanced Mentoring Practitioner Workshop – 10–12 September

The [RNZAF Mentoring Programme](#) is proud to be hosting its Advanced Mentoring Practitioner Workshop at Base Auckland 10,11,12 September. This immersive three-day course is designed for those who are keen to take a deeper dive into the principles and competencies of mentoring.



It's a chance to reflect, stretch and grow as a practitioner while exploring what it means to mentor at an advanced level.

Participants will also have the opportunity to connect their learning to international standards, with a clear pathway to apply for global accreditation through EMCC. This recognition places our people alongside mentors and coaches from around the world. The workshop will not only strengthen individual practice but also broaden networks and perspectives across the RNZAF and the wider mentoring community.

This is an investment in leadership, growth and a culture of belonging that reaches far beyond our base.

To register or for more information, please contact: RNZAF.Mentoring@nzdf.co.nz

CELEBRATING THE TALENT WHAKANUI

As part of the [RNZAF Mentoring Programme's](#) ongoing reaccreditation with the European Mentoring and Coaching Council (EMCC), time has been taken to gather updated biographies of those who serve as facilitators, advisors, and leaders within the program.



This exercise has been more than a matter of compliance; it has provided an opportunity to reflect on the depth of talent and dedication within the mentoring community.

What has emerged is a powerful reminder that the program is built on the voluntary contributions of people who give their time, energy, and expertise to ensure its success. Among them are experienced facilitators who design and deliver workshops across the country, administrators whose organizational skill ensures smooth delivery, and leaders who safeguard the program's history while shaping its future. Their collective knowledge spans engineering, logistics, aviation, leadership, welfare, and community development. Many hold international qualifications in mentoring and coaching, while others contribute wisdom earned from decades of operational and leadership experience.

The diversity of these contributors is matched only by their shared passion for developing people. Each brings unique strengths, whether it is challenging assumptions, encouraging growth, honouring the program's whakapapa, or creating innovative ways to reach new audiences. Together, they embody the vision of the program; *to lead workplace mentoring so our people can unlock and achieve success.*

As reaccreditation continues, one truth has become clear: the strength of the [RNZAF Mentoring Programme](#) lies not in its structure alone, but in the remarkable people who sustain it. Their ongoing commitment ensures the programme remains globally recognised, culturally grounded, and a place where growth and connection flourish.



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.)

MOMENTUM, MANA, AND MĀTAURANGA

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.



DATES	EVENT	LOCATION
10-12 September	Advance Practitioner Workshop	Auckland
7,14,21 October	Foundation Workshop	AKL, OH, WLG
Sept, Oct, Nov	Lunch and Learns	Ohakea
22 October	Foundation Workshop	Army
4 November	Foundation Workshop	Navy
11 November	Leaders as Coaches PD Course	Auckland

The [RNZAF Mentoring Programme](#) is also proud to offer tailored professional development workshops to teams and units across the NZDF. 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 INFORMATION 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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