



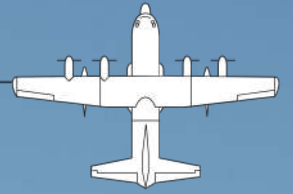
MENTORING

UNLOCKING SUCCESS – TUKUNA TE ANGITU



ADVANCED PRACTITIONER WORKSHOP

Information Brochure



Nāu te rourou, nāku te rourou, ka ora ai te iwi.
With your food basket and my food basket,
the people will thrive.



ABOUT THE WORKSHOP

The RNZAF Mentoring Advanced Practitioner Workshop is a three-day course designed for anyone within the New Zealand Defence Force (NZDF) ready to take a deeper dive into understanding mentoring and coaching.

Co-created by Andy Armstrong and Russell Bone, this workshop was first launched in 2022 to meet a growing demand across the RNZAF Mentoring Programme for those wanting more in their mentoring and coaching journey.

- More opportunities to grow in leadership
- More depth in their knowledge of mentoring and coaching
- A pathway to international accreditation for those seeking professional recognition

Additionally, the Advanced Practitioner Workshop was created to be the natural “next step” in the program’s journey to live out its mission:

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

Building on the Foundation Workshop, this advanced course equips participants with powerful tools for meaningful conversations, reflective practice, and professional growth.

It also provides a direct pathway to the European Individual Award (EIA) at Practitioner level an internationally recognised accreditation that affirms competence and credibility in mentoring and coaching.



The workshop is run twice a year across the NZDF with dates announced in advance. It is open to both military and civilian members of the NZDF, whether you are attending for personal development or stepping onto the accreditation pathway.

WHY IT MATTERS

Mentoring and coaching are more than skills, they are multipliers of people, teams, and culture. This workshop gives participants the space to pause, reflect, and strengthen how they support others, while also sharpening their own self-awareness and leadership presence.

Those who attend often leave with:

- Sharper confidence in their ability to mentor and coach effectively
- Stronger networks across NZDF and beyond
- A renewed sense of belonging to something bigger—a community committed to growth and success

It is a course designed not just to build competence, but to inspire transformation.



“He aha te mea
nui o te ao?
He tāngata,

What is the most
important thing
in the world?
It is people.

THE WORKSHOP EXPERIENCE

The Advanced Practitioner Workshop is an interactive three-day course designed to challenge, stretch, and equip participants with the tools they need to take their mentoring and coaching to the next level. Each day builds on the one before, blending reflection, practice, and real conversations that connect directly to the workplace.

Day

01

FOUNDATIONS AND SELF-AWARENESS

- Mentoring and coaching definitions
- Context within the RNZAF and NZDF
- The 8 EMCC Competencies
- Principles of ethical practice
- Motivation, values, and philosophy
- Understanding self in developmental relationships

Day

02

TOOLS, PRESENCE, AND PRACTICE

- Building presence and deep listening
- Outcome-focused models and techniques
- Giving and receiving feedback effectively
- Leveraging trust and empathy for growth

Day

03

REFLECTION, ETHICS, AND APPLICATION

- Introduction to supervision and its value
- The EMCC Code of Ethics in practice
- Bias, biculturalism, and inclusive relationships
- Applying new insights through experiential learning

By the end of the workshop, participants walk away not just with new knowledge, but with practical skills they can apply immediately in mentoring, coaching, or leading others.

Mā te huruhuru
ka rere te manu

Adorn the bird
with feathers
so it may fly.



PATHWAY TO ACCREDITATION (EIA)

For those ready to take their mentoring and coaching practice to an international level, the Advanced Practitioner Workshop provides a direct pathway to the European Individual Award (EIA) at Practitioner level.

The EIA, awarded by the European Mentoring and Coaching Council (EMCC), is a globally recognised credential. It demonstrates that an individual not only understands the theory of mentoring and coaching, but can apply it with integrity, professionalism, and impact in real-world settings.

WHAT IS THE EIA?

The EIA is the EMCC's benchmark for professional competence. It sets high standards, requiring evidence of reflective practice, practical experience, and a commitment to ongoing development. Holding the EIA is a signal that you meet international expectations of quality in mentoring and coaching.

BENEFITS OF THE EIA

- Professional credibility – recognition as a qualified mentor/coach within NZDF and globally
- Personal growth – a framework that pushes you to reflect, learn, and refine your practice
- Career development – enhances leadership potential and opens new opportunities
- Global connection – part of an international community of practitioners committed to high standards

WHO IS IT FOR?

The EIA is designed for anyone who is actively engaged in mentoring and coaching, whether as part of their leadership role, a dedicated practice, or as a passion for developing others.

Within the NZDF, it is particularly valuable for:

- Leaders who support the growth of their people
- Mentors and coaches seeking professional recognition
- Those who want to strengthen their credibility in both military and civilian contexts

WHAT IT REQUIRES

- Attendance of all three days of the Advanced Practitioner Workshop
- Complete a written assignment and guided reading
- Take part in 10+ hours of online or in person coach mentoring training
- Engage in 4+ hours of supervision and reflection
- Log 100+ hours of mentoring and coaching practice

The workshop offers valuable growth for all, with the EIA as an added pathway for those seeking to take their practice onto the global stage.



Mā te ako ka mārama,
mā te mārama
ka mātau,
mā te mātau ka ora.”

Through learning we
come to understand,
through understanding
we gain wisdom,
through wisdom we
find wellbeing



PRACTICAL DETAILS

The Advanced Practitioner Workshop is designed to be accessible, flexible, and focused on impact.

FORMAT

- A three-day, in-person, interactive workshop
- Blends group learning, discussion, and practice-based activities
- Option to attend the full program or selected days for skill development

SCHEDULE

- Runs twice a year
 - One in the Northern Region and one in the Central Region
- Dates are announced in advance through program communications

COST

- Funded by the RNZAF Mentoring Programme (no cost to attend)
- Travel and accommodation costs are the responsibility of units
- For those pursuing accreditation, the program covers the EIA application fee and first year of EMCC membership
 - EIA recipients are to be prepared to 'give back' to the program by facilitating future professional development workshops and/or supporting the evolution of the RNZAF Mentoring Programme.

LOCATION

- Hosted at NZDF locations across New Zealand
- Venues vary to ensure accessibility across the organisation

HOW TO APPLY

To learn more, register your interest, or apply for EIA candidacy, email:

RNZAF.MENTORING@NZDF.MIL.NZ

The Advanced Practitioner Workshop is more than just a course, it's a commitment to growth, belonging, and excellence in mentoring and coaching.

Whether you are stepping in for personal development or aiming for global accreditation, this workshop offers the tools, space, and support to help you succeed.

“He waka eke noa.”

We are all in
this together



ABOUT THE RNZAF MENTORING PROGRAMME

The RNZAF Mentoring Programme was established in 2008 and has since become the NZDF's leading initiative for professional mentoring and coaching.

Built on the belief that people are at the heart of success, the program provides a framework, training, and support network that enables our people to unlock their potential and grow in confidence, competence, and connection.

Over the years, the program has gained international recognition, achieving triple accreditation with EMCC:

- International Standards for Mentoring & Coaching Programmes (ISMCP) Gold Standard – awarded in 2014, 2018, and 2022
- European Quality Award (EQA) – awarded in 2018 for bespoke workshops

These accreditations place the RNZAF Mentoring Programme among the most highly regarded mentoring initiatives worldwide, benchmarked against international codes of ethics, principles, and standards.

At its core, the programme exists to live out its mission:

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

It has grown beyond a course or workshop series and is now a culture of support, learning, and leadership development that reaches across bases, camps, and even international borders through collaborations with allied militaries and global mentoring organisations.

PROGRAMME PRINCIPLES AND OBJECTIVES

The RNZAF Mentoring Programme is grounded in values that ensure mentoring is safe, purposeful, and people-focused. These principles and objectives guide every workshop and relationship we support.

PRINCIPLES | NGĀ MĀTĀPONO

- Participation is voluntary and mentee-driven
- Conversations take place in a safe, open, and constructive space
- Clear separation from performance management

OBJECTIVES | WHĀINGA ROA

- Enhance service and personal development
- Inspire motivation and purpose
- Build connections across people and teams
- Cultivate a strong sense of belonging
- Support cultural and diverse growth

Through these principles and objectives, the programme ensures our people have the environment and support they need to grow.



“Poipoia te kākano
kia puāwai.”

Nurture the seed and it
will blossom



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+64 21 906 597
RNZAF.MENTORING@NZDF.MIL.NZ