



OPEN TO ALL  
NZDF  
PERSONNEL

# FOUNDATION WORKSHOP

## Frist steps of meaning mentoring relationship.

The RNZAF Mentoring Programme's Foundation Workshop is a one-day, interactive, and accessible professional development opportunity for anyone wanting to understand mentoring, develop practical conversation skills, and take the first step into a mentoring relationship as either a mentor or mentee.

Open to all NZDF personnel, the workshop introduces the purpose, principles, and practice of mentoring within the RNZAF Mentoring Programme. At its heart, mentoring is about creating a trusted space where people can think clearly, feel heard, set meaningful goals, and grow with confidence. The workshop explores how strong mentoring relationships are built through trust, confidentiality, listening, questioning, reflection, and clear expectations.

Delivered in a practical and engaging format, the Foundation Workshop gives participants tools they can use immediately in mentoring conversations, workplace relationships, and everyday leadership. It is the gateway into the RNZAF Mentoring Programme and the starting point for those wishing to be formally matched in a mentoring relationship.



## WHAT TO EXPECT

- What mentoring is
- The qualities of a strong relationship
- Basic mentoring techniques
- Ethics and confidentiality
- Common challenges and barriers
- Setting up a mentoring contract
- A safe place to practise



### RNZAF Mentoring Programme

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



MĀ TE HURUHURU  
KA RERE TE MANU.

Adorn the bird with  
feathers to enable it to fly.



INVEST IN  
PEOPLE

