



Tuakana-Teina Mentorship Programme Overview

Recreation Aotearoa is the voice of Recreation in Aotearoa, representing all professionals in the industry. We empower our members to deliver the quality Recreation experiences, places and facilities, that fuel a more active, healthy and connected NZ.

Generate NZ's vision is to provide more go-getters thriving for generations to come and its mission is to provide a launch pad for up and coming recreation professionals.

There has been a strong interest for some time, especially amongst our younger members, to support their development through access to the skills and expertise of experienced members through mentoring. Research into the benefits of mentoring has proven that it helps to increase retention, improve performance and strengthen networks.

Mentoring aligns with the following values in Recreation Aotearoa's strategic plan, Te Whai Oranga:

- ❖ **Whanaugatanga** – the process of establishing and nurturing mutually beneficial relationships throughout the recreation sector.
- ❖ **Manaakitanga** – showing respect, generosity and care for others and the environment while acknowledging their efforts and contributions.
- ❖ **Tau utuutu** – reciprocity, being able to give back and acknowledge the efforts and contributions between partnerships.

Tuakana-Teina Mentorship Outcomes

This programme provides up and coming professionals and new/recent industry arrivals with a mentoring opportunity (outside of the workplace), that focuses on a variety of industry skill sets to further the applicant's career through building confidence and competence.

Eligibility Criteria

Applications for mentees will be considered from individuals who:

- are new/recent industry arrivals (less than 10 years in the industry)
- want help achieving their goals (personal, professional career) or who are ready for their next step in their career
- are a Recreation Aotearoa Member and / or are employed by an organisation who is a Recreation Aotearoa Member
- are a Generate NZ Member

Expressions of Interest for mentors will be considered from individuals who:

- are a Recreation Aotearoa Member and / or are employed by an organisation who is a Recreation Aotearoa Member
- have been recreation professionals for more than 10 years

Application Process

Complete and submit the application form or Expression of Interest before **April 25th 2023**.

The 2023 cohort will begin in May and end in November.

Assessment Process

Once submitted, an application will be assessed according to:

1. The eligibility criteria (above)
2. The assessment criteria (below)



	Consideration	Weighting
1	Motivation <ul style="list-style-type: none">The applicant demonstrates need for and commitment to the programmeThe applicant clearly outlines desired outcomes/results from the Tuakana-Teina Mentoring Programme	50%
2	Benefit <ul style="list-style-type: none">The Tuakana-Teina Mentoring Programme will result in a significant outcome for the applicant	50%

Please note: Recreation Aotearoa and Generate NZ reserve the right to not approve an application or expression.

Decision Making

Based on the above parameters and guidelines, Recreation Aotearoa, in partnership with Generate NZ, will assess each application received and determine successful applications. Partnering of a successful applicant and a mentor will be based on the following considerations:

- Skill set (requested by the applicant and that can be offered by the mentor)
- Location
- Ability for mentor and mentee to travel or access on-line conferencing

Notification Process

All successful applicants will be issued with recommendations for a partnered mentor who matches their preferred skill set to choose from.

Expectations

The Teina mentee is expected to:

- Organising the timings of mentoring contact and being prepared for each session
- Commit to a minimum of 1 hour a month mentoring contact
- Participate in the 3 month and 6 month check ins led by Recreation Aotearoa
- Support the mana of the tuakana by being prepared for each session, communicating professionally and respecting their privacy and anything confidential shared.
- Acknowledge the mentor's efforts and contributions

The Tuakana mentor is expected to:

- Commit to a minimum of 1 hour a month mentoring contact
- Participate in the 3 month and 6 month check ins led by Recreation Aotearoa
- Support the mana of the teina through encouraging professionalism, building confidence and being respectful. This includes respecting their privacy and anything confidential shared.
- Build their knowledge and skills through sharing insights and past experience as appropriate, offering constructive feedback and being honest if something is out of your knowledge area
- Acknowledge the mentee's efforts and contributions

Programme Follow up

Three and six monthly follow ups will be conducted during the programme with all participants.

Participants may also be invited to:

- Author an article for the Australasian Parks and Leisure Journal
- Present at a Recreation Aotearoa or Generate event (i.e. workshop, seminar, or conference)