



## **Business North Harbour/Massey University Leadership and Business Mentoring Programme**

Following the success of the Business North Harbour (BNH)/Massey University Leadership and Business Mentoring Programmes in 2025, BNH is ready to launch two new **Leadership and Business Mentoring Programmes** which will run concurrently in 2026.

One programme will accommodate female mentees who prefer a female mentor, while the other will be a mixture of male and female mentors and mentees.

The programme has been developed in conjunction with Dr. Patricia Bossons, Honorary Teaching Fellow, Massey University Business School and is a little different from the array of business skills mentoring opportunities which already exist, as it offers a unique opportunity for mentees to be mentored in leadership skills in addition to business topics, by successful business leaders from the BNH community.

The programme, **which for BNH members is completely free of charge**, aims to develop the leaders and potential leaders in our businesses, thus typical topics that come up in mentoring conversations **might** include:

- Leadership v Management – developing followship
- Leadership Behaviours (authenticity, transparency, vulnerability, empathy, self-awareness etc)
- Difficult Conversations
- Succession Planning
- Letting Go
- Exit Strategies - How does the business run without you?

Additionally, business capability topics **might** include:

- Planning, short and long-term
- Financial Management
- Managing People
- Goal Setting
- Review of Business Performance / Efficacy

Mentors and mentees will be invited to attend a training workshop with Dr. Patricia Bossons on Wednesday 11<sup>th</sup> March 2026, here at Business North Harbour which will be structured as follows:

- 11.00am – 12.00pm Mentor Training
- 12.00pm – 12.30pm Mentors and Mentees Shared Lunch
- 12.30pm – 2.00pm Mentee Training

**(Please note:** Prior to attendance mentors and mentees will need to complete some pre-workshop preparation which will only take around 30 minutes)



Following the training workshop, it is expected that the mentor/mentee sessions will commence in March 2026. It is envisaged that each mentor would work 1:1 with each mentee, meeting in-person or remotely approximately every 4 weeks, with each mentee being mentored for around 10 months.

During the programme we will invite mentors and mentees back to BNH to give feedback and share experiences after 3 months and 7 months.

### **Next Steps:**

- If you have some time and would like to give back and be considered for a leadership and business mentor role please e-mail [kevin@businessnh.org.nz](mailto:kevin@businessnh.org.nz) **NO LATER THAN FRIDAY 27<sup>th</sup> FEBRUARY**, briefly explaining why you wish to be a mentor and outlining any relevant business leadership or other experience you may have.  
OR
- If you would like to be considered for a leadership and business mentee opportunity please e-mail [kevin@businessnh.org.nz](mailto:kevin@businessnh.org.nz) **NO LATER THAN FRIDAY 27<sup>th</sup> FEBRUARY**, briefly explaining your current role, why you wish to be mentored and outlining any particular aspects of leadership or business that you would like to develop. **All applicants are also asked to state if they have a preference for a male or female mentor.**

I hope that the above information successfully outlines this opportunity, but if you need any further clarification, please do not hesitate to contact me and I look forward to hearing from potential mentors and mentees in due course.

Kind regards,

A handwritten signature in dark ink, appearing to read "K. O'Leary".

Kevin O'Leary  
(General Manager)  
14<sup>th</sup> January 2026