

# Oceania Rise Rugby Women's Governance and Mentoring Programme

## Spring 2023 Programme Overview

The *Oceania Rise Rugby Women's Governance and Mentoring Programme* has been designed to provide high-quality and tailored governance content specific to women in rugby leadership across Oceania. Between 2023-2024, three cohorts of up to 24 women (total of up to 72 women) will be engaged in this region-wide initiative.

Funded by *PacificAus Sports*, this programme provides a range of professional and personal development opportunities and cross-Union networking to support women achieve their rugby leadership ambitions. This includes:

- [Institute of Directors New Zealand](#) (IoDNZ) facilitated Governance Essentials Course featuring live virtual sessions, course workbook, and online self-paced learning (IoDNZ Finance Essentials)
- Small group mentoring with an outstanding female leader in rugby from Oceania
- A one-year membership with IoDNZ
- Ongoing engagement with the Oceania Women in Rugby Network
- Invitation to become a mentor for other emerging female leaders in rugby
- Certificate upon completion of all programme components

Participants will take part in an interactive, collaborative learning experience to engage with programme content focusing on governance essentials, finance essentials, and addressing challenges from a perspective that acknowledges the intersection of culture, gender norms, and rugby environments.

The Spring 2023 programme is facilitated by:

- [Caren Rangi, ONZM](#)
- [Mele Wendt, MNZM](#)

In addition to the virtually facilitated core components, each participant will be assigned to a small group (2-4 women per group) to work closely with an experienced mentor over a series of three two-hour sessions. Mentors will be matched with participants based on each individual's role, leadership ambitions and challenges that they are aiming to overcome.

The Spring 2023 mentors include (but are not limited to):

- Lanna Assaigo-Kami (PNG, World Rugby Scholarship holder)
- Jilly Collins (AUS, Rugby Australia Women's Rugby General Manager)
- Diane Hallifax (NZ, Deputy Chair Waikato Rugby)
- Sidney Lui (Niue, Secretary General Niue Rugby Union)
- Carla na Nagara (NZ, Manawatū Rugby Union Board Member)

- Libby Nankivell (AUS, QLD Rugby Union Vice President)
- Mere Rakoroi (Fiji, World Rugby Scholarship holder)
- 'Unaloto Sili (Tonga, World Rugby Scholarship holder)
- Ana Tuiketeei (Fiji, World Rugby Scholarship holder)
- Ashleigh Wihongi (NZ, Rugby for Life Board Member)
- Cathy Wong (Fiji, Oceania Rugby Women's Director)

The programme will run for a duration of approximately two months (dependent upon the scheduling of each group's mentoring sessions).

### Eligibility

The programme is to support dedicated women to further develop their rugby leadership potential. The Spring 2023 programme is open to women in Oceania who:

1. Currently fulfil one or more of:
  - a) Hold a position on a rugby board, committee, or sub-committee (national, provincial, or club level);
  - b) Hold a full-time role in a rugby organisation (national, provincial, or club level);
  - c) Aspire to hold a position on a rugby board, committee, or sub-committee and have potential to do so within the next three years.
2. Are available to attend course sessions on the dates provided in the Winter 2023 Programme Outline
3. Agree to contribute to the Oceania Women in Rugby Network upon programme completion.

### Spring 2023 Programme Outline

Delivery	Date	Facilitator
<p><b>Foundations of Governance and Knowledge</b> <i>Meet the other participants and facilitators.</i></p> <p><i>An introduction to governance and looking at it through both Western and Pacific lenses.</i></p> <p><i>Participants will also look at what a board does and have the opportunity to highlight any particular areas of interest or issues in governance.</i></p>	<p>Monday 16 October 2023 Half-day - 11am-3pm NZST</p>	<p>Caren Rangi Mele Wendt</p>
<p><b>Governance Essentials Course</b> <i>Gain a confident grasp of board relationships, robust processes, good decision-making, and the main elements of board operations.</i></p> <p><i>The sessions (delivered over two days) involve work in breakout rooms, including group discussions, interactive exercises, and analysis of financial statements.</i></p>	<p>Friday 27 October 2023 Half-day - 11am-3pm NZST</p> <p>Wednesday 1 November 2023 Half-day – 11am-3pm NZST</p>	<p>Caren Rangi Mele Wendt</p>

<p><b>Finance Essentials Course</b> <i>Learn how to understand the financial information presented to your board in order to perform your duties as a director or board member.</i></p> <p><i>This course is a series of five interactive e-learning modules which participants will work through at their own pace.</i></p>	<p>Online access opened Wednesday 1 November 2023</p>	<p>Self-paced learning</p>
<p><b>Debrief and Next Steps</b> <i>Debrief and review of the previous sessions along with meeting the mentors and discussing the next steps in the programme.</i></p>	<p>Tuesday 7 November 2023 2 Hours - 10am-12noon NZST</p>	<p>Caren Rangi Mele Wendt</p>
<p><b>Small Group Mentoring</b> <i>Participants will be split into small groups and be allocated a trained programme mentor.</i></p> <p><i>The collaborative sessions will focus on the learning and development of the mentees, giving them opportunities to discuss any top of mind governance questions or struggles they may have.</i></p>	<p>Dates TBC (November– early December) 2 Hours x 3 sessions</p>	<p>Mentors</p>

### Participant Contribution

Each participant must commit to the following:

- Attend facilitated sessions and small group mentoring sessions
- Provide advance notice if she is unable to attend a session and arrange appropriate alternatives with programme coordinators
- Complete course readings and self-paced Finance Essentials course
- Contact programme coordinators if additional support is needed to complete course activities
- Actively engage with her program peers and mentor
- Complete and submit course learning activities
- Continued contribution to the Oceania Women in Rugby Network upon programme completion
- Respect and support the confidentiality of shared discussions

### How to Apply

1. **Complete the Application Form**
2. **Obtain a letter of reference from a relevant rugby stakeholder**
3. **Attach your current C.V.**
4. **Submit all documents via email** – Send all completed documents to [teeny.aiken@oceaniarugby.com](mailto:teeny.aiken@oceaniarugby.com) strictly by **5PM AEST Friday 22 September 2023**. Use the subject line: [your name] – Governance & Mentoring Programme Application.

## Application Form

This application is to be completed by the individual applying for consideration.

Please confirm the following items are attached:

- Completed Application Form
- Letter of Reference from a relevant rugby stakeholder
- Current C.V. (no longer than two A4 pages)

*First Name:*

*Surname:*

*Title:*

*Country:*

*Personal Email:*

*Telephone/WhatsApp: [Country Code]*

*Current role/s or position/s in Rugby:*

<i>Role or Position</i>	<i>Organisation</i>	<i>Dates</i>

**Provide a high-level summary of your career and/or involvement in rugby:**

**Describe your aspirations in rugby governance:**

How do you envision your role in rugby governance over the next five years? How would the *Oceania Rise Rugby Women's Governance and Mentoring Programme* help you achieve your rugby governance aspirations? Please be specific and tell us what particular skills or competencies you would like to develop over the course of the programme.

**Describe a challenge you are currently facing in your rugby leadership experience:**

How could a mentor support you in addressing this challenge? What skills, knowledge, or experience would you like your mentor to have to support your development?

Please indicate if you would like to request support with any of the following to participate in the programme:

- Internet access
- Printing
- Other: \_\_\_\_\_

Please tick here and each requirement below to confirm you agree to the **Participant Contribution**.

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- Contact programme coordinators if additional support is needed to complete course activities
- Actively engage with my programme peers and mentor
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