



**NEW ZEALAND**

September 09 Circular

# **BPW New Zealand**

*“advancing the interests of working women”*

Theme for the Year “Power to Make a Difference Through Leadership”

## ***I GOT FLOWERS TODAY (Paulette Kelly)***

***I got flowers today.  
It wasn't my birthday or any other special day.  
We had our first argument last night.  
And he said a lot of cruel things  
that really hurt me.  
I know he is sorry and didn't mean the things he said  
because he sent me flowers today.***

***I got flowers today.  
It wasn't our anniversary or any other special day.  
Last night, he threw me into a wall and started to choke me. It  
seemed like a nightmare. I couldn't believe that it was real.  
I woke up this morning sore and bruised all over.  
I know he must be sorry.  
because he sent me flowers today.***

***I got flowers today.  
It wasn't Mother's Day or any special day.  
Last night he beat me up again. It was much worse than all the  
other times.  
If I leave him what will I do?  
How will I take care of my kids?  
What about money?  
I'm afraid of him and scared to leave.  
But I know he must be sorry.  
Because he sent me flowers today.***

***I got flowers today.  
Today was a special day.  
It was the day of my funeral.  
Last night, he finally killed me.  
He beat me to death.  
If only I had gathered enough courage  
and strength to leave him.  
I would not have gotten flowers today***

(courtesy of BPW Huntly & Districts Bulletin)

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# President's Message

Happy Birthday to you all. It seems that this is the time of year most of the clubs in NZ were born so Happy Birthday to you all! You are all an inspiration, keep up the good work - carry on enabling, inspiring and empowering women.

I was lucky enough to be able to go to the 40<sup>th</sup> anniversary celebrations of Taupo BPW this past weekend. And for the first time my husband was able to share a BPW celebration with me. Actually, this was a weekend of firsts. On the drive to Taupo, it was the first time I could recall 'the mountain' (Ruapehu) looking like a meringue. The sun was shining on the snow in such a way as to give her a shine. The sort of shine that a well-made meringue gets. It truly was spectacular.

It was the first time Mac and I had been away together since January. We are both busy at work and being involved with National associations, and this is the first time we were able to combine the two. Mac has a passion for motocross, is the NZ Moto-cross commissioner, and still enjoys riding. So he was able to put his motorbike on the ute and ride on his favourite track – Taupo.

It was the first time I had bestowed club life membership to a BPW member – in fact it was two. Margaret and Comer and Julie McGregor. Truly inspiring – both are tireless supporters of BPW and its work and were instrumental in successful Taupo projects such as the mammograph machine at Waikato hospital.

I say firsts, because there will be more – more wonderful NZ scenery, more weekends away with my husband and more life members to congratulate.

Sometimes with firsts, they spring up on you – they're surprises! Like Ruapehu – she shone that day. Some are planned, like the presentation of the Life Membership badges. The recipients had no idea, but my bit was planned.

We can't plan our surprises – and that's the wonderful thing about being human. We can plan some firsts...and so that they become habits and a permanent change.

What are your firsts that you've planned? Are there any firsts you could plan but are a bit scared of? BPW is the best place to try them out honestly. I have spoken in front of many people and many different situations – and there was a first. And it was scary – I was 16, a farm kid in a city school, had different ideas, and entered the speech contest – speaking about the steer drive at Molesworth Station – which I thought was fascinating! Of course not many kids at that school did. I got second to a friend of mine who spoke about bacteria on the skin. Equally as fascinating to the kids no doubt. Now I'm happy to talk to anyone about just about anything.

So what about you? Would your first be a 2minute speech to your club? A story for the local paper? Being treasurer for the day? Welcoming and/or thanking a guest speaker? Or selling the idea of BPW membership to your colleagues and friends.

So, think about a first you can do, ask your club for support and tick that box off...I dare you!



**Angela McLeod**  
**BPW NZ President**  
[president@bpwnz.org.nz](mailto:president@bpwnz.org.nz)

## Calendar

12 September – Midlands regional meeting, Rotorua

13 September – Northern regional meeting, Whangarei

18 September – NCW Exec meeting

18 to 20 September – NCW Conference

16 October – Christina Berton arrives

## WHY DOES YOUR CLUB NEED NEW MEMBERS?

- **TO...BRING** new ideas and talents to BPW.
- **TO... CHALLENGE** your club to try new things.
- **TO...RENEW** enthusiasm in your club.

## HOW TO ATTRACT THOSE NEW MEMBERS

The most valuable recruitment tool your club has is...

**YOU THE MEMBER!**

## HOWEVER

Your members need to know BPW before they try to “sell” it to potential new members

**INVEST TIME in educating your current members about**

**BPW**

**Barbara Clarke**  
**Vice President Membership**  
[fvp@bpwnz.org.nz](mailto:fvp@bpwnz.org.nz)



# THE BUSINESS CASE FOR WOMEN ON BOARDS

More from the joint initiative between Business New Zealand, The Institute of Directors in New Zealand, and the Ministry of Women's Affairs.

Whether in difficult or prosperous economic times, every business in New Zealand looks for a competitive edge.

An outstanding competitive advantage is there for the taking – the talents and leadership abilities of women at board level.

This is the conclusion of the Ministry of Women's Affairs, which has developed this report with the support of Business New Zealand and the Institute of Directors in New Zealand.

The evidence shows that women directors can help companies gain competitive advantage and increase profits, and that companies that have women on their boards outperform those that do not.<sup>2</sup>

Common responses by business leaders to the issue of women on boards include questions like:

- Where are the skilled women candidates?
- Isn't this just political correctness?
- Are the competencies right?

Often the answers include looking at positive differences.

If the criteria for board selection focus solely on previous board or extensive commercial experience, then women can often be excluded right at the outset.

However, looking at competencies with a broader perspective opens up many possibilities for outstanding board appointments.

Many businesses are already committed to the idea of greater diversity at board level and need only to plan to make it a reality.

This report presents evidence on the benefits and considers practical ways that companies can gain from a richer mix on the board.

## Numbers at a glance

- 8.6% of private sector company directors in New Zealand are women.
- 11.8% of FTSE company directors in the United Kingdom are women.
- 14.8% of Fortune 500 company directors in the United States are women.

2. Catalyst, The Bottom Line: Corporate performance and women's representation on boards, Catalyst, New York, 2007; McKinsey & Company, Women Matter: Gender diversity, a corporate performance drive, McKinsey & Company, France, 2007.

**Elizabeth Horrell**  
**Projects Convenor**  
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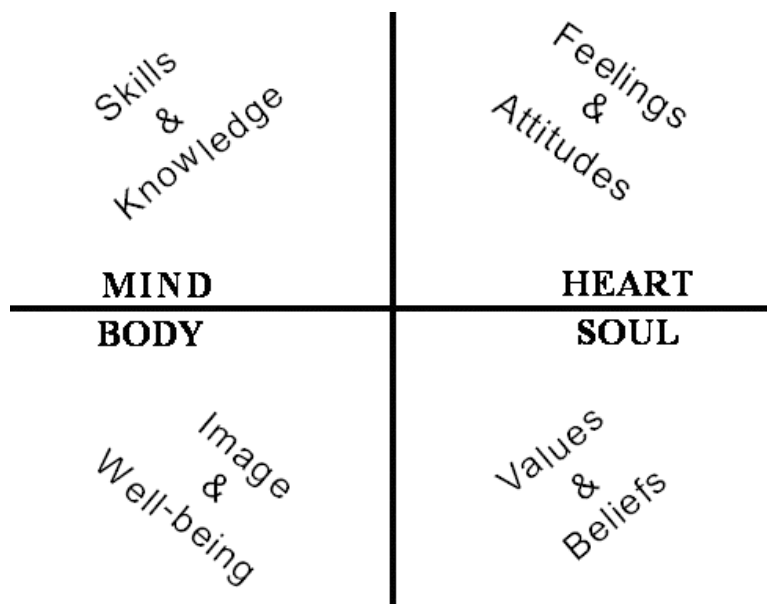
(Editor: If anyone wants a soft copy of the "Women on Boards" booklet, I can send it to you – just e-mail me at [secretary@bpwnz.org.nz](mailto:secretary@bpwnz.org.nz). It is 2 Mb.)

# Importance of Mentoring within BPW

**Mentoring** is an enterprising leadership activity that maximises the sharing of skills, knowledge, experience and wisdom and provides a two-way learning experience for both mentor and mentee (protégé).

Mentoring builds confidence ...the key element for professional development and achieving success...

- Builds knowledge by sharing skills, experience and wisdom
- Develops the individual ...



A mentor can be described as a "driver" who assists in the realization of goals....

A "guide" and an experienced and trusted friend.

One who offers knowledge, insight, perspective or wisdom that is especially useful to another person

## What is Mentoring?

- Mentoring is where one individual provides support, encouragement and guidance to another, based on their knowledge, life and experience relative to the mentoring theme.
- Mentoring is a Win/Win situation and provides a two-way learning experience for both mentor and mentee/protégé, which can encourage deep satisfaction and numerous benefits in personal, career and leadership development areas.
- Informal mentoring is where two or more people form a mentoring relationship without facilitation by a third party or the signing of formal agreements. This form of mentoring is usually flexible.

Source: [www.womensmentoring.com.au](http://www.womensmentoring.com.au)

"It is widely understood that we learn skills, culture and values directly from other people, particularly those whom we admire or to whom we relate. We learn through interaction with those people and through observing and adopting some of their behaviours

In the traditional or classic mentoring relationship, the mentor is a type of personal trainer – motivating and ensuring that the mentee/protégé receives all the skills, knowledge, information, and support needed."

from "Mentoring for Women", K. Scott, BPW Australia, Swan Hill, 1999

## **The Origins of Mentoring**

### **The word mentor comes from Homer's Odyssey:**

When Odysseus went off to fight in the Trojan War he left his household in the safe hands of a trusted counsellor named Mentor.

### **Mentoring Builds Knowledge:**

Mentoring adds value and is a "knowledge and skills-sharing" activity that embraces and achieves the aims and mission of BPW - a unique organization.

A BPW mentoring program builds membership, and raises the profile of BPW in the business community and among women's organizations

### **BPW as a Mentoring Organization:**

#### **Mentoring**

- is the process of helping someone to achieve his or her goal
- builds confidence and knowledge by sharing skills, experience and wisdom
- fast tracks the achievement of professional and personal goals and creates a "WIN/WIN" situation
- is a two-way process
- can include activities, demonstrations of skills, lessons, observations, feedback and support meetings

In between are the functions of mentoring, teaching, sponsoring, encouraging, counselling and befriending, guiding, teaching, and advising.

The essence of mentoring is to guide and provide options. The options are discussed and worked through and then the mentee chooses the best option available.

**Source: BPW International web site ([www.bpw-international.org](http://www.bpw-international.org))**

# BPW NZ 70th Celebrates Our Own: Audrey Harris

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Audrey Harris has worked diligently to ensure that principles of equality of opportunity, particularly for women, for Maori, and for those with disabilities have been implemented at a local, National and international level.

Her involvement with the Executive of the New Zealand Federation of Business & Professional Women (NZFBPW) from 1981 as Chairperson of the Education Committee, through her two-year term as National President and her departure in May 1994 as Immediate Past President, Audrey Harris has been a role model of women dedicated to making a difference. She transformed the Federation into an organisation whose members could take seriously the principle aim of supporting and encouraging women to play a full part in their local, national and international communities.

The special quality that makes Audrey stand out from the rest of the community is her willingness to take practical steps to lead others and transmit her enthusiasm to them.

During her term as president of NZFBPW, Audrey initiated contact with the Russian Embassy in New Zealand. This resulted in three Federation representatives being invited to Russia as guests of the Soviet Women's Committee to share with emerging Russian women entrepreneurs and with Government officials, structures and support systems that could lead to a greater recognition of the status of women. Her leadership of that delegation, along with her profile at congresses at the International Federation of BPW – where her participation was always marked with the ability to relate well with all of those with whom she came in contact – reflected well not only on our organisation but on New Zealand generally.

One of her more outstanding attributes was her preparedness not only to proffer advice or participate in discussions but to show by means of practical support that she understood the concerns of women with whom she came in contact. On her return to New Zealand from the trip to Russia, Audrey galvanised the women in her local area by her description of the problems faced by Russian mothers, into the knitting of several hundred pairs of booties which she also organised to have delivered to the medical centre which she had visited. Similarly, on reading a report that that a Federation of Business & Professional Women had been established in Nepal with the consent of the King, but could not affiliate to our international organisation because of our inability to transfer funds, Audrey presented the motion for the New Zealand Federation to pay the dues on behalf of Nepal BPW. In their letter of thanks, the Nepal BPW mentioned the exceedingly low literacy rate for women as being the biggest stumbling block to the advancement of women in that country. Audrey thereupon initiated throughout the 45 clubs in New Zealand a proposal whereby New Zealand Business & Professional women would fund all of the literacy programmes for working women that the Nepal BPW could run. In the five years (up to 1994) some US\$18,000 has been raised for this specific purpose – making a real difference to many hundreds of Nepali women's lives. In 1991, Audrey was elected Projects Committee Chairperson for the International Federation and was re-elected for a further three year term because of her ability in understanding the basic requirements of women in developing countries and matching those requirements of women, who, with some guidance, are prepared to share their successes.

The above is an excerpt from a letter written by Anne Knowles (past BPWNZ president) in support of Audrey's honour nomination. Audrey is a Companion of the Queen's Service Order for Community Services, Q.S.O.

**Barbara Weight**  
**Executive Secretary**  
[secretary@bpwnz.org.nz](mailto:secretary@bpwnz.org.nz)



# REGIONAL MEETINGS

Midland: 12<sup>th</sup> September, Rotorua, hosted by Cambridge

Northern: 13<sup>th</sup> September, hosted by Whangarei

## BPW GISBORNE OUT IN THE COMMUNITY



Part of the BPW team assisting with judging at the Gisborne and East Coast Science Fair. The club provides judges and is also one of the Sponsors of the Fair.

**Attachments:** Cover letter, Women on Boards Survey, Margaret Toulson Scholarship - Criteria and Application form, Submission Review of Holiday Act 2003, September Levies – Instructions, Levies and Membership Form, Club Contact Details

*Articles from clubs for the Circular need to be with Barbara by 20<sup>th</sup> of the month. Send to [secretary@bpwnz.org.nz](mailto:secretary@bpwnz.org.nz)*

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