

MPAB Executive Mentoring program 2009-10

"Best thing that ever happened to management here"

Chair of MPAB company



Would a mentor be valuable for me? Do I need one?

The 2008-09 mentees offered the following comments on the experience.

"The role of CEO can be quite isolating, so it is good to have someone to discuss issues with and who can provide objective feedback"

"I am delegating more"

"The mentorship has assisted me to see things more clearly, to manage staff as well as management and board issues more simply and diplomatically. The systems she has given me have been extremely helpful"

"Awareness of and focus on my strengths"

"My confidence has increased at a faster rate"

"It has been beneficial to hear about a respected leader in the sector describing his own mistakes as it makes it easier to accept your own and move on"

"It has given me additional confidence in my ability to manage change"

"More proactive relationship with the CEO and made aware of how you can influence difficult situations"

"I believe this is an excellent program, which has helped me a lot"

"I thank the MPAB most sincerely for this opportunity which I have found invaluable"

Who are our mentors?

McCarthy Mentoring has over 100 people across Australia who work with us. They come from a range of industries and professions and share our commitment to mentoring and developing people. They are patient, good listeners and effective communicators who understand the culture of senior management in the commercial, not-for-profit or government sector and how this may be navigated and influenced. All relationships are confidential.

Feedback from our mentors

"The last 7 months plus has been a rich experience for me and I have enjoyed being a part of the journey of a man who I think is very talented as a leader."

"It's been a real joy to be a mentor."

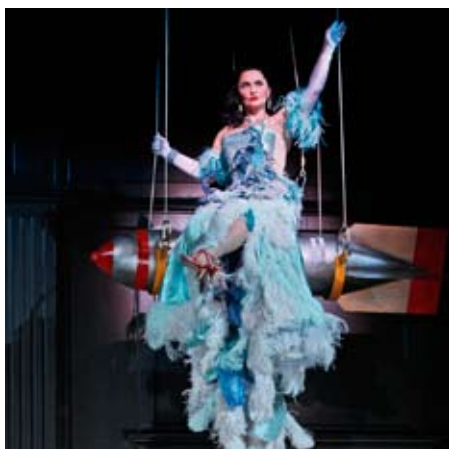
"I have found the experience tremendously rewarding. My mentee tell me she also finds it very stimulating and helpful."

"With the level of anxiety in the world emanating from the GFC, I think the mentoring process is needed much more than normal. People have a need to share their concerns at the same time as their visions."

My role as a mentor is:

"To provide support and guidance to the CEO and act as a forum to discuss all manner of issues, both professional and personal"

"Provide a neutral and non threatening forum to discuss anything the mentee wishes to raise."



"The big issues are the chemistry of the team, both the administrative side and the performing side"

What do your discussions focus on?

"The big issues are the chemistry of the team, both the administrative side and the performing side; the changing approach to private/public funding and empowering staff."

"A vision for the next five years: Personal development to include social networks; Financial base to effect family responsibilities; Deepening understanding and skills for interpersonal relationships within the work environment."

"Change management/board management/personal profile/staff management/media training/political and financial climate/working with central government agencies to achieve organisational goals/some detail stuff eg how to work a room!!"

MPAB Executive Mentoring

McCarthy Mentoring was contracted by The Australia Council for the Arts in May 2008 to develop and manage a mentoring program for Arts' Executives in Major Performing Arts companies.

An external mentor was offered to all Major Performing Arts companies and the opportunity was accepted by nine senior executives across Australia.

The aim of the mentorship is to enhance the mentee's knowledge, skills and confidence; clarify professional development goals; expand their professional networks and outlook; provide support and advice; and develop strategies to apply this learning to the workplace.

How can I be involved in 2009-10?

Senior executives are eligible to participate in the 12 month mentoring program.

The cost of the program is \$6000 plus GST and will be shared equally between your company and the MPAB. Expressions of interest open in September 2009.

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