



McCARTHY MENTORING

CASE STUDY

PROGRAM

CLIENT



EMERGING LEADER

Allens > < Linklaters

Allens

BACKGROUND

Over the past decade McCarthy Mentoring has partnered with law firm Allens to deliver a mentoring program for select senior female associates. It is one element of the firm’s diversity strategy to promote more women into leadership.

Senior Associates based in capital cities across Australia, Beijing and Singapore have participated

PROGRAM OVERVIEW

Key components of the 12 month program:

- Clear objectives and expectations of the mentoring program set.
- Each mentee was interviewed and placed with a carefully selected external mentor who was based in their city.
- Training and resources to support the participants in their roles and clarity around the objectives and purpose of the sessions.

OUTCOMES

In the past five years there have been 18 participants in the program and 67% of those women have been promoted following their mentoring.

The mentees reported that having an independent trusted adviser outside of the firm resulted in increased personal confidence, and offered them a sounding board to clarify career goals, develop strategies to achieve them, and manage challenging workplace situations. The opportunity to work with older and more experienced people was greatly appreciated.

In international settings, mentors provided support and advice for women moving to Asia with the firm.

in the program. Mentoring offers an independent, confidential sounding board with whom they could discuss workplace challenges, leadership and strategies to achieve their personal and professional goals.

- Ongoing communication with participants to review the process, provide relevant business articles and offer further tips on ensuring successful mentoring relationships.
- Facilitation of mentors meeting the relevant managers to increase the mentors understanding of the program, objectives and insights on how they can assist their mentee.
- Formal evaluation and reporting of the program against business objectives.

It offered a unique form of development at a potentially challenging time when the mentees were taking on bigger roles and establishing themselves and their families in a new community.

“MY MENTOR OFFERED A DIFFERENT PERSPECTIVE ON SOME OF THE ISSUES I WAS FACING, SUGGESTING PRACTICAL STRATEGIES AND OFFERING SUPPORT AT A TIME WHEN MY USUAL SUPPORT NETWORK WAS A LONG WAY AWAY.” **ALLENS LINKLATERS PARTNER, BEIJING**