



McCARTHY MENTORING

CASE STUDY

PROGRAM

CLIENT



EMERGING LEADER



AWE

AWE Inspiring Women’s Leadership Program

BACKGROUND

Since 2014, McCarthy Mentoring has worked with AWE Limited to design and develop the Inspiring Women's Leadership Program for select women identified as emerging leaders in the business.

As a key enabler for AWE Limited's talent development and diversity strategies, the program aimed to build leadership capability and support career progression for women.

The program sought to contribute to the retention of key female talent, developing a culture of learning, increasing employee engagement, strengthening networks and communication.

The program was supported and championed by the AWE Board, Managing Director and CFO.

PROGRAM OVERVIEW

- Program driven by CFO Ayten Saridas and sponsored by the Managing Director Bruce Clement & Chairman Bruce Phillips
- Clear objectives and expectations of the program set
- Bi-monthly workshops facilitated by McCarthy Mentoring focusing on:
 - » Leadership in the Oil and Gas Sector
 - » Improving Stakeholder Relationships to Increase Productivity
 - » Influencing & Negotiating
 - » Managing Change & Disruption in the Oil & Gas Sector
- Board participation in workshops by Chairman Bruce Phillips, Non-Executive Director Ken Williams, and Managing Director Bruce Clement
- Development resources and tools for each workshop to ensure participants are able to maximize the effectiveness of the program and offer further tips on leadership development

- Interactive Q&A sessions with some of Australia's leading business women including:
 - » Eva Hanley, General Manager Shareholder & Commercial, Origin Energy
 - » Maria Atkinson AM, Director; advisor on sustainability and corporate responsibility; former executive at Lend Lease and CEO of Green Building Council of Australia
 - » Ming Long, Group Executive & Fund Manager for Investa Office Fund, Investa Property Group
 - » Kim Josling, Group Head of Business Assurance and Compliance at Origin Energy
 - » Gabrielle Curtin, Executive Manager, People & Culture, Snowy Hydro Limited
 - » Shirli Kirschner, Principal, Resolve Advisors Pty Ltd
- Ongoing communication with participants to review the process
- Formal evaluation and reporting of the program against business objectives

OUTCOMES

Participants found the most valuable aspect was having access to some of Australia's leading business women and gaining insights from their careers.

Other key benefits cited included greater confidence, improved communication and influence, clearer career direction and strengthening of internal and external networks.

As a result of participating in the AWE Inspiring Women's Leadership Program:

- 100% are more confident and self-aware
- 100% have developed a more strategic career plan
- 88% are better able to manage difficult workplace situations
- 63% have had positive changes to their roles and responsibilities

COMMENTS

"I am more confident in my ability and experience. I am now able to more strongly put my position forward."

"I have stronger relationships with other parts of the organisation and extended networks outside the organisation."

"I have learnt not to take things personally and respond to problems with a more professional manner."

"I HAVE A CLEARER CAREER PLAN AND NOW I KNOW WHAT I WANT AND DON'T WANT IN MY CAREER."