



McCARTHY MENTORING

# Inspiring Leadership



## ABOUT US

Our vision is to inspire and develop Australia's current and emerging leaders. We enable and empower people to develop their skills and perform at their best by connecting them with experienced mentors and coaches.

Our structured programs are designed to develop and retain talent, manage succession planning, and develop a culture of mentoring within the organisation.

With an 18 year history of successfully managing professional development programs, we bring proven expertise to your organisation. Based in Sydney we work globally with leading companies and member based organisations across the corporate, government and not for profit sectors. We also work with individual executives and emerging leaders who engage us privately.

Our team led by Executive Director, Sophie McCarthy, Associate Director, Tessa Sexton and Manager, Programs & Research, Arancha Alvarez bring extensive experience from careers in research, communications, marketing, organisational development and human resources.

## THE VALUE OF MENTORING

Mentoring is a powerful professional development tool that has been proven to drive change, engage staff and develop leaders. Valuable mentors and coaches offer experienced guidance and insights on leadership, career paths and performance.

Mentors act as a confidential sounding board for people to test ideas and develop strategies to achieve goals. Research shows that effective mentoring helps people to

clarify professional goals, strengthen leadership skills, improve decision-making and expand their professional networks. They are more likely to perform better, add value to the business, and progress their career faster.

## MENTORING & COACHING PROGRAMS

Our research and experience shows that the match is critical to the success of a program. Our mentors and coaches are personally selected from our unparalleled sought-after network or from the senior executive team within the client organisation. Most importantly, they all share our commitment to developing, engaging and supporting others to reach their goals.

Each program is based on best practice and offers a tailored solution to meet the organisation's objectives. Our premium service includes bespoke design, detailed interviews, strategic matching, facilitated introductions, formal evaluation as well as expert training and resources to help structure the process and strengthen outcomes.

## LEADERSHIP PROGRAMS

We partner with clients to identify development needs and design solutions that enhance leadership capability. Leadership programs may include leadership and 360 assessments, workshops, study tours and action learning projects. Our bespoke workshops address the individual, group and business needs and cover a range of topics including: personal leadership, communicating with impact, leading transformational change, career planning, negotiating and influencing, risk and resilience and strategic decision making.

## MENTORING PROGRAMS



### Executive

Supporting executives, CEOs and managing partners over a 12 month period. The confidential independent advisor will help strengthen leadership, improve performance, increase confidence, drive more effective board management and offer greater insights on managing key business challenges.

Participants are matched with our unparalleled network of respected business leaders with extensive executive and directorship experience. This program also offers access to our exclusive boardroom lunch.

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"I NOW MANAGE THE BOARD AND MANAGEMENT MORE EFFECTIVELY"

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### Emerging Leaders

Assisting high potential middle managers and technical experts with their ongoing career success over a six or 12 month period. Experienced mentor guidance and support will build confidence, enhance performance, refine leadership skills, improve stakeholder management, clarify career plans and expand networks.

Participants of this program are connected to our independent mentors who are experienced leaders in their field.

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"I AM BETTER ABLE TO MANAGE DIFFICULT WORKPLACE SITUATIONS"

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### Industry

Supporting member-based organisations engage, retain and develop their future industry leaders.

Designed to help each individual realise their personal and professional goals, the program creates opportunities to build knowledge sharing and a stronger mentoring culture across the industry. This program brings participants together through exclusive events and workshops alongside their one-to-one mentoring relationships.

Participants are connected to experienced senior industry members.

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"I AM A MORE CONFIDENT LEADER IN MY INDUSTRY"

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### NextGen

An effective internal program to help build leadership capability, retention and a stronger culture of mentoring.

Select high potential and talented emerging leaders are connected to senior executives within the organisation for a six to eight month period. Mentors offer insights and a fresh perspective on leadership, stakeholder management, broadening networks and career planning within the organisation. The program involves strategic matching, training, resources, networking opportunities and assessment against business objectives.

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"IT HAS HELPED ME NAVIGATE AND MAKE A BOLD DECISION AT THE RIGHT TIME"

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### Next Level Coaching

A three session coaching program designed for professionals wanting short-term tailored support and advice for important decisions, workplace challenges and goal setting.

Next Level participants are matched with an experienced coach that will provide strategies, advice and techniques to support career progression, strengthen the decision making process and enhance performance.

Sessions can be face to face, online or over the phone to meet the growing needs of those based in remote areas.

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"I GAINED PRACTICAL ADVICE & STRATEGIES THAT ENABLED ME TO PROGRESS MY CAREER TO THE NEXT LEVEL"

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### one2one

BY McCARTHY MENTORING

one2one is an online platform that delivers increased structure and support to mentees and mentors. The platform features resources, insights and best practice guidance. one2one explores key leadership themes important for success:

- Goal setting
- My strengths and abilities
- Designing my career
- My profile and network
- Effective leadership
- Influencing and negotiating
- Managing difficult work situations
- Work life family
- Risk and resilience

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"STRUCTURE, SUPPORT AND GUIDANCE TO HELP ENRICH THE MENTORING EXPERIENCE"

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