



McCARTHY MENTORING

CASE STUDY

PROGRAM



CLIENT



New South Wales Bar Association Mentoring Program

BACKGROUND

Since 2014 the NSW Bar Association Mentoring Program has developed and supported over 75 talented junior members of the Bar in their transition to a challenging and competitive career as a barrister.

Now in its third year, the program continues to connect junior barristers with a more experienced barrister who has a minimum of five years experience. It is a unique 10 month professional development initiative that offers the mentee a confidential advisor to discuss their performance and development of their practice.

The aim of the program is to increase retention and career progression within the Bar. The program seeks to build confidence, expand networks and support participants to achieve long term successful careers at the Bar.

Given the confidential nature of the profession and the need to manage conflict of interest, much rigor has been placed on the selection of mentors. Senior barristers are confidential advisors and sounding boards, outside of their chambers, who could discuss their mentees practice, career plans and challenges.

PROGRAM OVERVIEW

- 10 month mentoring program
- Junior members of the Bar apply to be mentees
- Mentors are senior barristers strategically identified and invited to participate
- Extensive interview and matching process to support mentees goals, ambitions and business challenges
- Formal evaluation and reporting of the program against program objectives
- Development workshops and resources for mentors and mentees to maximise the effectiveness of the program
- Ongoing communication with participants to further engage and offer guidance on ensuring successful mentoring relationships
- Networking events and connection amongst participants to develop relationships across the NSW Bar Association and allow sharing of challenges, ideas and experiences

OUTCOMES

As a result of participating in the program:

- 100% are remaining at the Bar long term
- 69% have greater clarity of professional goals
- 53% indicated that the mentoring program had influenced their decision to stay at the Bar long term
- 72% have broader networks
- 66% improved management of their practice
- 75% have a greater capacity to develop a successful practice
- 72% increased confidence and self-awareness
- 86% strongly recommend the program

COMMENTS

"MENTORING HAS CONFIRMED THAT I WILL STAY AT THE BAR. I AM NOW CONFIDENT IN MY ABILITY TO TACKLE THE NEW PROBLEMS WHICH JUNIOR BARRISTERS ENCOUNTER." (MENTEE)

"THE VALUE FOR ME WAS LISTENING & FEELING A TREMENDOUS SENSE OF JOY THAT I WAS ABLE TO HELP ANOTHER BARRISTER IN A MEANINGFUL WAY." (MENTOR)