



McCARTHY MENTORING

CASE STUDY

PROGRAM

CLIENT



EXECUTIVE



Energy Developments

# Energy Development Limited

**BACKGROUND**

In early 2011, clean energy provider, Energy Development Limited (EDL) sought mentoring for a number of its executive team following the acquisition of a majority of the Company by Pacific Equity Partners (PEP) in early 2010.

The program sought to support, develop and retain EDL's valued executives during this time when they faced significant challenges with the changing culture and work demands of the aggressive growth strategy.

Mentoring offered the team an independent, confidential sounding board with whom they could discuss workplace challenges, leadership and strategies to achieve their personal and professional goals. The external mentors brought different perspectives, skills and experience to help the group successfully lead the organisation at this time.

EDL Managing Director and CEO, Greg Pritchard stated "while we might own over 80 power stations around the world with plans for many more it is our people that ensure EDL remains a leader in its field"

**PROGRAM OVERVIEW**

Key components of the 12 month program:

- Clear objectives and expectations of the mentoring program set.
- Extensive matching process to connect senior executives with experienced successful professionals.
- Mentors briefed by EDL CEO on the current climate, business objectives and challenges facing his executive team.
- Offering mentees an independent and confidential advisor outside of EDL.

- Training and resources to support the participants in their roles and clarity around the objectives and purpose of the sessions.
- Ongoing communication with participants to review the process, provide relevant business articles and offer further tips on ensuring successful mentoring relationships.
- Formal evaluation and reporting of the program against business objectives.

**OUTCOMES**

"EDL HAS SEEN STRONG GROWTH AND IMPROVED OPERATING PERFORMANCE IN THE PAST FEW YEARS. WE BELIEVE MENTORING HAS BEEN AN IMPORTANT INVESTMENT AND CONTINUES TO BE A KEY PART OF OUR PROFESSIONAL DEVELOPMENT PROGRAM."

**MD AND CEO, GREG PRITCHARD**

"I BELIEVE THAT GREAT PROGRESS WAS ACHIEVED FROM THE RELATIONSHIP AND MANY OF THE GOALS THAT WE SET WERE FULLY ACHIEVED."

"MY GREATEST LEARNING EXPERIENCE WAS GAINING CLARITY IN COMMUNICATION AT ALL LEVELS, INCLUDING WITH THE BOARD, AND METHODS IN LEADING CHANGE MANAGEMENT."