



McCARTHY MENTORING

# Inspiring Leadership



## ABOUT McCARTHY MENTORING

Our purpose is to inspire and enable current and emerging leaders to perform at their best.

Based on sound educational practice, research and 20 years of specialist expertise, our custom leadership and professional development programs strengthen capability, accelerate learning and empower talent.

Our clients include individual executives and leadership teams from some of Australia's leading organisations across the corporate, government and not-for-profit sectors. We pride ourselves on our tailored approach, our unparalleled network of mentors and coaches and our exceptional results against individual and organisational objectives. Most importantly, we are committed to helping our clients succeed.

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.

## LEADERSHIP DEVELOPMENT

We partner with clients to identify development needs and design solutions that enhance leadership capability and support the organisation's key business objectives.

Each bespoke program seeks to engage participants, drive change and develop leaders. Success is measured against objectives such as performance, retention, engagement and diversity figures.

Program components include:

- 360 diagnostic assessments, analysis, briefing and reports
- Leadership workshops
- Group study tours to centres of innovation
- Stretch assignments and action learning projects
- Executive mentoring and coaching
- In-house mentoring programs
- Mentoring circles – facilitated peer group mentoring
- Leadership forums
- McCarthy Mentoring's exclusive one2one online mentoring support platform
- Program evaluation and reporting
- Program launch and wrap up events

McCarthy Mentoring staff are certified Hogan leadership assessment coaches.

## MENTORING & COACHING

Mentoring and coaching are powerful professional development strategies to effectively develop, retain and manage talent.

Our formal, structured programs offer a confidential independent advisor and sounding board to discuss issues and test ideas around leadership, performance and careers. It helps to reframe thinking, strengthen capability, build confidence and clarify goals.

Our research and experience shows that the match is critical to the success of the program. Our mentors and qualified coaches are personally selected from our network of highly respected leaders in their field. They bring a different perspective, a fresh lens and practical insights to the challenges facing today's executive.

## OUR PROGRAMS



### Executive Mentoring

Supporting executives, CEOs and managing partners by offering an independent advisor as a sounding board to test ideas around leadership, performance, board management, organisational change and other key challenges.

Each participant is connected to a highly respected leader who will draw on their extensive executive and directorship experience to provide valuable insights, guidance and support. The executive program includes access to our exclusive boardroom leadership sessions.

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“I NOW MANAGE THE BOARD AND MANAGEMENT MORE EFFECTIVELY.”

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### Emerging Leaders Mentoring

Supporting high potential middle managers and technical experts with their ongoing career success. Experienced independent advisors will provide support and guidance on leadership, career and other challenges as they arise. The program will help in the transition from operational roles to strategic leadership, build confidence, enhance performance, improve ability to manage challenging situations, clarify career plans and broaden networks.

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“I AM BETTER ABLE TO MANAGE DIFFICULT WORKPLACE SITUATIONS”

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### NextGen Leadership Program

A bespoke internal mentoring and leadership program designed to meet the specific needs of the individual, team and organisation. The program builds a cohort of talented emerging leaders and connects them with senior executives within the organisation to build leadership capability, enhance knowledge-sharing, increase retention, drive collaboration and manage succession planning. The program includes events, workshops and stretch assignments

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“ACCESS TO THE EXECUTIVE HAS SHIFTED MY THINKING FROM OPERATIONAL TO STRATEGIC”

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### Industry Mentoring & Leadership Program

Supporting member-based organisations to engage, retain and develop future industry leaders. This program brings together talented individuals from multiple organisations within a sector to strengthen networks, build capability, enhance knowledge sharing and drive innovation as well as offering insights into a long-term successful career in their field. The program is championed by senior members of the industry.

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“I HAVE BUILT VALUABLE NETWORKS AND HAVE A CLEARER CAREER PLAN”

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### Leadership Forums

Our Executive Leadership Forums connect high performing executives from all sectors to support their success. The exclusive forums offer the opportunity to share challenges and workshop ideas to strengthen capacity to effectively lead in this changing climate.

The facilitated sessions combine practical experience, case studies and theory to deliver a powerful development program that stretches and challenges each participant.

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“BEING ABLE TO TEST IDEAS WITH PEERS WHO HAVE FACED SIMILAR CHALLENGES HAS BEEN INVALUABLE”

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### Executive Coaching

Short or long term engagement designed for individuals in senior roles wanting support and high level advice for performance, skills, career planning and capacity to manage organisational challenges.

Our accredited executive coaches are highly experienced in providing strategies, advice and techniques to effect change and deliver outcomes.

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“I HAVE GAINED PRACTICAL ADVICE AND STRATEGIES THAT HAS IMPROVED MY PERFORMANCE”

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