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## OUR MENTORS AND MENTEES SHARE WHY THEY FIND MENTORING SO VALUABLE

Mentee

**Captain Georgina Sutton**  
Fleet Captain 767, Qantas Airways



CAPTAIN GEORGINA SUTTON

### WHAT IS THE BEST PART OF YOUR NEW ROLE?

Assisting in the management of significant organisational restructure while flying the 767. I've also been able to be a part of a great team of pilot colleagues in Flight Operations. I am also able to be 'a voice' for the pilot group at senior management level. There is a great deal of variety in this role and every day presents a new challenge.

### WHAT IS THE MOST CHALLENGING PART?

Trying to interact with a remote workforce of over 150 pilots. Experimenting with innovative communication strategies and tools has been interesting.

### WHAT ARE YOU MOST PROUD OF?

Managing a group of pilot's with high operational standards in a challenging organisational environment. Broadening my perspectives and learning about other areas of the business.

### DID THE MENTORING RELATIONSHIP MEET YOUR EXPECTATIONS?

The mentoring relationship has exceeded my expectations all areas. The mentoring support has been invaluable as I have grown into the role and as Qantas plans for the retirement of the 767 aircraft.

### WHAT WAS THE MOST VALUABLE ASPECT OF MENTORING FOR YOU AND QANTAS?

The most valuable aspect has been a confidential sounding board for ideas and processes. I would not have been able to prepare for this role without the benefit of my mentor's guidance in resume preparation and interview techniques. I have also been afforded fantastic networking opportunities.

### WHAT WAS THE BEST PIECE OF ADVICE YOU RECEIVED THAT YOU'D PASS ONTO OTHERS?

To back your judgement, trust your instincts and stay true to your values. Take time out for yourself and don't try to take on every problem, keep perspective and above all pause and listen.

Mentor

**Wendy McCarthy AO**

Founder McCarthy Mentoring & Non-Executive Director

### HOW DO YOU THINK YOU HAVE ASSISTED GEORGINA AS HER MENTOR?

Georgina was quite tentative about the mentoring program and surprised that she had been nominated as her experience with senior management was not extensive. It was clear to me that she was very talented and more than ready to accept senior leadership roles. I think I helped by



WENDY MCCARTHY AO

listening to her and getting her to hear and trust her own voice. I encouraged her to express her interest in new roles and demonstrate her commitment to the company.

### WHAT IS THE BENEFIT TO QANTAS?

Qantas has benefitted from Georgina's new confidence. It has a new set of leadership skills and a significant role

model for women in aviation. She is an excellent communicator and as this is challenging time these skills are very valuable.

### WHY IS THIS NEW ROLE SO IMPORTANT?

No woman has held this role before. Women can now dream that it is possible. This is a real breakthrough. She also has a strong work ethic.

### WHAT INSIGHTS HAVE YOU GAINED ON THE CHALLENGES OF LEADERSHIP FROM THIS MENTORING EXPERIENCE?

Accepting leadership roles in a hierarchy is always complex and challenging. I have enjoyed observing nuances of this leadership role.

### HOW DO YOU DEFINE SUCCESS IN MENTORING?

Success for me is when my mentee is thinking strategically about her career and is confident about the way she measures risk. She is probably ready then to end the mentor /mentee relationship as she trusts and hears her own voice. And of course I am always thrilled when my mentee achieves some of her dreams.



McCarthy Mentoring

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## WOMEN@QANTAS EXECUTIVE LEADERSHIP AND MENTORING PROGRAM

In 2013, McCarthy Mentoring designed and developed a mentoring program for 24 Qantas Group senior female leaders located in Australia, NZ and Germany. In its fourth year, the successful program was a talent and diversity Initiative seeking to reward and grow identified high potential employees.

72% have since become mentors in the Qantas Next Generation Mentoring Program. 86% strongly agreed or agreed that they had improved performance.

“THE PROGRAM HAS BEEN PIVOTAL IN MY TRANSITION TO A SENIOR MANAGEMENT POSITION.”