

# one 2 one

## ONE2ONE : EXECUTIVE MENTORING “WORTH ITS WEIGHT IN GOLD”

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### Mentee

## Glenn Collins

CEO, Giancorp Property Group

At the time of engaging a mentor, Glenn Collins was a Regional Executive at the Bank of Melbourne. He sought the advice and guidance of a leader outside of his organisation and broader network to test ideas and provide an independent perspective on his career plans and goals.



GLENN COLLINS

### WHAT WAS THE MOST VALUABLE ASPECT OF THE MENTORING EXPERIENCE?

Having someone independent, with no agenda, to bounce ideas and run my decisions by. Craig gave me a different perspective and provided relevant specific examples from his experience I could tap into. We also worked through a logical decision making process for my career plans and approach.

### CAN YOU GIVE AN EXAMPLE OF A SPECIFIC PIECE OF ADVICE THAT YOU SUCCESSFULLY APPLIED?

When I was offered this new position, Craig provided practical useful advice on due diligence, contract negotiation, benchmarking and all aspects of the decision making process.

### DID YOU GET MATCHED WELL?

The match was fantastic. We had some common background with our technical expertise but our career paths had diverged. Craig's perspective and experience was exactly what I needed at the time.

### WHAT HAVE BEEN THE KEY OUTCOMES?

I'm now more open to opportunities. I have greater confidence, have stronger relationships with key influencers and my staff, and have become more outward facing, recognising the benefits of connections across industries. Since starting I've become an active member of groups such as Victorian Leaders and judged the AIM Leadership Awards which has been valuable for me and our business and not something I would have prioritised beforehand. Importantly, I've achieved my career goal of stepping into a CEO role in a great organisation. The investment and experience has been worth its weight in gold.

Mentor

## Craig Wallace

Non-Executive Director,  
Wilpena Pound Resort and Airport; Non-Executive Director, Consolidated Manufacturing Enterprise.

Craig Wallace was formerly the Chief Operating Officer at Allens Linklaters law firm following his time at National Express as CEO for the UK transport giant's Australian operations. He also spent 18 years at Ansett including time as Executive General Manager–Commercial and Chief Executive of Ansett New Zealand. Craig now has a portfolio of work including board positions in the hospitality and manufacturing industries.



CRAIG WALLACE

### WHAT DID YOU ENJOY MOST ABOUT THE EXPERIENCE?

I most enjoyed meeting a new, capable, career driven executive who felt he had more to offer in a broader and more senior role. Through working with Glenn (which was in itself enjoyable), it was incredibly satisfying to achieve a great outcome for him. Plus seeing a happier and even more energised Glenn!

### WHAT DO YOU SEE WERE THE BENEFITS OF THE MENTORING?

Firstly, building Glenn's confidence through exploring and then reinforcing that he did have the capability to take on a different and more senior role in another industry. Then providing guidance on all aspects of how he viewed and committed to a new role, identifying the right type of role that leverages his strengths. This included ensuring he was clear about his goals and objectives, to assisting with advice around the actual terms of his engagement.

### WHY DO YOU THINK MENTORING IS VALUABLE AT THE EXECUTIVE LEVEL?

It is valuable as an experienced, independent confidante is someone that the executive is able to share thoughts with, outside of the existing business structure and personnel. This helps as an excellent sounding board, as well as providing guidance, to help build clarity, focus, confidence and the energy to initiate targeted actions.



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