

McCARTHY MENTORING

CASE STUDY

PROGRAMS

CLIENT



NSW Health Pathology Executive Mentoring Program

2013-2020

BACKGROUND

The NSW Health Pathology Executive Mentoring Program was established in 2013 to support, develop and retain valued executives during a time when newly created entity was established and the strategic direction of the organisation was being reviewed and implemented. Executives faced significant challenges with the changing culture and work demands of the business strategy.

McCarthy Mentoring commenced working with NSW Health Pathology with three executives participating in the Executive Mentoring Program and has since provided external executive mentoring to a total of twelve executives and two emerging leaders.

NSW Health Pathology's Executive Mentoring program aims to engage, develop and support senior executives in their leadership roles. The mentoring program offers executives a confidential, experienced and independent mentor to strengthen leadership, improve performance, increase confidence, drive more effective decisions and offer greater insights on managing key business challenges.

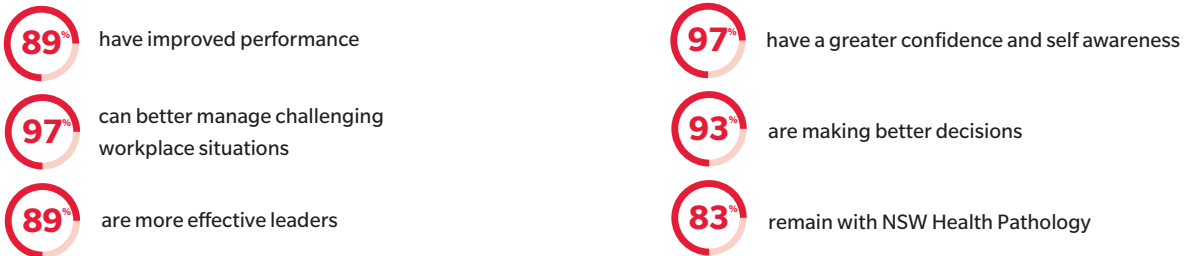
Key outcomes of the programs reported by the mentees include improved performance, better able to manage workplace issues and improved stakeholder management. NSW Health Pathology has retained 83% of executives who have completed the program.

PROGRAM OVERVIEW

- Mentoring program initiated and championed by NSW Health Pathology CE Tracey McCosker
- Mentees are selected based on their executive role, performance and development objectives
- Extensive interviewing process to support mentees goals, ambitions and business challenges
- Strategic matching process to ensure alignment to an independent mentor external to NSW Health Pathology
- Ongoing communication and engagement of participants
- Mentors briefed by NSW Health Pathology CE on the current climate, organisational objectives and challenges facing the executive team
- Resources for mentors and mentees to maximise the effectiveness of the program
- Exclusive leadership networking events
- Formal evaluation and reporting of the program against business objectives and individual performance

OUTCOMES

As a result of participating in the program, NSW Health Pathology executives:



COMMENTS

“I TAKE A MORE CONSIDERED APPROACH TO CHALLENGING SITUATIONS AND ENSURING THAT I FOCUS ON CRITICAL RELATIONSHIPS IN ACHIEVING MY ROLE” (MENTEE)

“SHARING THE VISION AND BRINGING PEOPLE ALONG ON THE JOURNEY OF CHANGE IS REWARDING. I NOW SEE MYSELF AS A TRUE LEADER.” (MENTEE)