
**CULTURALLY DIVERSE
EMERGING LEADER**

GROUP
MENTORING
PROGRAM



THE CULTURALLY DIVERSE EMERGING LEADER GROUP MENTORING PROGRAM

PROVIDES a supportive environment to reflect on challenges as a culturally diverse leader.

OFFERS opportunities to gain insights into one's own and others' perception of them.

SUPPORTS the acquisition of deeper and more varied perspectives from the group and from experienced mentors.

STRENGTHENS improved management of various stakeholder interests.

DEVELOPS greater clarity of career goals.

BUILDS skills for more effective relationships across diverse groups and levels of authority in the organisation.

IMPROVES individual effectiveness and delivers a positive ROI for the organisation.



Our specialist mentors offer access to experienced, knowledgeable, empathetic and trustworthy people who have themselves held senior executive positions in a wide range of organisations across industry sectors. They have been in the shoes of those with whom they work.

THE VALUE OF MENTORING

Professional executive mentoring is a formal developmental relationship between an independent, experienced person (mentor) and the selected participants (mentees). Guidance is based on the mentor sharing their experience with the mentees, rather than working solely on specific skills or proficiencies. Our mentors act as counsel and sounding boards, and are experts in their field, industry, or function.

Our specialist mentors offer access to experienced, knowledgeable, empathetic and trustworthy people who have held senior executive positions in a wide range of organisations across industry sectors. They have been in the shoes of those with whom they work.

THE SELECTION, TRAINING AND ON-GOING PROFESSIONAL DEVELOPMENT OF OUR MENTORS

SMG mentors are carefully selected against a range of criteria and competencies including:

- Past senior executive position
- Interpersonal skills
- Effective listening skills
- Empathy
- Proven track record
- A passion for helping others
- Self-awareness and emotional maturity
- Understanding of strategic perspectives
- Adaptive across complex issues
- Pragmatic with management and leadership challenges
- Awareness of the unique challenges facing culturally diverse emerging leaders'
- An established portfolio career.

SMG supports our team of mentors with a comprehensive initial induction and training program, ongoing professional development and confidential case supervision to ensure they operate at the highest levels of professional practice.

MENTORS

Our mentors for the Culturally Diverse Emerging Leader Group Mentoring Program include SMG's most senior and experienced mentors. *For full mentor credentials please refer to the bios at the end of this document.*



Jon Isaacs
Executive Coach
& Mentor



Gillian Turner
Executive Coach
& Mentor



Binu Katari
Executive
Mentor



Sean O'Toole
Executive Coach
& Facilitator



Felicity Menzies
CEO, Stephenson
Mansell Group



MENTORING WORKS! TESTIMONIALS FROM MENTEES

“My mentor is one of those rare individuals who concentrates on who you are, not what you want or what you’ve done. His belief in the importance of character and personal congruence to professional aspiration are enormously valuable. He has provided me with perspective, with counsel, with challenge and with opportunities.”

Financial Services Executive

“What I’ve enjoyed about mentoring has been the opportunity to develop and challenge myself, and my mentor has been instrumental in giving me the necessary confidence and self-belief. She has great skill in cutting through the noise and excuses, and I’ve gained insights about my reactions and behaviour and what I can do to create my own outcomes and results. My mentor’s combination of senior executive experience and business acumen, coupled with knowledge of human behaviour helped me analyse and navigate commercial realities and scenarios. Having her as a mentor is a major contributor to my transition from a managing focus and mindset, to becoming a leader and developing my strategic capability.”

CEO, Retail

APPROACH

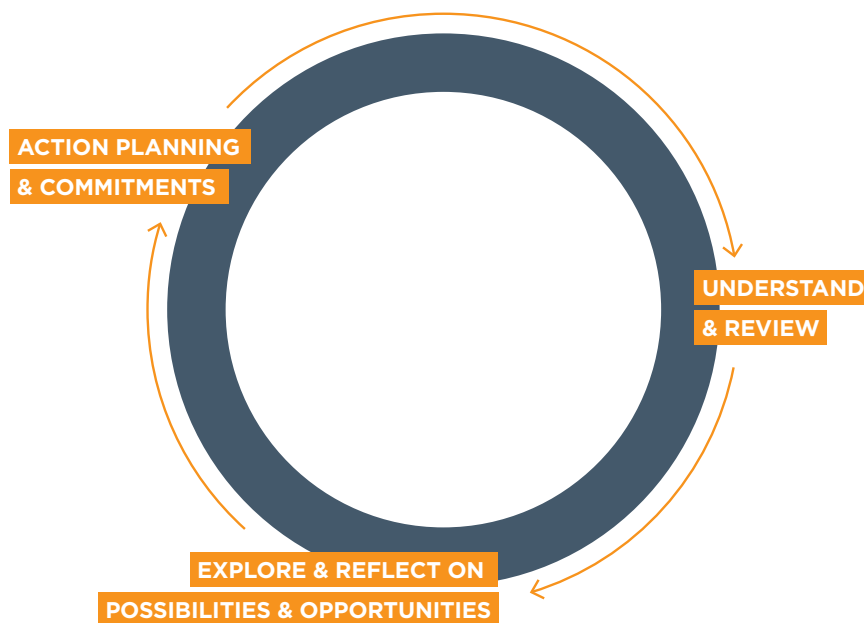
A group of ten participants will meet with an SMG Mentor who will guide the mentees through a structured process addressing career development opportunities, group learning and sharing of ideas on achieving broad organisational outcomes.

The outcome from the initial mentoring session will be personalised action plans for each participant to take forward and report back on in subsequent sessions.

Each 3 x 2-hour sessions for each group of 10 participants will cover:

SESSION 1	SESSION 2	SESSION 3
<ul style="list-style-type: none">■ Aims of mentoring program.■ Participants hopes and dreams.■ Barriers and bridges.■ Mentor-led structured conversation around emerging issues to address, exploring opportunities and possibilities.■ Individual action plans, commitments and support mechanisms.	<p><i>(Three to four weeks later)</i></p> <ul style="list-style-type: none">■ Review of actions plans and commitments from session 1.■ Explore what went well and why, and what were the challenges and why.■ Discuss ways to address challenges and/or modify action plans.■ Re-commitments, new commitments and support mechanisms.	<p><i>(Three to four weeks later)</i></p> <ul style="list-style-type: none">■ Review action plans and commitments from session 2.■ Differences in outcomes (if any) from session 2 and why.■ Establishing an on-going peer support network to achieve future success.

THE MENTORING CYCLE OF SUCCESS



PROGRAM COST

Costs for this 3 x 2-hour session group mentoring program

Per participant: \$1,000 + GST

SESSION DATES & TIMES

Program 1: Sydney

- 6–8pm, Wednesday 18 October 2017
- 6–8pm, Wednesday 8 November 2017
- 6–8pm, Wednesday 29 November 2017

Program 2: Sydney

- 6–8pm, Tuesday 8 May 2018
- 6–8pm, Tuesday 22 May 2018
- 6–8pm, Tuesday 5 June 2018

FOR MORE INFORMATION

If you require additional information, please do not hesitate to call Stephenson Mansell Group on (02) 9950 2000.

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Jon Isaacs (Sydney)

EXECUTIVE COACH & MENTOR

EXPERTISE & SPECIALISATIONS

- CEO/Board relationships
- Governance and risk
- Multicultural differences
- Public Sector/ Private sector interface
- Government sector

RELEVANT EXPERIENCE

Jon has been an Executive Coach/Mentor with Stephenson Mansell Group since its formation as The Stephenson Partnership in 1998 and is an SMG-accredited Master Coach. He has coached and mentored CEOs and senior executives across the private, public and not-for-profit sectors, with significant experience in finance, legal, FMCG, construction/development, education, retail, regulation, human services and health.

Jon has held senior executive roles for over twenty five years, including nine years as CEO of a major rehabilitation service. He has over twenty years' experience as a Board member in the private, public and not for profit sectors, during which time he has chaired the Sydney Harbour Foreshore Authority, NSW Ambulance Service, numerous Audit and Risk Committees and a \$1.2bn joint government/private sector development in Sydney's north west.

QUALIFICATIONS & TRAINING

- BA Hons, University of Sydney
- SMG Coaching, Level 1 (Coaching competencies for performance, change, career, EQ)
- SMG Coaching, Level 2 (Advanced leader as Coach Training, contextual coaching across all psychology theories)
- SMG Coaching, Level 3 (ELE, LAP, Integral Coaching)
- Assessment tool accreditation: CCL, LEA, Hogan

PROFESSIONAL APPOINTMENTS & MEMBERSHIPS

- Fellow, Australian Institute of Company Directors
- Chairman, 5 NSW Government Audit Committees
- Chairman, Audit Committee, Fair Work, Building and Construction (Commonwealth)
- Chairman, Harris Farm Markets Advisory Board
- Chairman, Murrumbidgee Local Health District Audit Committee
- Chairman, Rouse Hill Regional Centre (2003-present)
- Chairman, Sydney Harbour Foreshore Authority (2004-2007) and in total served on its Board for over 11 years
- Jon has held senior governance roles in NSW Health including Chair of NSW Ambulance and NSW Health Audit Committee

PERSONAL INTERESTS

Family, overseas travel, national and international politics, biographies, indigenous and non-indigenous culture.



Gillian Turner (Sydney)

EXECUTIVE COACH & MENTOR

EXPERTISE & SPECIALISATIONS

- Banking & Finance, Legal & Professional Services, FMCG
- Energy & Resources, Engineering & Construction, Technology & Research
- Government (Education, Community & Health), NGOs and NFPs

RELEVANT EXPERIENCE

Gillian has over 25 years global senior executive experience and 20 years as a company director. Her career has spanned private and public sectors, has included 8 years in (2) CEO roles and 10 years on a NSW Government Health Board. She has worked professionally as a mentor and coach since 2005.

Born in England, Gillian moved to Australia as a teenager, where she studied law at the University of Sydney. After early roles at Allen, Allen & Hemsley and the University of Sydney, she accepted a scholarship to Harvard University.

A deep interest in people and culture has seen Gillian travel widely, and led to increasingly diverse and senior roles. She has worked in Australia, Hong Kong and Mexico, managed investment portfolios over \$US1bn, and business interests in the US, Singapore, Europe and Asia-Pacific. Skilled at bridging cultures – national, corporate and professional – she has worked in multinationals, ASX listed, SME's and NFPs, and led major organisational transformations.

Executive roles included Managing Director, Unisearch; General Manager, Corporate Development, Zurich Australia; Managing Director, Standard Chartered Equitor Trustee (Hong Kong); Corporate Finance Manager, Coca-Cola Amatil; and Senior Manager, Arbitrage, Lloyds Bank NZA.

Gillian's clients include CEOs, board directors, senior executives, legal & tax practitioners, and emerging talent. A key focus is exploring personal authenticity and alignment of career aspirations, deepening emotional awareness, strengthening influencing skills and encouraging leadership that is both courageous and mindful.

QUALIFICATIONS & TRAINING

- Bachelor of Laws (Hons) (Sydney); Master of Laws (Harvard)
- Graduate Diploma in Counselling; Graduate Diploma in Ontological Coaching
- Advanced Diploma, Australian Institute of Company Directors
- BlackRock Accredited Executive Coach; PCC (Professional Certified Coach), ICF

PROFESSIONAL APPOINTMENTS & MEMBERSHIPS

- Fellow of the Australian Institute of Company Directors - Gillian has served on listed and private boards, committees and advisory panels in Australia and Asia.
- Director, Planet Ark Environment Foundation.
- Previous roles include: serving on the Centre of Quantum Computer Technology (UNSW), the Council of Knox Grammar School, the Professional Selection Committee for Churchill Fellows, a Review Panel for the Victorian Ministry for Education & Training, as chair of the Education Committee of the AICD, and as a director of several technology start-ups.

PERSONAL INTERESTS

Family and friends, creative writing and photography, global and adventure travel, concerts and theatre.



Binu Katari (Sydney)

EXECUTIVE MENTOR

EXPERTISE & SPECIALISATIONS

- Experienced Company Director
- Member and Chairman of Audit and Risk Committees
- Financial and business management
- International business experience
- Mergers & Acquisition experience
- Employee Share Plans and internal transfer of ownership
- Business training
- Corporate Governance, Company Structuring and Company Secretarial experience

RELEVANT EXPERIENCE

As a senior finance executive and long serving Board member of the Sinclair Knight Merz (SKM) Group for over 25 years, Binu was an integral part of the Management team which grew the business from 300 to 7500 staff in 40 offices in many countries. He was involved in planning and implementing many Governance changes across the firm at Board and Management level. He was the chairman of several Board committees and many subsidiary companies across the world. He has played a key role in the development and implementation of the SKM group's Strategy, international growth and completion of over 60 mergers and acquisitions to grow the Group. He was also been actively involved in the mentoring program, being the mentor of the new CEO, prior to his appointment and the company being sold. Binu left Sinclair Knight Merz (SKM) in 2014.

Binu now has Non-Executive Board positions and acts as an advisor for companies including:

- Board Member, Eco Logical Australia Pty Ltd
- Chairman, Bay Travel
- Chairman, Finance and Audit Committee of ELA
- Director, National Heart Foundation (NSW)
- Chairman, Audit and Risk Committee and represented NSW on the National Finance Advisory Committee
- Former Member of the Audit and Risk Committee of Macquarie University

Binu has established a Consulting and Advisory Services specialising in the design of Internal Transfer of Ownership programmes, Mergers and Acquisitions, Corporate Structuring and Governance, Profit improvement and serving on advisory Boards and Committees.

He is actively involved in the mentoring program for the Governance Institute of Australia and the Institute of Chartered Accountants.

QUALIFICATIONS & TRAINING

- Bachelor of Commerce

PROFESSIONAL APPOINTMENTS & MEMBERSHIPS

- Fellow of the Institute of Chartered Accountants, Australia and also of England and Wales
- Fellow of the Institute of Company Directors, Australia
- Fellow of Governance Institute of Australia
- Equity and Finance Committee - Chairman
- Nominations Committee - Member
- Governance Committee - Member
- Director on over 30 subsidiary company Boards including Chairman of many entities

PERSONAL INTERESTS

Tennis, cricket and travel.



Sean O'Toole (Sydney)

EXECUTIVE COACH, MENTOR & FACILITATOR

EXPERTISE & SPECIALISATIONS

- Leadership and career development
- Organisation development and behaviour
- Workshop facilitation
- Indigenous cultures
- Multicultural differences

RELEVANT EXPERIENCE

Sean has over 20 years' experience in adult education across government, the corporate, vocational, Higher Education and not-for-profit sectors. He is an experienced Executive Coach and has attained all three levels of the Institute of Executive Coaching and Leadership program.

He is a Churchill Fellow and a 2015 Fulbright scholar. He has undertaken complex educational research projects internationally and presented at conferences and public forums in Australia and internationally. He has led the learning function in three large government organisations, managing the development of a range of industry leading and award winning capability building initiatives for individuals, teams and organisations.

Sean is the author of five books and more than 50 journal articles and presentations on adult learning and organisation development. He is a skilled communicator and an innovative, creative problem solver. As a coach, Sean's strengths are working with managers and leaders to build team dynamics and assist individuals realise and meet their potential.

QUALIFICATIONS & TRAINING

- BA (Communication), Charles Sturt University
- MA (Australian Studies) University of NSW
- MEd Southern Cross University
- G Cert Mgt Southern Cross University
- Organisation Behaviour Harvard University
- Diploma Indigenous Knowledges Charles Darwin University
- Level 3 coach, Institute of Executive Coaching
- Certificate IV TAE 40110
- Diploma of Government, University of New England

PROFESSIONAL APPOINTMENTS & MEMBERSHIPS

- Graduate Australian Institute of Company Directors
- Churchill Fellow
- Fulbright Professional scholar
- Member of the Australian Institute of Training & Development
- Member of the Australian Human Resources Institute

PERSONAL INTERESTS

Family, travel, national and international politics, indigenous cultures, film and art.



Felicity Menzies (Sydney)

CEO, STEPHENSON MANSELL GROUP

EXPERTISE & SPECIALISATIONS

- Inclusive Leadership
- Global Diversity and Inclusion
- Cultural Intelligence (CQ)
- Unconscious Bias & Mindful Inclusion
- High Performing Global & Virtual Teams
- Executive Presence, Personal Branding & Social Media Influence
- Cultural inclusion
- Empowering professional women

RELEVANT EXPERIENCE

Prior to joining SMG, Felicity founded Culture Plus Consulting, a diversity and inclusion consultancy with expertise in inclusive and global leadership. Notable engagements include The Walt Disney Company, Liberty Insurance, Scotiabank, VISA, Abbott Pharmaceuticals, Thales Defence and Aerospace, Monash University and World Vision.

Felicity has more than 15 years of experience in financial and professional services with leading organisations including investment bank UBS and KPMG and has held senior positions in business development, project and change management, relationship management and financial and operations control. Felicity's interest in supporting and developing global leaders began during her tenure as the Head of Private Bank, Westpac, in Singapore. Now Felicity applies her business acumen and global leadership expertise to help leaders and organisations respond

effectively to the opportunities and challenges presented by diverse workforces, unfamiliar markets and rapid shifts in the competitive landscape.

Felicity is an accredited facilitator with the Cultural Intelligence Centre and the author of *A World of Difference: Leading in Global Markets with Cultural Intelligence* (Major Street Publishing, 2016). Recognised as a thought-leader in diversity and inclusion and global leadership, Felicity is a regular contributor to business publications and has been featured in *Forbes*, *Business Insider*, *Business First*, *Acuity*, *Inhouse Counsel* and *People Management*.

QUALIFICATIONS & TRAINING

Felicity has been a member of Chartered Accountants of Australia and New Zealand since 1995, and holds a Bachelor of Commerce and Bachelor of Arts in Psychology.

PERSONAL INTERESTS

Yoga, meditation, travel, family, hiking, refugee and migrant welfare.