



PWN DUBLIN

GROUP MENTORING PROGRAMME 2022

January 2022



PWN | DUBLIN
PROFESSIONAL WOMEN'S NETWORK

Group Mentoring Programme Details

➤ **Open to all fully paid up PWN Dublin Members**

(To become a member of PWN Dublin, please click [here](#))

➤ **10 Mentors – up to 6 participants/ group**

➤ **6 sessions 18th Feb - 12th May**

13th Jan –
applications
(online form)

28th Jan –
Deadline for
applications

Wk. beg.
14th Feb –
Confirmation
of
acceptance

Mentor
Meetings
18th Feb –
12th May



PWN Dublin: Group Mentoring Programme 2022

PWN Dublin is delighted to launch the PWN Dublin Group Mentoring Programme.

There are 10 different topics to choose from, each led by one of our wonderful mentors who bring a wealth of talent and experience to the program.

There will be 6 participants in each group.

Dates and locations of sessions have been pre-decided, the details of which can be seen in the following document. Please ensure your availability at the dates and times of the group or groups to which you are applying (these are available to download as mentor plans from the application form).

Successful applicants will be invited to participate in 1 mentoring group, however, may apply to a maximum of 3 groups; you can indicate your order of preference on the application form.

Brief bios of the mentors and their session plans, dates, times and locations are included below.

[Follow the link below to access the Mentoring Application Form:](https://www.surveymonkey.com/r/Application_Form_2022)
https://www.surveymonkey.com/r/Application_Form_2022

Closing date for receipt of applications is 28th January 2022.

If you have any queries or require further information, please email mentoring@pwndublin.net

Legal:

Click [here](#) to view our Privacy Policy

Our data privacy policy is contained on our website terms of use available [here](#).





Group Mentoring Programme 2022

Group Programme Details

PWN Dublin Group Mentoring Programme 2022

Marie Coleman

VP of mentoring PWN Dublin

Shaping your Career in the Future Workplace



Marie Coleman has been an active member of PWN since 2018 and is a committed advocate for the advancement of women in the workplace to achieve balanced leadership in the future.
As the new VP of Mentoring for PWN Dublin, Marie will manage the Group Mentoring Programme 2022.

The PWN Dublin Group Mentoring Programme 2022 theme is

"Shaping your Career in the Future Workplace"

Ten mentors from across Irish businesses have volunteered their time to lead a group of six mentees each, focussing on a topic of their choice. Building on the wonderful work done in 2020 and 2021 by Walthea Patterson and Amanda Kirk - the PWN Dublin team looks forward to 2022 and offering the network members support in their career development through the rich insights and learnings Group mentoring can bring.



Group	Mentor	Company	Topic
Group 1	Noreen O' Keeffe	Careersteps Consulting	Shaping your Career Journey
		Noreen O'Keeffe runs Talent Consultancy Careersteps which is a full-service career consultancy as well as being an accredited Executive & Career Coach. She is passionate about supporting women to find clarity and direction in their careers.	Noreen will focus on Career landscape and flexibility when considering the future of work. The group will explore goal setting, developing your brand and personal boardroom when preparing to take the next step in your career.
Group 2	Ian Headon	Northern Trust	How to Approach Change and Disruption
		Ian Headon is a qualified accountant with 25 years in financial services, recently elected to the Council of Irish Funds in 2020. Ian has led gender balance initiatives at Northern Trust Ireland and specialises in Change Management.	Ian will challenge you to reconsider how you think about change. He will explore how to maximise your potential in a constantly changing world, asking how you can lead change by leveraging resilience, networking and influencing.
Group 3	Carina Furlong	Talking Talent	Thriving Sustainably in 2022: Work- Life Integration
		Carina is a Leadership Development Consultant and Executive coach. She works with organisations on inclusion & diversity, working parents and female leadership initiatives. 7 years in PWN, Carina was Co-President PWN Global board 2019-2021.	Recent years have seen increased pressure/anxiety resulting for many in burn out, feeling empty, wanting more from their careers. Carina will explore behaviours that enable you to thrive, ensuring career sustainability and progression in a hybrid world.
Group 4	Karin Lanigan	Chartered Accountants Ireland	Future Proofing your Career
		Karin Lanigan is a qualified executive coach and has worked extensively with finance professionals on career development. Recent projects: the future of work, women in leadership, changing skills in an evolving workplace.	Karin will focus on setting goals for a fast paced environment, allowing time for resetting your priorities, skills for career success - now and in the future, executive presence, confidence and salary negotiation skills for women.
Group 5	Keara Mc Andrew	Lee Hecht Harrison	Future of Work – Managing in a Hybrid World
		Keara McAndrew has led Career Transition and Talent Development programmes in organisations across the Tech, Pharma, Consumer Goods and Financial Services sectors. She is a highly experienced Coach and Facilitator.	Keara will draw on the latest research, and 5 focus areas for effective leadership in a hybrid working environment: Psychological safety/Trust, Communication, Collaboration, Performance management, Emotional Intelligence.
Group 6	Richie Smith	Contingent-Tec Network	Your Career, Your Life ... a holistic look at an uncertain future
		Richie Smith has extensive experience in sales, management, financial services and recruitment. He has reinvented himself several times and after a lifetime working in corporates he is now offering Business Development As a Service.	Richie will take a holistic view of the future - exploring how you got to where you are, is this what you want? how you/others see you, how you describe your worth, what success is for you, clarifying what you are good at, how to network and get help.
Group 7	Jonathan Murphy	Enterprise Ireland	Leading in a VUCA Future
		Dr Jonathan Murphy is a cognitive psychologist and learning and development specialist who manages executive education programmes in Enterprise Ireland building senior leadership capability in client companies.	Jonathan will focus on decision-making, leadership and effective team management skills by reviewing the stories we create and the decision points within those narratives, with the intention to enhance our relationships and opportunities to flourish.
Group 8	Caoimhe McWeeney	Energia Group	Building a career in a sustainable future
		Caoimhe McWeeney works in energy policy and regulation for the Energia Group. In addition to a degree in Business and Law her studies include Regulation of Energy Utilities / Leading Sustainable Corporations / Sustainable Energy Systems.	Caoimhe will empower mentees in pivoting their career towards the field of sustainability or in a more sustainable direction, examining how to make the transition. This programme may appeal to someone simply curious about sustainability.
Group 9	Cathie Farrell	Grant Thornton	A career of Snakes & Ladders – all is not lost!
		Cathie Farrell dropped out of college, but later gained her BA and her ACCA while working full-time. Now Director of Financial Services Consulting at Grant Thornton, she is an advocate for the value in the unconventional career path.	Cathie will investigate what the future will look like, where opportunities will exist, identifying what you want, if change is needed, networking strategically and promoting yourself, being clear on what you can offer, your values and personal brand.
Group 10	Steph Atkinson	William Fry	Reclaim your strengths to reinvigorate your career path
		Steph Atkinson is a qualified executive coach and has developed award winning leadership, talent, culture and engagement strategies including European cultural change programs to deliver step change business results.	Steph will explore how your strengths can fuel your career growth, reclaiming your strengths, how to reframe your career plan, dialling up your inner mentor and building and improving confidence.



Noreen O'Keeffe

Director

CareerSteps Consulting

www.linkedin.com/in/noreenokeeffe

ABOUT NOREEN:

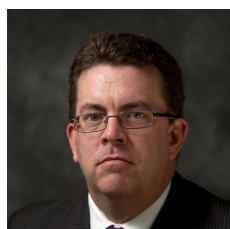
Noreen has worked as a Director in Recruitment for 12 years. She runs Talent Consultancy Careersteps which is a full-service career consultancy as well as being an accredited Executive & Career Coach.

Passionate about supporting you to find clarity and direction— as a PWN 2022 Mentor Noreen looks to support women who are looking to transition or advance their career.

THEME:

Shaping your Career Journey

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Orientation	<ul style="list-style-type: none">• Getting to know each other• Goals and Expectations• Group Procedures	24th February	5.00pm-6.30pm
Session 2: Career Direction	<ul style="list-style-type: none">• The Career Landscape• Transition / Flexibility• Future of work• Advancement	10th March	5.00pm-6.30pm
Session 3: What is required to reach your goal?	<ul style="list-style-type: none">• Goal setting• Networking• “Personal Board Room”• Personal Development	24th March	5.00pm-6.30pm
Session 4: Developing your personal brand	<ul style="list-style-type: none">• How to differentiate yourself• LinkedIn profile• Cover letters	7th April	5.00pm-6.30pm
Session 5: Interview Techniques	<ul style="list-style-type: none">• Sharing of Tips & Techniques• Talking to Recruiters• Image and why it matters	28th April	5.00pm-6.30pm
Session 6: Programme Review	<ul style="list-style-type: none">• Review of individual goals• Next steps	12th May	5.00pm-6.30pm



Ian Headon

Senior Vice President

Northern Trust

<https://www.linkedin.com/in/ian-headon-8754729/>

ABOUT

Ian is a qualified accountant and has been with Northern Trust for 17 years, and in the financial services industry for 25 years in total. He was elected to the Council of Irish Funds in 2020, and has chaired and served on numerous industry committees and working groups. He has led the gender balance initiatives at Northern Trust in Ireland and recently completed a Masters in Management and Strategy at UCD Smurfit.

These sessions will seek to challenge you, provoke thinking about how you think about change, and how you can maximise your potential in a constantly changing world. Change is a constant – how do we maximise it for career benefits?

THEME:

Managing Change in the Future Workplace

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations General introduction to the topic 	25th Feb	8:30AM
Session 2:	<ul style="list-style-type: none"> Change is the New Permanent – why is it so difficult ? 	11th March	8:30AM
Session 3:	<ul style="list-style-type: none"> Networking and influence in a new world 	25th March	8:30AM
Session 4:	<ul style="list-style-type: none"> How do we lead ? Why would people follow us ? 	8th April	8:30AM
Session 5:	<ul style="list-style-type: none"> Personal resilience – dealing with all the above 	29th April	8:30AM
Session 6:	<ul style="list-style-type: none"> Reflections Next Steps 	6th May	8:30AM

LOCATION:

Assuming virtual – but if circumstances allow, in city centre.



Carina Furlong

Talking Talent

Managing Director, Ireland

[Carina Furlong](#) | [LinkedIn](#)

ABOUT:

Carina is a Leadership Development Consultant and Executive coach, who supports organisations with progressing their inclusion & diversity, working parents and female leadership initiatives. Carina firmly believes we need to accelerate the progression opportunities for women through workplace Inclusion. A key value for Carina is volunteerism and giving back. She has been involved with PWN Dublin and Global for the past 7 years, serving as Co-President on the global board 2019-2021.

THEME: Thriving Sustainably in 2022: Work- Life Integration

The impact of the last few years has led to increased demand in our roles, 24/7 connectivity, elevated strain, pressure & anxiety, burn out, feeling empty and looking for more in our careers. We will explore the behaviours that are going to enable you to thrive, ensuring career sustainability and enabling progression in a hybrid working world.

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1:	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	23 rd February	5.30-7.00 pm
Session 2:	<ul style="list-style-type: none"> Designing your vision for the future- Career planning. Key considerations for a sustainable career Decide what matters 	16 th March	5.30-7.00 pm
Session 3:	<ul style="list-style-type: none"> Explore the path: blockers and enablers to overcome barriers. What needs to be in place to achieve your plan. Developing strategic support networks 	30 th March	5.30-7.00 pm
Session 4:	<ul style="list-style-type: none"> Working well/living well: A framework for success. Tools to support. 	20 th April	5.30-7.00 pm
Session 5:	<ul style="list-style-type: none"> Managing Boundaries: boundaries that will support your career from a working well/living well perspective. Identify your non negotiables. Confidently communicate boundaries to stakeholders 	11 th May	5.30-7.00 pm
Session 6:	<ul style="list-style-type: none"> Reflections Next Steps 	25 th May	5.30-7.00 pm



Karin Lanigan

Head of Membership Experience

Chartered Accountants Ireland

<https://www.linkedin.com/in/karin-lanigan-11b95b10/>

ABOUT KARIN:

Karin is a qualified executive coach with extensive experience in the area of coaching, professional development and leadership. Combined with 10 year's executive recruitment experience she has spent the last 15 years working with senior finance professionals on career and professional development including the design and delivery of a competency framework and a mentor programme. She has also recently been involved in projects relating to the future of work, women in leadership, diversity and inclusion, wellness and the changing skills required in an evolving workplace.

THEME:

Future Proofing your Career

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	22nd February	6pm
Session 2:	<ul style="list-style-type: none"> Setting your career goals for a fast paced work environment Allowing time to reset your priorities 	08th March	6pm
Session 3:	<ul style="list-style-type: none"> Identifying skills and competencies you require now and in the future to ensure career success Identify and bridge the gaps Recognising your strengths and how to leverage this success bank 	22nd March	6pm
Session 4:	<ul style="list-style-type: none"> Building your confidence and executive presence 	05th April	6pm
Session 5:	<ul style="list-style-type: none"> Salary and package negotiation skills for women 	26th April	6pm
Session 6:	<ul style="list-style-type: none"> Self-care and resilience as the pillarstone to career success and fulfilment Keeping your career plans on track 	10th May	6pm

LOCATION:

Online until face-to-face sessions are possible following lifting of restriction



Keara McAndrew

Client Director

Lee Hecht Harrison

www.linkedin.com/in/kearamcandrew

ABOUT KEARA

Keara has held leadership roles at LHH for over 10 years having joined the business in 2007 following her 20 year HRM and Learning & Development career at Bank of Ireland. Throughout her career at LHH, Keara has led major Career Transition and Talent Development programmes in organisations in the Technology; Pharmaceutical; FMCG and Financial Services sectors. She is a highly experienced Coach; Facilitator and Presenter and throughout her career has delivered programmes in Ireland, the UK and the US. Keara holds an Advanced Diploma in Life and Executive Coaching; BA Management (Hons), Psychometric Testing Levels A & B; is MBTI qualified. Keara is a Member of the Institute of Directors and PWN. Keara is passionate about helping people to build better careers.

THEME

Future of Work – Managing in a Hybrid World

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> • Getting to know each other • Goals and Expectations • Group Procedures 	23 Feb 2022	6pm
Session 2:	<ul style="list-style-type: none"> • What does research tell us about the current state of hybrid working? • Common leadership challenges 	9 Mar 2022	6pm
Session 3:	<ul style="list-style-type: none"> • Focus areas to lead effectively in a hybrid environment • 1st: Psychological Safety & Building Trust 	23 Mar 2022	6pm
Session 4:	<ul style="list-style-type: none"> • 2nd: Communication is key • 3rd: Typical collaboration barriers & attributes for successful collaboration. 	6 April 2022	6pm
Session 5:	<ul style="list-style-type: none"> • 4th: Performance Management and using coaching skills to encourage regular conversation 	27 April 2022	6pm
Session 6:	<ul style="list-style-type: none"> • 5th: EQ to look after you and your team's wellbeing • Key take-aways for future success 	11 May 2022	6pm

LOCATION:

Tbc and/or Zoom

Setting us up for success - 15 minute 1:1 with each participant in week starting 14th February 2022, via Teams or Zoom



Richie Smith

Principal

Contingent tec Network

[linkedin.com/in/richiesmithctn](https://www.linkedin.com/in/richiesmithctn)

ABOUT RICHIE:

Richie has spent 40 years in the workplace with extensive experience in sales, management, financial services and recruitment. He has reinvented himself a number of times and is currently 15 months into life as a business owner after a lifetime working in blue-chip corporates. *As a mentor, I might appeal to people who are not entirely sure what the future holds, returners, potential entrepreneurs or anybody who wants to take a holistic view of the future.*

THEME:

YOUR CAREER, YOUR LIFE ... A holistic look at an uncertain future

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Here we are....	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	24th February	5.00pm-6.30pm
Session 2: But where are we....	<ul style="list-style-type: none"> How did you get to this point Are you leading the life you thought you would Do you know what you want in the future 	10th March	5.00pm-6.30pm
Session 3: Who we are....	<ul style="list-style-type: none"> How do you see yourself How do you think others see you How would you describe your worth How do you measure success 	24th March	5.00pm-6.30pm
Session 4: What we want....	<ul style="list-style-type: none"> Goal setting Understanding your strengths Facing your demons Be careful what you wish for! 	7th April	5.00pm-6.30pm
Session 5: Who we know....	<ul style="list-style-type: none"> Can you go it alone Is 'network' a noun or a verb How to get help without asking 	28th April	5.00pm-6.30pm
Session 6: Where are we going....	<ul style="list-style-type: none"> What is really important to you Has your plan changed during this process How confident do you feel Do you feel supported Is your plan balanced 	12th May	5.00pm-6.30pm



Jonathan Murphy

Senior Executive and Programme Manager
Enterprise Ireland

<https://www.linkedin.com/in/dr-jonathan-murphy-ei>

ABOUT JONATHAN:

Dr Jonathan Murphy is a cognitive psychologist and learning and development specialist working in Enterprise Ireland managing a number of executive education programmes aimed at building leadership capability in the senior teams of client companies. During these sessions, Jonathan will focus on decision-making, leadership and effective team management skills by reviewing the stories we create and the decision points within those narratives. Overall, the interest and intention is to improve psychological capital to enhance our relationships and opportunities to flourish.

<https://www.linkedin.com/in/dr-jonathan-murphy-ei>

THEME:

Personal and Professional alignment: Leading in a VUCA future

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Orientation Life is complicated	<ul style="list-style-type: none"> • Getting to know each other • Goals and Expectations • Group Procedures • Life Stories 	28th February	5-6pm
Session 2: Decision-making We often make decisions that add complexity	<ul style="list-style-type: none"> • Widening the decision space • Embracing subtractive change • Complicate and Simplify • Simplicity is hard 	14th March	5-6pm
Session 3: Personal leadership Self-knowledge and self-management can improve our decisions	<ul style="list-style-type: none"> • Leading with integrity • Cognitive dissonance and Emotional Intelligence • Dissonance and Ambivalence 	28th March	5-6pm
Session 4: Team work Diversity (with direction) can improve our decisions	<ul style="list-style-type: none"> • Avoiding groupthink and group tanking • Mental set/ Perspective taking • Aligned teams work 	11th April	5-6pm
Session 5: Handling conflict Intra- and interpersonal alignment can improve our relationships	<ul style="list-style-type: none"> • Communication and action • Vision and values driven leadership • The power of persuasion 	18th April	5-6pm
Session 6: Taking stock	<ul style="list-style-type: none"> • Reflections • Next Steps 	2nd May	5-6pm

LOCATION:

Online



Caoimhe McWeeney

Regulation Analyst, Energia Group

<https://www.linkedin.com/in/caoimhemcweeney/>

“I am passionate about sustainability, in particular the important role the energy transition will play in achieving our climate goals and the influence the transition will have on our daily lives.”

ABOUT :

Caoimhe is currently working in energy policy and regulation for the Energia Group. She has over 10 years' experience in the utilities sector and holds a degree in Business and Law and a double Masters in International Management from UCD and CEMS. She has undertaken studies on the Regulation of Energy Utilities with the Florence School of Regulation, completed the Leading Sustainable Corporations Programme at Saïd Business School, University of Oxford and in 2021 gained Graduate Diploma in Sustainable Energy Systems from DCU.

During these sessions, Caoimhe will focus on empowering participants to consider simple actions they can take to assist in pivoting their career towards the field of sustainability or in a more sustainable direction. This programme may also appeal to someone who is curious about sustainability. By the end of the programme participants will have a personal plan to put next steps into action.

THEME: **Building a career in a sustainable future**

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation: What does sustainability mean to you?	<ul style="list-style-type: none"> Group procedures Goals and expectations Getting to know each other 	18th February	8-9.15AM
Session 2: Sustainability at work	<ul style="list-style-type: none"> Overview of the principles of sustainability Sustainable leadership Sustainability an employees responsibility 	25th February	8-9.15AM
Session 3: Sustainable opportunities	<ul style="list-style-type: none"> Careers in sustainability Leveraging existing skills and competencies 	11th March	8-9.15AM
Session 4: Making a transition	<ul style="list-style-type: none"> Finding your passion Identifying your personal values Networking effectively remotely 	25th March	8-9.15AM
Session 5: Sustainability through a lens	<ul style="list-style-type: none"> Guest speaker TBC 	1st April	7:30-9AM
Session 6: Chanelling your sustainable goals	<ul style="list-style-type: none"> Reflections Personal action plan and next steps 	8th April	8-9.15AM

LOCATION: Online



Cathie Farrell

Director, Financial Services Consulting
 Grant Thornton

www.linkedin.com/in/cathiefarrell

ABOUT CATHIE:

Prior to joining Grant Thornton in 2018, Cathie had a 20 year career across several areas of AIB before becoming a Management Consultant. Her strengths lie in stakeholder management, business development and people leadership. Her professional expertise is in customer remediation and complaint management in Financial Services. Having dropped out of college, she later returned to 3rd level gaining her BA in Finance & Accounting and her ACCA qualification at night while working full-time. She regularly mentors others and benefits from having a Mentor of her own also. Owing to her unusual professional journey, she is an advocate for the possibilities available by taking – or finding yourself on - a less conventional career path.

THEME:

“A career of Snakes & Ladders – all is not lost!”

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Orientation	<ul style="list-style-type: none"> • Introductions • Goals and Expectations • Group Procedures 	23rd February	5.30pm-7.00pm
Session 2: What does the future workplace look like?	<ul style="list-style-type: none"> • The same but different? • Location, Location, Location • Identifying opportunities 	09th March	5.30pm-7.00pm
Session 3: Has business development changed?	<ul style="list-style-type: none"> • Strategic Networking • Building relationships • Being authentic 	23rd March	5.30pm-7.00pm
Session 4: What would you like to change in your career?	<ul style="list-style-type: none"> • What's broken? • Prioritising for you • Influencing - Who can help? 	06th April	5.30pm-7.00pm
Session 5: Selling yourself	<ul style="list-style-type: none"> • What's your USP? • What are your values? • What's your personal brand? 	27th April	5.30pm-7.00pm
Session 6: Programme Review	<ul style="list-style-type: none"> • Review of individual goals • Next steps 	11th May	5.30pm-7.00pm



Steph Atkinson

Head of HR

William Fry LLP

www.linkedin.com/in/stephjatkinson

ABOUT Steph:

Steph is a qualified executive coach with deep experience in the design and delivery of leadership, talent, culture and engagement strategies to deliver step change business results. Led European cultural change programs celebrated by industry awards including 'Business Culture Team Award' 2020 Henley Business Forum, 'Irish HR Champion Change' program winner and 'European Business Culture Awards Team' winner 2019.

THEME:

“Reclaim your strengths to reinvigorate your career path”

SESSION NO. & TITLE	SESSION CONTENT	DATE	TIME
Session 1: Getting Started	<ul style="list-style-type: none"> • Getting to know each other • Your goals • Session Agenda • Preparation for session 2 	22nd February	17h00-18h30
Session 2: Discover your strengths	<ul style="list-style-type: none"> • How strengths fuel your career growth • Re-claim your strengths exercise • Self-reflection – 'putting your strengths into practise' 	8th March	08h30-10h00
Session 3: Strategies for owning Your strengths	<ul style="list-style-type: none"> • Insights from self-reflection • Using your strengths wisely • Reframing your career plan • Self-reflection 	22nd March	17h00-18h30
Session 4: Reinvigorate your career plan	<ul style="list-style-type: none"> • Insights from self-reflection • Achieving your career goals • Self-reflection 	5th April	08h30-10h00
Session 5: Strengthening your Self-talk	<ul style="list-style-type: none"> • Insights from self-reflection • Dial up your inner mentor exercise • Self-reflection 	26th April	08h30-10h00
Session 6: Keeping your career plan alive	<ul style="list-style-type: none"> • Building & improving confidence • Launch & activation 	18th May	08h30-10h00

LOCATION:

Online. If face-to-face sessions are possible following lifting of restrictions group will agree if move to face to face.