



# **PWN Dublin Group Mentoring Programme 2023 Mentor Profiles and Group Descriptions**

***January 2023***

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## Introduction

2023 represents the fourth year of the PWN Dublin Group Mentoring Programme in action.

The programme has gone from strength to strength and this year we are proud to have 10 mentors, each covering different topics that you can read more about in this document.

## Timeline 2023

The Applications process will open on Thursday 12<sup>th</sup> January 2023, closing on Thursday 26<sup>th</sup> January 2023.

We will then enter the 'matching process' – this is the period in which we will review all application submissions and match them to the most suitable Mentoring Group.

All places will be confirmed by Thursday 9<sup>th</sup> February 2023, in time for the session start dates in mid-February.



Each Group will take part in six sessions between mid-February and Wednesday 7<sup>th</sup> June 2023.

You can see the dates for all Group sessions in the respective Mentor profiles, later in this document. Please ensure that you are available to attend the session for the Groups that you select on your application form.

As with 2022, we will be hosting a closing ceremony in June, to celebrate your completion of the programme.

## How to Apply

You can apply by completing the [Application Form on Survey Monkey](#).

The Group Mentoring Programme is only open to fully paid-up members of PWN. You may be an individual Premium Member or a Corporate Member.

If you are not a member, you can [join here](#).

You can apply to a maximum of 3 mentoring groups on your application form (in order of preference).

Successful applicants will be invited to participate in one mentoring group. We will do our very best to match successful applicants with their first choice, and in the event that this is not possible, we will revert to your second or third choice.

To support you with your application choices, you will find full details of the mentors, their predefined session plans, dates, times and locations later in this document.

**Closing date for receipt of applications is 28<sup>th</sup> January 2022.**

If you have any queries or require further information, please email [mentoring@pwndublin.net](mailto:mentoring@pwndublin.net)

Co-VPs of Mentoring

Since 2020, close to 150 mentees have benefitted from the PWN Dublin Group Mentoring Programme. The team looks forward to supporting members in their career development through the rich insights and learnings Group Mentoring can bring. Ten mentors drawn from across Irish businesses have volunteered to share their experience and insights. They will each lead six mentees over six sessions on a topic of their choice.



Marie Coleman is a committed advocate for the advancement of women in the workplace to achieve balanced leadership. An active member of PWN since 2018 Marie was a Mentee in 2020 and again in 2022. She managed the 2022 Group Mentoring Programme. In 2023 she will lead her first Mentoring group.



Ian Headon has led gender-balance initiatives at Northern Trust Ireland and specialises in Change Management. Ian has been a Mentor in each of the first 3 years of the PWN Dublin Group Mentoring Programme. Ian joins Marie in 2023 as Co-VP of Mentoring to deliver the 2023 Programme.

Group 1	Jonathan Murphy	Enterprise Ireland	<p>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.</p>	<p><b>Leading in a VUCA Future</b></p> <p>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.</p>
Group 2	Carina Furlong	Talking Talent	<p>Carina Furlong is a Leadership Development Consultant and Executive Coach. She works with organisations on inclusion &amp; diversity, working parents, and female leadership initiatives.</p>	<p><b>Enable Your Talent to Thrive - Work Well/Live Well</b></p> <p>A long-time supporter of PWN, Carina returns this year as a valued PWN mentor. Carina will explore behaviours that will enable you to thrive, ensuring career sustainability and progression as you lean into your aspirations for 2023 and beyond.</p>
Group 3	Louise Larkin	William Fry LLP	<p>Louise Larkin heads up the strategic growth programme at one of Ireland's leading law firms. A qualified solicitor, Louise has also worked with the Council of Europe delivering programmes on Human Rights.</p>	<p><b>Strategic Thinking to Uncover Your Future</b></p> <p>Louise will guide you in applying strategic thinking principles to uncover where you are in your career journey and where you want to be. Together, you will visualise your future career and put steps in place to realise it.</p>
Group 4	Richie Smith	Contingent-Tec Network	<p>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.</p>	<p><b>Your Career, Your Life - A Holistic Look Into the Future</b></p> <p>Richie will take a holistic view of the future - exploring how you got to where you are, and 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.</p>
Group 5	Marie Coleman	Citi Ireland	<p>Marie Coleman has worked in technology in a variety of roles: software, bid, and project management in diverse industries - clothing manufacturing and mobile networks. She currently works in Financial Services, managing robotics process automation projects at Citi.</p>	<p><b>Grow the leader in you</b></p> <p>Marie will guide you in exploring your leadership values, how to make behaviours and mindsets work in your favour, build a strong foundation and have that breakthrough moment to dare to lead.</p>
Group 6	Mariam Dadabhay	Enterprise Ireland	<p>Mariam Dadabhay is a qualified executive coach with deep experience in enabling leaders and companies to change, grow, and deliver. Mariam is conscious of the challenges faced by leaders and is passionate about increasing mentees confidence and leadership skills.</p>	<p><b>Be More of Yourself With Skill</b></p> <p>Mariam will explore your values, beliefs, and strengths to determine what you want and how to get there in your career. This will involve building and improving your inner confidence, brand, and future career goals.</p>
Group 7	Bernie O'Connor	ESB	<p>Bernie O'Connor is a qualified business coach with in-depth experience in inclusion and diversity that impact inclusive cultures to deliver positive people experience and business results. Bernie has led strategic programmes and initiatives, and is recognised by</p>	<p><b>Shifting: Circle of Comfort to Circle of Growth</b></p> <p>Bernie will explore: how you step forward into your future career; shifting towards career growth; recognising what may be stalling your efforts; enabling you to identify steps on your pathway to success; building and sustaining your momentum and confidence.</p>
Group 8	Andrea Dermody	Dermody	<p>Andrea Dermody has over 20 years experience in Global Financial Services working in Talent Management, L&amp;D and D&amp;I. She now has her own consulting practice, Dermody. Andrea specialises in helping organisations build inclusive cultures to drive business success.</p>	<p><b>Taking a Strategic View on Career Progression</b></p> <p>Andrea will work to help identify a development approach to fulfil your potential, whatever that might look like for you, using knowledge share, and leveraging the power of the group to provide feedback and insight.</p>
Group 9	Sally Cullen	An Post	<p>Born and bred in Liverpool, Sally has worked for An Post for over 22 years in various roles in HR – most recently in Employee Relations. A real people person, Sally is a qualified experienced mentor and facilitator.</p>	<p><b>Find Your Mojo and Reinvigorate Your Career</b></p> <p>Drawing on her personal experience Sally will explore the importance of a mentor, how to find your mojo and build that self belief to move to the next stage of your career. The group will look at their current role, where they want to go, setting career objectives, and steps to get there.</p>
Group 10	Claire Foley	NTMA	<p>Claire Foley has 20 years of experience in defence litigation, so is familiar with the perception of the insurmountable challenge. She resolves conflict by focusing on making the most of "what you have", and keeping people at the centre of decision making.</p>	<p><b>Negotiating Challenging Circumstances</b></p> <p>Claire will explore: why certain situations trigger avoidance strategies; how to separate the self from the difficult conversation or circumstance; acknowledge weakness and look to strengths to get through a challenge and then build on what can be learned and utilised for the future.</p>



## Jonathan Murphy

Senior Executive and Programme Manager  
Enterprise Ireland

[Jonathan Murphy | LinkedIn](#)

### 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.

### Group 1 THEME: **Personal and Professional alignment: Leading in a VUCA future**

SESSION	SESSION CONTENT	DATE&TIME	LOCATION
<b>Session 1: Orientation</b> Life is complicated	<ul style="list-style-type: none"> <li>• Getting to know each other</li> <li>• Goals and Expectations</li> <li>• Group Procedures</li> <li>• <a href="#">Life Stories</a></li> </ul>	<b>23<sup>rd</sup> Feb</b> 17:30-19:00	<b>Enterprise Ireland</b>
<b>Session 2: Decision-making</b> We often make decisions that add complexity	<ul style="list-style-type: none"> <li>• Widening the decision space</li> <li>• Embracing subtractive change</li> <li>• Complicate and Simplify</li> <li>• <a href="#">Simplicity is hard</a></li> </ul>	<b>9<sup>th</sup> March</b> 17:30-19:00	<b>Online</b>
<b>Session 3: Personal leadership</b> Self-knowledge and self-management can improve our decisions	<ul style="list-style-type: none"> <li>• Leading with integrity</li> <li>• Cognitive dissonance and Emotional Intelligence</li> <li>• <a href="#">Dissonance and Ambivalence</a></li> </ul>	<b>23<sup>rd</sup> March</b> 17:30-19:00	<b>Online</b>
<b>Session 4: Team work</b> Diversity (with direction) can improve our decisions	<ul style="list-style-type: none"> <li>• Avoiding groupthink and group tanking</li> <li>• Mental set/ Perspective taking</li> <li>• <a href="#">Aligned teams work</a></li> </ul>	<b>6<sup>th</sup> April</b> 17:30-19:00	<b>Online</b>
<b>Session 5: Handling conflict</b> Intra- and interpersonal alignment can improve our relationships	<ul style="list-style-type: none"> <li>• Communication and action</li> <li>• Vision and values-driven leadership</li> <li>• <a href="#">The power of persuasion</a></li> </ul>	<b>20<sup>th</sup> April</b> 17:30-19:00	<b>Online</b>
<b>Session 6:</b> Taking stock	<ul style="list-style-type: none"> <li>• Reflections</li> <li>• Next Steps</li> </ul>	<b>4<sup>th</sup> May</b> 17:30-19:00	<b>Enterprise Ireland</b>



## Carina Furlong

Leadership Coach  
Carrinafurlong.com  
[Carina Furlong | LinkedIn](#)

### ABOUT Carina:

Carina is a Leadership Development Consultant and Executive coach, who supports organisations with the progression of their inclusion & diversity, working parents and female leadership pipeline agendas. 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.

### Group 2 THEME: **Enable your Talent to Thrive- Work Well/Live Well**

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"> <li>• Getting to know each other</li> <li>• Your goals &amp; expectations</li> <li>• Group agreements</li> </ul>	<b>15-Feb</b> 18:00-19:30	<b>Virtual (Zoom)</b>
<b>Session 2:</b> Career Crafting	<ul style="list-style-type: none"> <li>• Designing your vision for the future</li> <li>• Key considerations for a sustainable career</li> <li>• Decide what matters.</li> </ul>	<b>01-Mar</b> 18:00-19:30	<b>Virtual (Zoom)</b>
<b>Session 3:</b> Support Networks	<ul style="list-style-type: none"> <li>• Explore the path: blockers and enablers to overcome barriers.</li> <li>• Identify supports to enable plan</li> <li>• Developing strategic support networks</li> </ul>	<b>22-Mar</b> 18:00-19:30	<b>Virtual (Zoom)</b>
<b>Session 4:</b> Working well- Living well Framework for success	<ul style="list-style-type: none"> <li>• Explore GLWS®- evidence-based tool that delivers deep insights into what shapes and sustains a leader’s success – at work/home</li> <li>• The GLWS process of ‘Learn it – Live it – Lead it – Embed it’</li> </ul>	<b>05-Apr</b> 18:00-19:30	<b>Virtual (Zoom)</b>
<b>Session 5:</b> Boundary Management	<ul style="list-style-type: none"> <li>• Boundaries to support your career aspirations</li> <li>• Identify your non-negotiables.</li> <li>• Confidently communicate boundaries to stakeholders</li> </ul>	<b>26-Apr</b> 18:00-19:30	<b>Virtual (Zoom)</b>
<b>Session 6:</b> Ensuring Sustainability & Progression	<ul style="list-style-type: none"> <li>• Reflections</li> <li>• Accountability</li> <li>• Next steps</li> </ul>	<b>17-May</b> 18:00-19:30	<b>Virtual (Zoom)</b>





## Louise Larkin

Head of Strategy Implementation  
William Fry LLP

[www.linkedin.com/in/LouiseLarkinLLBLM](http://www.linkedin.com/in/LouiseLarkinLLBLM)

### ABOUT Louise:

Louise heads up the strategic growth programme at one of Ireland's leading law firms. With over 10 years' experience as a qualified solicitor, working in the UK and Ireland, Louise has also worked with the Council of Europe designing and delivering programmes on Human Rights. Louise has an LLB in Law with French; LLM in Human Rights Law; Diploma in Marketing Management and Strategic Management. Louise's Gallop Clifton Strengths are: Strategic, Individualization, Activator, Maximiser & Achiever.

### Group 3 THEME: **Strategic thinking to uncover your future**

These sessions will seek to apply strategic thinking principles to uncover where you are at in your career journey and where you want to be. Together, we will visualise your future career plan and put steps in place to realise it.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1: Getting Started</b>	<ul style="list-style-type: none"><li>• Getting to know each other</li><li>• Goals &amp; Expectations</li><li>• General Introduction to topic</li></ul>	<b>23-Feb</b> 08:30-09:30	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>
<b>Session 2: Strategic Planning</b>	<ul style="list-style-type: none"><li>• How to use strategic management principles to set goals &amp; achieve them</li><li>• What does success look like for you?</li></ul>	<b>09-Mar</b> 08:30-09:30	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>
<b>Session 3: You are uniquely powerful</b>	<ul style="list-style-type: none"><li>• You are Uniquely Powerful</li><li>• Your Talent DNA</li><li>• Navigating &amp; maximising your infinite potential</li></ul>	<b>23-Mar</b> 08:30-10:00	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>
<b>Session 4: Workshop your long-term strategic objectives</b>	<ul style="list-style-type: none"><li>• A Toolkit for strategic planning &amp; performance management</li><li>• Forging our long-term strategic objectives</li><li>• Tips for realising your goals</li></ul>	<b>06-Apr</b> 08:30-9:30	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>
<b>Session 5: Change Management</b>	<ul style="list-style-type: none"><li>• Evolving your strategy to allow for change</li><li>• Effective Implementation &amp; practical solutions to realising your goals.</li></ul>	<b>13-Apr</b> 08:30-9:30	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>
<b>Session 6: Building your own framework for success</b>	<ul style="list-style-type: none"><li>• Reflecting on the Sessions</li><li>• Building your own framework for success</li><li>• Next Steps</li></ul>	<b>04-May</b> 08:30-9:30	<b>In Person</b> <b>2 Grand Canal Quay, Dublin 02</b>



## 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 over two years into life as a business owner after a lifetime working in blue-chip corporates. As a mentor, he hopes to 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.

### Group 4 THEME: **Your career, your life – a holistic view into the future**

No matter how ‘good’ it is, your career will only ever be one aspect of your life, and in the end, not the most important one. Together we’ll explore what you want to achieve in life, what matters to you, how you create a great support structure around you to negotiate life, all it’s challenges and opportunities.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Here we are....	<ul style="list-style-type: none"> <li>Getting to know each other</li> <li>Your goals / hopes for the programme</li> <li>Group procedures</li> </ul>	<b>20-Feb</b> 17:00-18:30	Online (in person if agreed with group)
<b>Session 2:</b> But where are we.....	<ul style="list-style-type: none"> <li>How did you get to this point</li> <li>Are you leading the life you hoped</li> <li>Do you know what you want in the future</li> </ul>	<b>06-Mar</b> 08:30-10:00	Online (in person if agreed with group)
<b>Session 3:</b> Who we are....	<ul style="list-style-type: none"> <li>How do you see yourself</li> <li>How do you think others see you</li> <li>How would you describe your worth</li> <li>How do you measure success</li> </ul>	<b>20-Mar</b> 08:30-10:00	Online (in person if agreed with group)
<b>Session 4:</b> What we want....	<ul style="list-style-type: none"> <li>Goal setting</li> <li>Understanding your strengths</li> <li>Facing your demons</li> <li>Be careful what you wish for!</li> </ul>	<b>03-Apr</b> 08:30-10:00	Online (in person if agreed with group)
<b>Session 5:</b> Who we know....	<ul style="list-style-type: none"> <li>Can you go it alone</li> <li>Is network a noun or a verb</li> <li>How to get help without asking</li> </ul>	<b>24-Apr</b> 08:30-10:00	Online (in person if agreed with group)
<b>Session 6:</b> Where are we going....	<ul style="list-style-type: none"> <li>What is really important to you</li> <li>Has your plan changed</li> <li>Do you feel confident /supported</li> <li>Is your plan balanced</li> </ul>	<b>08-May</b> 08:30-10:00	Online (in person if agreed with group)



## Marie Coleman

Technology Bid Manager and Project Manager

[Marie Coleman | LinkedIn](#)

### ABOUT MARIE:

Marie is a committed advocate for the advancement of women in the workplace. Through a varied career in technology, she has held roles in software development, B2B marketing, bid and client account management and project management. Ever the hummingbird, she has worked in diverse industries from Computer-Aided Design, mobile networks to financial services. She currently manages robotics process automation projects at Citi.

### Group 5 THEME: **Grow the Leader in You**

Marie will share her experience and guide you in exploring: what leadership means to you; what your leadership values are; how to make behaviours and mindsets work in your favour; where your strengths lie; and, how to build a strong foundation and have that breakthrough moment to dare to lead.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"><li>• Getting to know each other</li><li>• Goals &amp; expectations /Group agreements</li><li>• What is leadership?</li></ul>	<b>15-Feb</b> 17:30-19:00	<b>In Person Citi, North wall Quay, Dublin / hybrid</b>
<b>Session 2:</b> Leadership Styles	<ul style="list-style-type: none"><li>• Role models</li><li>• What kind of leader are you/could you be?</li><li>• Organisations of the future/Servant Leader</li></ul>	<b>01-Mar</b> 17:30-19:00	<b>Virtual - Zoom</b>
<b>Session 3:</b> Self Awareness	<ul style="list-style-type: none"><li>• Understanding behaviours and mindsets</li><li>• Knowing your strengths</li><li>• Growing into a better leader</li></ul>	<b>15-Mar</b> 17:30-19:00	<b>In Person Citi, North wall Quay, Dublin / hybrid</b>
<b>Session 4:</b> Goal setting	<ul style="list-style-type: none"><li>• Guest Speaker: Playing the long game</li><li>• Strong foundations - daily habits</li><li>• Overcoming fear and stepping forward</li></ul>	<b>29-Mar</b> 17:30-19:00	<b>Virtual - Zoom</b>
<b>Session 5:</b> Lead with vision	<ul style="list-style-type: none"><li>• Lead with personal vision</li><li>• What kind of leader do you want to be</li><li>• Empowering teams</li></ul>	<b>19-Apr</b> 17:30-19:00	<b>Virtual - Zoom</b>
<b>Session 6:</b> Your growth plan	<ul style="list-style-type: none"><li>• Reflections</li><li>• Accountability</li><li>• Next steps</li></ul>	<b>07-May</b> 17:30-19:00	<b>In Person Citi, North wall Quay, Dublin / hybrid</b>



## Mariam Dadabhay

People & Management Specialist/Executive Coach & Supervisor, EMCC, ICF  
 Enterprise Ireland  
[Mariam Dadabhay | LinkedIn](#)

### ABOUT MARIAM:

Mariam is a qualified executive coach and coach supervisor. Her deep experience enables leaders and companies to change; to become unstuck; and, to continue to grow and deliver. Author of “KEY”-The impact of Executive Coaching on CEOs of SMEs, Mariam is very conscious of the challenges faced by leaders, and is passionate about increasing the confidence and leadership skills of those she engages with.

### Group 6 THEME: **Be More of Yourself With Skill**

Mariam will explore your values, beliefs, and strengths to determine what you want and how to get there in your career. This will involve building and improving your inner confidence, personal brand, and future career goals.

SESSION	SESSION CONTENT	DATE & TIME	Location
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"> <li>• Getting to know each other</li> <li>• Expectations</li> <li>• Session Agenda</li> </ul>	<b>17-Feb</b> 17:00-18:30	<b>Virtual</b>
<b>Session 2:</b> Awareness & Authenticity	<ul style="list-style-type: none"> <li>• Exploring Values</li> <li>• Releasing Fear</li> <li>• Building Confidence Exercise</li> <li>• Self-reflection</li> </ul>	<b>09-Mar</b> 12:30-13:30	<b>In person (Enterprise Ireland)</b>
<b>Session 3:</b> Re-energise Your Career	<ul style="list-style-type: none"> <li>• Insights from self-reflection</li> <li>• Career Visioning</li> <li>• Career Motivation</li> <li>• Skills Audit</li> </ul>	<b>30-Mar</b> 17:00-18:30	<b>Virtual</b>
<b>Session 4:</b> Moving Forward	<ul style="list-style-type: none"> <li>• Insights from skills audit</li> <li>• The Leadership Transition</li> <li>• Stakeholder Mapping for Success</li> </ul>	<b>06-Apr</b> 12:30-13:30	<b>Virtual / Hybrid or In person (Enterprise Ireland)</b>
<b>Session 5:</b> Bringing Yourself with Skill	<ul style="list-style-type: none"> <li>• Your Value Proposition</li> <li>• Resilience &amp; Balance</li> <li>• Self-reflection</li> </ul>	<b>27-Apr</b> 17:00-18:30	<b>Virtual / Hybrid or In person (Enterprise Ireland)</b>
<b>Session 6:</b> From Vision to Reality	<ul style="list-style-type: none"> <li>• Presenting You</li> <li>• Career Choice</li> <li>• Activation</li> </ul>	<b>19-May</b> 12:30-13:30	<b>Virtual / Hybrid or In person (Enterprise Ireland)</b>



## Bernie O'Connor

Diversity and Inclusion Specialist  
ESB

[Bernie O'Connor | LinkedIn](#)

### ABOUT Bernie:

Bernie O'Connor is an Inclusion Specialist and a qualified business coach. She has in-depth experience in inclusion and diversity, and creates impact with inclusive cultures, to deliver positive people experiences and business results. Bernie has led strategic programmes and initiatives to support an increasingly diverse workforce. Programmes have been recognised by industry awards including CIPD Diversity Award, 2021, PWN Global Training Initiative 2019 as well as Employee Awards.

### Group 7 THEME: **Shifting from Circle of Comfort towards Circle of Growth**

Bernie will explore: how you step forward, setting yourself up for success in your future career; shifting towards career growth; recognising what may be stalling your efforts; enabling you to identify steps on your pathway to success; and, building and sustaining your momentum and confidence.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Getting to know each other</li> <li>• Overview - session agenda</li> <li>• Discussion - Your goals</li> <li>• Looking Ahead</li> </ul>	<b>22-Feb</b> 08:35-09:55	<b>Virtual</b>
<b>Session 2:</b> Stepping into your future career journey	<ul style="list-style-type: none"> <li>• Understanding self-values, purpose, drivers</li> <li>• Realising positive impact and potential</li> <li>• Reframe opportunities to support your career journey</li> </ul>	<b>15-Mar</b> 08:35-09:55	<b>Virtual</b>
<b>Session 3:</b> Stepping forward towards growth	<ul style="list-style-type: none"> <li>• Consider - Where you are now on your career goals?</li> <li>• Who is with you on this journey?</li> <li>• Where are the gaps on your network?</li> </ul>	<b>05-Apr</b> 08:35-09:55	<b>Virtual</b>
<b>Session 4:</b> Circle of Growth	<ul style="list-style-type: none"> <li>• Shifting towards circle of growth</li> <li>• What does success look like for you?</li> <li>• What support(s) might you need?</li> <li>• What might be holding you back?</li> </ul>	<b>26-Apr</b> 08:35-09:55	<b>Virtual</b>
<b>Session 5:</b> Clearing your Pathway to Success	<ul style="list-style-type: none"> <li>• Identify steps on your Pathway to Success</li> <li>• Goal setting</li> </ul>	<b>17-May</b> 08:35-09:55	<b>Virtual</b>
<b>Session 6:</b> Setting yourself up to sustain success	<ul style="list-style-type: none"> <li>• Building and sustaining confidence and momentum for continued growth</li> </ul>	<b>7-Jun</b> 08:35-09:55	<b>Virtual</b>



## Andrea Dermody

Managing Director, Dermody/Adjunct lecturer, DCU  
Programme Director, Balance for Better Business

[Andrea Dermody | Linked In](#)

### ABOUT Andrea:

Andrea has over twenty years of experience in Global Financial Services working in Talent Management, Learning & Development, and Diversity & Inclusion. Andrea led Diversity & Inclusion for State Street in Europe, the Middle East, and Africa (EMEA). She is now Managing Director of her own consulting practice, Dermody. Andrea specialises in helping organisations build inclusive cultures that embrace multiple points of view to drive business success.

### Group 8 THEME: **Taking a Strategic View on Career Progression**

Andrea will work to help you identify a career strategy and a development approach to fulfil your potential, whatever that might look like for you. Each session will include knowledge share and discussion, leveraging the power of the group to provide feedback and insight. Sessions will be conducted virtually with the potential for an in-person meeting based on agreement with the group.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"> <li>• Getting to know each other</li> <li>• Your goals</li> <li>• Session Agenda</li> <li>• Preparation for session 2</li> </ul>	<b>Tue 21 Feb</b> 08:00–09:30	<b>Virtual</b>
<b>Session 2:</b> Career & Development Planning	<ul style="list-style-type: none"> <li>• What’s the difference?</li> <li>• Situational Analysis</li> <li>• Follow through</li> </ul>	<b>Tue 7 Mar</b> 08:00–09:30	<b>Virtual</b>
<b>Session 3:</b> Personal Brand	<ul style="list-style-type: none"> <li>• What are your strengths?</li> <li>• What do you want to be known for?</li> </ul>	<b>Mon 27 Mar</b> 08:00–09:30	<b>Virtual</b>
<b>Session 4:</b> Getting Feedback	<ul style="list-style-type: none"> <li>• Who to ask and how</li> <li>• When do you need feedback?</li> <li>• How to respond to feedback</li> </ul>	<b>Tue 18 Apr</b> 08:00–09:30	<b>Virtual</b>
<b>Session 5:</b> Progression	<ul style="list-style-type: none"> <li>• How do you progress internally/externally?</li> <li>• Who are your sponsors?</li> </ul>	<b>Tue 9 May</b> 08:00–09:30	<b>Virtual</b>
<b>Session 6:</b> Networking for people who hate networking!	<ul style="list-style-type: none"> <li>• What is networking?</li> <li>• Developing a strategic network</li> <li>• Building relationships</li> </ul>	<b>Tue 23 May</b> 08:00–09:30	<b>Virtual</b>

Group Mentoring Programme 2023  
“Lead Into Your Future Career”



## Sally Cullen

Employee Relations Manager

An Post

[Sally Cullen | LinkedIn](#)

### ABOUT Sally:

Born and bred in Liverpool, Sally has worked for 22+ years at An Post, in various roles in HR – from organisational development, to finance, to her most recent role in employee relations. Mum of four children, she has first hand knowledge on how to progress your career while juggling caring responsibilities. A real people person, Sally is a qualified experienced mentor and facilitator. She holds an Advanced Diploma in Personal Leadership and Executive Coaching.

### Group 9 THEME: **Find your Mojo and reinvigorate your career**

Drawing on her personal experience Sally will guide the group in exploring the importance of a mentor and sponsor; how to find your mojo; and, build that self-belief to enable to move to the next stage of your career. Sally will facilitate the group in looking at their current role, where they want to go, setting career objectives, and steps to get there.

<u>SESSION</u>	<u>SESSION CONTENT</u>	<u>DATE &amp; TIME</u>	<u>Location</u>
<b>Session 1:</b> Introductions	<ul style="list-style-type: none"><li>• Getting to know each other</li><li>• Share your story</li><li>• Think of your goals – What you hope to get out of the sessions</li><li>• Group Agenda</li><li>• Preparation for session 2</li></ul>	<b>22-Feb</b> 16:30	<b>In Person at GPO, Dublin</b>
<b>Session 2:</b> Stop Start Continue	<ul style="list-style-type: none"><li>• What aspects of your career do you enjoy, what would you like to change, what would you like to stop?</li><li>• What is stopping you from making changes</li><li>• How you can overcome the blockers</li></ul>	<b>08-Mar</b> 16:30	<b>Virtual</b>
<b>Session 3:</b> Let's get going	<ul style="list-style-type: none"><li>• Reflection and insights</li><li>• Wild Ideas</li><li>• Action points</li><li>• Who can help</li></ul>	<b>22-Mar</b> 16:30	<b>Virtual</b>
<b>Session 4:</b> Guest Speaker	<ul style="list-style-type: none"><li>• Caroline Kehoe (TBC)</li></ul>	<b>19-Apr</b> 16:30	<b>In Person at GPO Dublin</b>
<b>Session 5:</b> Finding cheerleaders	<ul style="list-style-type: none"><li>• Self-reflection and insights</li><li>• Identifying your advocates</li><li>• Getting the most out of your network</li></ul>	<b>10-May</b> 16:30	<b>Virtual</b>
<b>Session 6:</b> Maintaining your mojo	<ul style="list-style-type: none"><li>• Key lessons learned</li><li>• Maintaining confidence in times of difficulty</li><li>• Focus on the future / Next steps</li></ul>	<b>24-May</b> 16:30	<b>Virtual</b>



## Claire Foley

Solicitor/Clinical Claims Manager  
 NTMA

[Claire Foley | LinkedIn](#)

### ABOUT Claire:

With 20 years of experience in defence litigation, Claire is very familiar with the perception of the insurmountable challenge, of mitigating losses, developing a strategy, and finding where the resolution of conflict lies. Claire’s day-to-day work involves assessing the strengths and weaknesses of a particular position, making the most of “what you have”, and keeping people at the centre of decision-making.

### Group 10 THEME: **Negotiating challenging circumstances**

Claire will explore why certain situations trigger avoidance strategies; how to separate the self from the difficult conversation or circumstance; acknowledge weakness and look to strengths to get through a challenge; and, build on what can be learned and utilised for the future.

SESSION	SESSION CONTENT	DATE & TIME	Location
<b>Session 1:</b> Getting Started	<ul style="list-style-type: none"> <li>Getting to know each other</li> <li>Goals and expectations</li> <li>Mentor Group procedure</li> </ul>	<b>22-Feb</b> 18:00-19:15	<b>Treasury Dock, North Wall Quay, Dublin 1, D01 A9T8</b>
<b>Session 2:</b> When is a Mountain actually a molehill?	<ul style="list-style-type: none"> <li>Looking to our personal strengths</li> <li>Finding the balance when everyone wants more</li> <li>Psychological safety and building trust</li> </ul>	<b>08-Mar</b> 18:00-19:15	<b>Treasury Dock/ hybrid event</b>
<b>Session 3:</b> Setting objectives and learning when to be flexible	<ul style="list-style-type: none"> <li>Insights from self-reflection</li> <li>What works for me now</li> <li>How to have the right conversation at the right time</li> </ul>	<b>22-Mar</b> 18:00-19:15	<b>Treasury Dock/ hybrid event</b>
<b>Session 4:</b> Making the pitch	<ul style="list-style-type: none"> <li>Communication barriers and spring-boards</li> <li>Attributes for successful collaboration</li> <li>Skills to diffuse a challenging conversation</li> </ul>	<b>05-Apr</b> 18:00-19:15	<b>Treasury Dock / hybrid event</b>
<b>Session 5:</b> Closing a deal	<ul style="list-style-type: none"> <li>Guest speaker</li> <li>Getting to Yes and what happens if it is No.</li> <li>Self-reflection</li> </ul>	<b>26-Apr</b> 18:00-19:15	<b>Treasury Dock/ hybrid event</b>
<b>Session 6:</b> Tie up loose ends	<ul style="list-style-type: none"> <li>How to ensure progress on what you agree</li> <li>Building &amp; improving confidence</li> </ul>	<b>18-May</b> 18:00-19:15	<b>In Person, Treasury Dock</b>

Setting us up for success: 15 minute 1:1 with each participant during the week starting Monday, 13 February 2023 via, Teams or Zoom