



PWN Dublin

Group Mentoring Program 2024

*“Energise your career in a
changing world”*

Mentor Profiles & Group Description



Introduction

2024 represents the fifth year of the PWN Dublin Group Mentoring Programme in action.

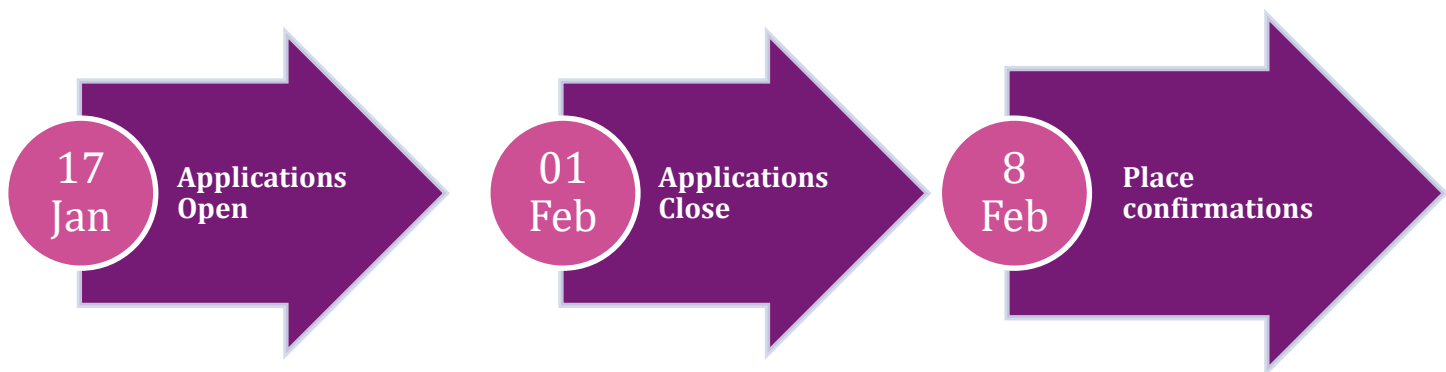
The programme has gone from strength to strength and this year we are proud to have 10 mentors, each covering different topics that you can read about in this document.

Timeline 2024

The Applications process will open at 14:00 on Wednesday 17th January 2024, closing at midnight on Thursday 1st February 2024.

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

Following the matching process, places will be offered to selected applicants, formal acceptance of your place is required via return email by Thursday 8th February 2024.



Each Group will take part in six sessions between mid-February and mid-June 2024.

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 previous years, we will be hosting a closing ceremony in June, to celebrate your completion of the programme.

Please note this document is draft and subject to change, it aims to provide a preview of the 2024 mentoring program. All dates and links will be finalised before applications open.

How to Apply

To register for the 2024 mentoring program visit;
<https://www.surveymonkey.com/r/mentoringapplication2024>

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 1st February 2024.

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

Energise your career in a changing world



Andrea Dermody
Dermody

Taking a Strategic View on Career Progression'

GROUP 1 - Andrea has over twenty years' experience in Global Financial Services working in Talent Management, Learning & Development, and Diversity & Inclusion.

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



Anne Marie Graham
Success Strategies
Leadership to Legacy

GROUP 2 - Anne Marie runs Mindset Success Strategies, helping individuals, groups and companies reach their potential and achieve their personal and professional goals.

Anne Marie will lead you into looking at shifting the paradigms and thinking that is creating your current results, empowering you to realise and reach your true potential.



Dr Arlene Egan
Roffey Park Institute

Backing yourself: Being bold and brave in strategic leadership

GROUP 3 - Arlene has many lessons to share on understanding the psychology of leadership, and how to grow and build your confidence to make key strategic decisions.

Leaders have to make strategic decisions on behalf of others with a lack of clear data. To be confident in this space a leader must know how to back their decision making.



Bernie O'Connor
ESB

Focus Your Energy to shift from Comfort Towards 'Growth Mindset'

GROUP 4 - Bernie is a Diversity, Equity & Inclusion Specialist as part of an Organisational Development Team.

Bernie will explore how you step forward, setting yourself up for success in your future career in an ever changing world. Explore what gives you energy & focus while shifting towards career growth.



Claire Foley
NTMA

Negotiating challenging circumstances

GROUP 5 - Claire has 20 years of experience in defence litigation, and is familiar with the challenges of change, of developing a strategy, the need and skills to pivot and find resolution in order to move forward.

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.



Claire Kane
EirGrid

Developing your leadership skills in a changing world

GROUP 6 - Claire has over 20 years experience in leadership roles in financial settlement, customer relationship management, programme management and software development.

Drawing on her personal experience, Claire will focus on building your leadership skills; understanding your personal values and strengths and leading through change.

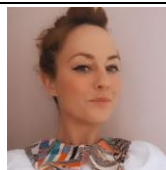


Jonathan Murphy
Enterprise Ireland

Mindful Leadership in Turbulent Times: Empowering Leaders for Success in a BANI World

GROUP 7 - Jonathan is a cognitive psychologist and learning and development specialist working in Enterprise Ireland.

Change is inevitable. And change is hard, so managing change and leading through it become necessary skills. Consider values and goals, conserve energy, build psychological capital and lead through change by appreciating and leveraging stability.



Laura O'Donovan Calvert
The Irish Centre for Diversity

Progressing your career – a pragmatic approach

GROUP 8 - Laura's career has spanned across Diversity & Inclusion, sales and marketing, consulting, hospitality & mentoring roles.

Progressing your career – a pragmatic approach to getting ahead in your working life. Goal setting and reflections, taking a deep dive in to work life balance, wellbeing and Diversity & Inclusion to be an inclusive leader as you move through your career.



Mariam Dadabhay
Enterprise Ireland

Be More of Yourself With Skill

GROUP 9 - Mariam is a qualified executive coach and coach supervisor with deep experience in enabling leaders and companies to change, to become unstuck and continue to grow and deliver.

Mariam will explore your values, beliefs and strengths to determine what you want and how to get there in your career.



Teresa Kavanagh
An Post

Nothing is Impossible. The word itself says I'm Possible

GROUP 10 - Teresa is an experienced, versatile, Business Process Improvements Manager, who deploys, develops and fully supports An Post's Lean Six Sigma Programme.

Teresa will guide the group on how to evolve their career confidently and positively in a fast changing world - understanding their goals, values and personalities.



Andrea Dermody

Managing Director, Dermody Adjunct lecturer,
DCU Programme Director, Balance for Better
Business [Andrea Dermody | Linked In](#)

Andrea has over twenty years' 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, where she specialises in helping organisations to build inclusive cultures. She is also an adjunct lecturer on DCU's Let's Lead – Women in Leadership programme and the Programme Director of Balance for Better Business, a business led government supported initiative to increase the representation of women at Board and Leadership level.

GROUP 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.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting Started	<ul style="list-style-type: none"> Getting to know each other Your goals Session Agenda Preparation for session 2 	20th February 08:00-09:30	Virtual
Session 2: Career & Development Planning	<ul style="list-style-type: none"> What's the difference? Situational Analysis Follow through 	5th March 08:00-09:30	Virtual
Session 3: Personal Brand	<ul style="list-style-type: none"> What are your strengths? What do you want to be known for? 	19th March 08:00-09:30	Virtual
Session 4: Getting Feedback	<ul style="list-style-type: none"> Who to ask and how When do you need feedback? How to respond to feedback 	10th April 08:00-09:30	Virtual
Session 5: Progression	<ul style="list-style-type: none"> How do you progress internally/externally? Who are your sponsors? 	23rd March 08:00-09:30	Virtual
Session 6: Networking for people who hate networking!	<ul style="list-style-type: none"> What is networking? Developing a strategic network Building relationships 	7th May 08:00-09:30	Virtual



Anne Marie Graham

Leadership Development, Self-Development,
Mindset & Performance
Mindset Success Strategies
[Anne Marie Graham | LinkedIn](#)

An inspirational leader in her field, Anne Marie successfully sold The Healthforce Group in 2015, following a bid between an Irish Provider and a U.S Provider, leading to the acquisition of her company with Healthwatch. She set up The Healthforce Group in 2004, an Occupational Health & Corporate Health Screening Company, she then acquired Employee Health in 2012. Anne Marie now runs Mindset Success Strategies, helping individuals, groups and companies reach their potential and achieve their personal and professional goals. An intensely growth- and goal-oriented person who is passionate about helping others get from where they are to where they want to be, she now delivers results through her coaching and development programs.

GROUP THEME: Leadership to Legacy – Lead Self, to Lead the Field & Create Your Legacy

How we lead self is how we lead everything, career, relationships, health & wellbeing. Our environment and results are but our looking glass! Anne Marie will lead you into looking at shifting the paradigms and thinking what is creating your current results, empowering you to realise and reach your true potential. She will enable you to explore your values, beliefs, & mindset, enabling you to lead, adapt and thrive in our ever-changing work environment, regardless of external conditions and circumstances.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Who, What , Where?	<ul style="list-style-type: none"> Group procedures Getting to know each other <i>Exploring the questions:</i> Who am I? / Where am I? 	20th February 17:30-19:00	Central Dublin Location
Session 2: What is Success for me?	<ul style="list-style-type: none"> Identifying & Living Your Purpose What are my goals/dreams/aspirations? What are my challenges & How do these show up? 	5th March 17:30-19:00	Zoom
Session 3: Realising My Potential	<ul style="list-style-type: none"> Exploring limiting beliefs. Practical exercise that identifies & overcomes them Reflection post exercise 	19th March 17:30-19:00	Central Dublin Location
Session 4: Your Mind is Your Powerhouse	<ul style="list-style-type: none"> Understanding Mindset Understanding Paradigms Paradigm Shift (Reprogramming current conditioning) 	9th April 17:30-19:00	Zoom
Session 5: Responsibility: The Secret Genie of Results	<ul style="list-style-type: none"> E+R=O How to take 100% responsibility with ease Understanding Communication Styles Enabling others to take 100% responsibility with ease 	23rd April 17:30-19:00	Zoom
Session 6: Build & Live Your Legacy	<ul style="list-style-type: none"> Group/individual reflections Putting it all in to practice What does the future look like now? Accountability/next steps 	30th April 17:30-19:00	Central Dublin Location



Dr Arlene Egan

Strategic thinking and leadership
Roffey Park Institute
[Dr Arlene Egan | LinkedIn](#)

Arlene has a background in psychology, business and leadership. Her unique career has helped her develop insights into the psychology of leadership and team performance. As a CEO she has many lessons to share on understanding the psychology of leadership, and how to grow and build your confidence to make key strategic decisions. She also has much to say on creating the right team and environment that will enable you to optimise your success.

GROUP THEME: Backing yourself: Being bold and brave in strategic leadership

Leaders survive in a complex space, understanding your leadership strengths and tendencies are crucial. Leaders have to make strategic decisions on behalf of others often with a lack of clear data. To be confident in this space a leader must know how to back their decision making and when to be bold and brave.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: My Strategic Leadership Approach	<ul style="list-style-type: none"> What is your current or desired impact as a leader? How well do you understand yourself? How are you helping to evolve your leadership? 	26th February 17:15-18:30	In person Dublin City
Session 2: Leadership Builders and Derailers	<ul style="list-style-type: none"> What are the conditions that you excel? What blocks your leadership progress? How are you helping or hindering your own leadership? 	11th March 17:15-18:30	Virtual
Session 3: Bold Strategic Decision Making	<ul style="list-style-type: none"> What is your decision making comfort zone? How are your decisions guiding strategy? How are you managing challenging situations or a lack of data? 	25th March 17:15-18:30	Virtual
Session 4: Speaking Truth	<ul style="list-style-type: none"> How do you manage challenge across your stakeholder group? When and how do you lead through truth and authenticity? How do you self-manage through challenge? 	8th April 17:15-18:30	In person Dublin City
Session 5: Mixing Up Your Leadership Frequency	<ul style="list-style-type: none"> How do you manage your energy to respond to different demands? How do you build your resilience to lead others? What is the impact of energy on your decision making? 	22nd April 17:15-18:30	Virtual
Session 6: My Fresh Strategic Leadership Approach	<ul style="list-style-type: none"> Has your impact on yourself or others changed and what is next? What do you understand about yourself? How are you continuing to evolve your leadership? 	13th May 17:15-18:30	In person Dublin City



Bernie O'Connor

Inclusion Specialist ESB

[Bernie O'Connor | LinkedIn](#)

Bernie O'Connor is a Diversity, Equity & Inclusion Specialist as part of an Organisational Development Team. A qualified business coach and mentor. Her in-depth experience and expertise in inclusion and diversity, and impact of inclusive cultures deliver positive people experience and business results. She leads key strategic programmes and initiatives, to further support the attraction, retention and development of an increasing diverse workforce. Programmes recognised by industry awards - CIPD Diversity Award 2021, PWN Global Training Initiative 2019, Employee Awards. Chair of Ibec Diversity Forum, previously a member of the Board of AHEAD, represents her organisation on a number of working groups.

GROUP THEME: Focus Your Energy to shift from Comfort Towards 'Growth Mindset'

Bernie will explore how you step forward, setting yourself up for success in your future career in an ever changing world. Explore what gives you energy and focus, shifting towards career growth, identify and recognise what stalls your energy and efforts, enabling you to map clear steps on your pathway to success, building and sustaining your momentum and confidence to reach your potential.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting Started	<ul style="list-style-type: none"> Getting to know each other Overview - session agenda Discussion: – establishing/re-establishing your goals Looking Ahead 	21st February 08:35-09:55	Virtual / MS Teams
Session 2: Stepping into your future career journey	<ul style="list-style-type: none"> Understanding self: values, purpose, drivers Realising positive impact and potential Reframe opportunities to support your career journey 	13th March 08:35-09:55	Virtual / MS Teams
Session 3: Stepping forward towards growth	<ul style="list-style-type: none"> Consider: Where you are now on your career goals? Who is with you on this journey? Are there any gaps in your network? 	10th April 08:35-09:55	Virtual / MS Teams
Session 4: Circle of Growth	<ul style="list-style-type: none"> Shifting towards circle of growth What does success look like for you? What support(s) might you need? What might be holding you back? 	24th April 08:35-09:55	Virtual / MS Teams
Session 5: Clearing your Pathway to Success	<ul style="list-style-type: none"> Identify steps on your Pathway to Career Success in a changing world Finalise goal setting 	8th May 08:35-09:55	Virtual / MS Teams
Session 6: Setting yourself up to sustain success	<ul style="list-style-type: none"> Regroup & Recap Building and sustaining confidence and momentum for continued growth 	22nd May 08:35-09:55	Virtual / MS Teams



Claire Foley

Solicitor/Clinical Claims Manager
NTMA

With 20 years of experience in defence litigation, Claire is very familiar with the challenges of change, of developing a strategy, the need and skills to pivot and find resolution in order to move forward. Claire's day-to-day work involves assessing the strengths and weaknesses of a particular position, making the most of the now and keeping people at the centre of decision-making.

GROUP 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 to energise your future career.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting Started	<ul style="list-style-type: none"> Getting to know each other Goals and expectations Mentor Group procedure 	21st February 18:00-19:15	Treasury Dock, Dublin 1 D01 A9T8
Session 2: When is a Mountain actually a molehill	<ul style="list-style-type: none"> Looking to our personal strengths Finding the balance when everyone wants more Psychological safety and building trust 	6th March 18:00-19:15	Treasury Dock/ Hybrid event
Session 3: Setting objectives and learning when to be flexible	<ul style="list-style-type: none"> Insights from self-reflection What works for me now How to have the right conversation at the right time 	20th March 18:00-19:15	Treasury Dock/ Hybrid event
Session 4: Making the pitch	<ul style="list-style-type: none"> Communication barriers and springboards Attributes for successful collaboration Skills to diffuse a challenging conversation 	10th April 18:00-19:15	Treasury Dock/ Hybrid event
Session 5: Closing a deal	<ul style="list-style-type: none"> Guest speaker Getting to Yes and what happens if it is No. Self-reflection 	24th April 18:00-19:15	Treasury Dock/ Hybrid event
Session 6: Tie up loose ends	<ul style="list-style-type: none"> How to ensure progress on what you agree Building & improving confidence 	8th May 18:00-19:15	In Person, Treasury Dock

Setting us up for success: 15 minute 1:1 with each participant during the week starting Monday, 12 February 2024 via, Teams or Zoom



Claire Kane

Leadership EirGrid

[Claire Kane | LinkedIn](#)

Claire has over 20 years experience in leadership roles in financial settlement, customer relationship management, programme management and software development. Claire has extensive experience leading multi-disciplinary teams with a strong focus on bringing people through change. Claire is committed to promoting gender diversity and building diverse and inclusive teams.

GROUP THEME: Developing your leadership skills in a changing world

Drawing on her personal experience, Claire will focus on building your leadership skills; understanding your personal values and strengths, and leading through change; being your authentic self; understanding team dynamics; leading people in a changing world; and the changing workforce and gender diversity.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting Started	<ul style="list-style-type: none"> • Introduction • Goals and Expectations • Group Agreement 	20th February 17:30-19:00	In Person, EirGrid Office/ Hybrid
Session 2: Managing Change	<ul style="list-style-type: none"> • Change Management techniques • Leading people through change 	5th March 17:30-19:00	Virtual / MS Teams
Session 3: Personal Leadership	<ul style="list-style-type: none"> • Understanding your values • Identifying your strengths • Being your authentic self 	26th March 17:30-19:00	In Person, EirGrid Office/ Hybrid
Session 4: Team Dynamics	<ul style="list-style-type: none"> • Multi-disciplinary teams • Team norms • Understanding team dynamics 	9th April 17:30-19:00	Virtual / MS Teams
Session 5: The changing workforce	<ul style="list-style-type: none"> • Gen Z • Millenials • The diverse workforce • Gender Diversity 	23rd April 17:30-19:00	Virtual / MS Teams
Session 6: What next	<ul style="list-style-type: none"> • Reflections • Building a plan for success • Next Steps 	7th May 17:30-19:00	In Person, EirGrid Office/ Hybrid



Jonathan Murphy

Leadership and Strategy

Enterprise Ireland

[Jonathan Murphy | LinkedIn](#)

Dr Jonathan Murphy is a cognitive psychologist and learning and development specialist working in Enterprise Ireland, he manages several executive education programmes aimed at building leadership capability in the senior teams of client companies. Jonathan has been a mentor with PWN since 2022, with previous sessions focused on decision-making and storytelling.

GROUP THEME: Mindful Leadership in Turbulent Times: Empowering Leaders for Success in a BANI World

Change is inevitable. And change is hard, so managing change and leading through it become necessary skills. Consider values and goals, conserve energy, build psychological capital and lead through change by appreciating and leveraging stability. The sessions help navigate change more effectively, as individuals and leaders.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Cultivating awareness of the VUCA landscape	<ul style="list-style-type: none"> • Introductions and ice breakers • The VUCA (volatile, uncertain, complex, ambiguous) landscape & career impacts. • The BANI (brittle, anxious, non-linear, incomprehensible) realisation. • Identify specific BANI challenges. 	22nd February 17:30-18:30	Central Dublin Location
Session 2: Self-assessment and resilience	<ul style="list-style-type: none"> • Reflect; strengths, weaknesses & values. • Self-awareness, self-discovery, self-compassion, and self-care. • Resilience strategies for uncertainty and adversity & a personal resilience plan 	7th March 17:30-18:30	Virtual
Session 3: Embracing life-long learning mindfully	<ul style="list-style-type: none"> • Creativity and mind wandering. • Problem solving vs problem (re)framing. • Savouring in and joy of learning. • PsyCap: HERO-ism and Personal growth. 	4th April 17:30-18:30	Virtual
Session 4: Building authentic connections	<ul style="list-style-type: none"> • Mindful listening and communication. • Explore authentic and meaningful relationships in support networks. • Quality relationships over quantity. 	18th April 17:30-18:30	Central Dublin Location
Session 5: Mindful leadership in a BANI ecosystem	<ul style="list-style-type: none"> • Mindful leadership: self-awareness, empathy, and adaptability. • Discuss decision-making under uncertainty and leading through change. • Mindfulness for decision-making and stress management. • Develop a leadership action plan. 	2nd May 17:30-18:30	Virtual
Session 6: Setting sustainable career goals	<ul style="list-style-type: none"> • Visualise the future. • Align career goals w/ values & well-being. • Your roadmap w/ self-care & balance. 	16th May 17:30-18:30	Central Dublin Location



Laura O'Donovan Calvert

Unleash the greatness in you
The Irish Centre for Diversity
[Laura O'Donovan | LinkedIn](#)

Over the past 15 years, Laura's career has spanned across Diversity & Inclusion, sales and marketing, consulting, hospitality & mentoring roles. She gravitates towards exciting and challenging opportunities in Diversity & Inclusion and is passionate about people and ensuring there is equity in all aspects of work. She is in her element most when she is in a position to enhance how people deliver in their working day, instilling confidence and assertion in what they do.

GROUP THEME: Progressing your career – a pragmatic approach

Progressing your career – a pragmatic approach to getting ahead in your working life. Goal setting and reflections, taking a deep dive in to work life balance, wellbeing and Diversity & Inclusion to be an inclusive leader as you move through your career.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting to know you	<ul style="list-style-type: none"> • Introductions • Getting to know one another • Goal Discussion • Reflections & next steps for session 2 	14th February 12.30-13.30	TBC
Session 2: Taking Action	<ul style="list-style-type: none"> • Topic for discussion – Challenges in progression • Goal Setting – Actions itemised • Time frames to achieve Goals • Action to be taken before Session 3 	28th February 12.30:14:00	Virtual
Session 3: Career Setbacks	<ul style="list-style-type: none"> • Topic for Discussion – the Pitfalls, those times where resilience matters the most • How can we tackle the restrictions we put on ourselves to achieve great things • Practical tips to put in place in work 	20th March 12.30:14:00	Virtual
Session 4: Diversity, Equity & Inclusion	<ul style="list-style-type: none"> • Topic for Discussion – The changing place of work – a dive in to Diversity & Inclusion • How does DEI effect your work • Practical tips on DEI in female leadership 	10th April 12.30:14:00	Virtual
Session 5: Balance – Is it a myth	<ul style="list-style-type: none"> • Topic for Discussion – Work life Balance, the challenges and how to take care of yourself first. • Speaker TBC • Open discussion 	17th April 12.30:14:00	Virtual
Session 6: Goal Review & Celebration	<ul style="list-style-type: none"> • Career Progression • What do you want to do next • How to get to where you want to be • Goals review 	22nd May 12.30:14:30	TBC



Mariam Dadabhay

People & Management Specialist/Executive Coach
& Supervisor, EMCC, ICF, Enterprise Ireland

[Mariam Dadabhay | LinkedIn](#)

Mariam is a qualified executive coach and coach supervisor with deep experience in enabling leaders and companies to change, to become unstuck and 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 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, brand and future career goals.

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Getting Started	<ul style="list-style-type: none"> Getting to know each other Expectations Session Agenda 	15th February 17:00-18:30	Virtual
Session 2: Awareness & Authenticity	<ul style="list-style-type: none"> Exploring Values Building Confidence Exercise Self-reflection 	7th March 17:00-18:30	Virtual
Session 3: Re-energise Your Career	<ul style="list-style-type: none"> Insights from self-reflection Career Visioning Career Motivation Skills Audit 	28th March 17:00-18:30	In Person (Enterprise Ireland)
Session 4: Moving Forward	<ul style="list-style-type: none"> Insights from skills audit Leadership Brand Stakeholder Mapping for Success 	11th April 17:00-18:30	Virtual / Hybrid or In person (Enterprise Ireland)
Session 5: Bringing Yourself with Skill	<ul style="list-style-type: none"> Your Value Proposition Resilience & Balance Self-reflection 	9th May 17:00-18:30	Virtual / Hybrid or In person (Enterprise Ireland)
Session 6: From Vision to Reality	<ul style="list-style-type: none"> Presenting You Career Choice Activation 	24th May 17:00-18:30	Virtual / Hybrid or In person (Enterprise Ireland)



Teresa Kavanagh

Business Process Improvement Manager –
Specialising in Lean Six Sigma - An Post
[Teresa Kavanagh | LinkedIn](#)

Teresa is an experienced, versatile, Business Process Improvements Manager, who deploys, develops and fully supports the An Post Lean Six Sigma Programme. She also provides mentoring to Green Belt Project Leads throughout their project journey to completion. She has over 33 years extensive work experience with An Post in areas such as Finance, Retail & Operations, Audit & Risk with an excellent record gained where trust, honesty and reliability are of prime importance in particular when dealing with highly sensitive confidential information. She is a proud member of an Award Winning Lean & Operational Excellence Team who have won 8 awards since 2019.

GROUP THEME: Nothing is Impossible. The word itself says I'm Possible (Audrey Hepburn)

"If it doesn't challenge you, it won't change you" Drawing on personal experience in a male dominated work environment, Teresa will guide the group on how to evolve their career confidently and positively, understanding their goals, values and personalities to a fast changing world. The future depends on what you do today!

SESSION	SESSION CONTENT	DATE & TIME	LOCATION
Session 1: Lets get started	<ul style="list-style-type: none"> Getting to know each other & share stories Goals and Expectations - SMART Goals Mentor Group Procedures & Agenda 	15th February 17:00-18:30	Virtual
Session 2: Self-assessment – know who you are	<ul style="list-style-type: none"> 5 Mys – manage key areas of professional life Values & Strengths Activity – support mind-set & value alignment 	29th February 17:00-18:30	An Post HQ EXO Building D1/ Hybrid
Session 3: Identify development areas to focus on	<ul style="list-style-type: none"> Personality Types – understanding self & others Self-Awareness – Internal & External Finding your mission 	21st March 17:00-18:30	An Post HQ EXO Building D1/ Hybrid
Session 4: Problem Solving, Goal setting and Performance improvements	<ul style="list-style-type: none"> Raise awareness & responsibility Being a woman in business – build a wheel of 8 areas – identify where to develop Wheel of Life – areas of focus in work and life 	11th April 17:00-18:30	An Post HQ EXO Building D1/ Hybrid
Session 5: Guest Speaker	<ul style="list-style-type: none"> Guest Speaker - TBC Self-Reflection – and continuous learnings 	25th April 17:00-18:30	An Post HQ EXO Building D1/ Hybrid
Session 6: Reflection and future focus	<ul style="list-style-type: none"> Key lessons from the sessions Future focus 	16th May 17:00-18:30	An Post HQ EXO Building D1/ Hybrid

1:1 get to know you - a quick 15 minute with each participant on week 1 of 1st session via Teams (Date/Time TBC)