



# McCarthy Mentoring

Newsletter: December 2007

## Dear colleagues

This will be our final newsletter for 2007 and we hope it has been a rewarding and challenging year for everyone. A new political landscape for Australia is sure to bring change to our country in 2008.

This year our mentoring practice has grown considerably and we have worked with organisations in an increasingly diverse range of sectors – the law, the arts, banking & finance, retail, healthcare, property, science and engineering.

One of the really exciting ventures we have been involved in for the past three years is an innovative mentoring program with performing arts organisations across Australia.

McCarthy Mentoring and Artsupport Australia jointly manage the program which provides a mentor to work with the Development Officer and often the entire Board to increase philanthropic funding. It has been an outstanding success and an Indigenous Philanthropy program has now been established thanks to funding from the Australia Council for the Arts. Read more in their [newsletter](#).

There are now 22 arts organisations involved some of them include Magabala Aboriginal Books Corporation in Broome; Melbourne Theatre Company; Queensland Orchestra; Sydney Dance Company and Kurruru Indigenous Youth Performing Arts in Port Adelaide.

**In conversation** with Louise Walsh about her interesting career that has spanned the law, sports marketing, the arts and now as Director of **Artsupport Australia**, an initiative of the Australia Council for the Arts to grow philanthropy. She is also one of our mentors!

Our website [www.mccarthymentoring.com](http://www.mccarthymentoring.com) is now live and we look forward to your feedback.

We had the first of our lunches to bring mentees and mentors together away from the allure of facebook - next lunch is planned for Melbourne early February 2008.

Thank you to everyone involved in the mentoring program, we hope you have found it stimulating and valuable.

Wishing you a safe and happy festive season.

## Must Read



The Feminine Mistake



Giving



Everyone Needs a Mentor



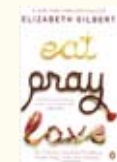
Adult Themes



The Working Mother's Survival Guide



The World is Flat



Eat Pray Love



Get to Work



The Escape Artists



Advance Australia Where



Techniques for Coaching & Mentoring

"Mentors do not inappropriately 'over help'...the best encourage mentees to find their own solutions."

Source: [Andrew Gibbons](#)

## Best wishes, Wendy

### News

## Wendy and Sir Bob slam Australian Government's overseas aid budget

As Vice Chair of Plan International worldwide, Wendy was the opening speaker at the Queensland University of Technology Business Leaders' Forum in Brisbane 17 November with guest speaker Sir Bob Geldof KBE.

Here's a short extract of Wendy's speech:

"Today one out of every five people on the planet is a child living in a developing country in Asia - an estimated 1.27 billion in 2005. This number will change little over the next 10 years, falling slightly to 1.22 billion by 2015.

Over 350 million children or almost one out of every three children in Asia will be absolutely poor - defined as a severe deprivation in two or more basic needs. These are the neighbours of your children and grandchildren.

The vast majority of these children will live in rural areas in South Asia, which has the world's highest levels of child malnutrition, lack of sanitation and girls out of school. These are also the people who will suffer most from climate change."

To read Wendy's speech in full, [click here](#).

## Young Women's Leadership Academy wins UBS Australian Business Award

On 21 November UBS AG, Australia won the **Outstanding Initiative/Result for the Advancement of Women Award** at the **2007 EOWA Business Achievement Awards** for their Young Women's Leadership Academy.

Wendy was instrumental in developing this project and worked with UBS to make it a reality.

The Leadership Academy is a four-day residential course run in conjunction with Women's College, Sydney Uni and the NSW Secondary Schools Association, to give 40 female students from public high schools in ACT, NSW and Victoria the chance to explore the possibilities of further education and a career in business.

[Read more](#)

## 18 Ways to Stand Out in a Crowd

This is a snappy checklist designed to help girls in the US to start thinking like leaders and change agents.

I think it bridges gender and age. Pass it on to the young people in your life and have a read yourself.

[Click here](#)



The White House Project is a nonpartisan, nonprofit, organization that aims to advance women's leadership in all communities and sectors - up to the U.S. presidency - by filling the leadership pipeline with a richly diverse, critical mass of women.

[Read more](#)

## In conversation with Louise Walsh, Director of Artsupport Australia and mentor

*Louise Walsh is Director of Artsupport Australia, an initiative of the Australia Council for the Arts to grow cultural philanthropy. Artsupport Australia works closely with government, cultural, corporate, financial and philanthropic sectors to develop effective strategies for giving.*

*It was established in 2003 by Co-Chairmen David Gonski AO and James Strong AO and since then has facilitated more than \$12 million in philanthropic funding for the arts in Australia.*

*Louise began her professional life as a corporate lawyer with Allens Arthur Robinson. She got a taste for a world outside the law when she was seconded to work with Rod McGeoch AM on the Sydney 2000 Olympic bid. The successful outcome led to her accepting a position with the Sydney Organising Committee for the Olympic Games (SOCOG). She became the first member of SOCOG's successful sponsorship/marketing team in 1994 and brokered a number of significant corporate partnerships for the 2000 Olympic and Paralympic Games including Westpac and Ansett.*

*In late 1997, Louise left SOCOG to work for the City of Sydney as Director, Look of the City, where she managed a number of special projects to improve the look of the city in the lead up to the 2000 Games.*

*Louise's career took on an arts focus in late 1999 when she became the Director of Development for the Sydney Symphony. Over the next three and a half years, Louise was responsible for managing the fundraising team at the Sydney Symphony and raising over \$4 million a year (combination of corporate partnerships and individual giving or philanthropy).*

### **Louise, Artsupport Australia is quite a unique idea, how did it come about and why did you accept the role of Director?**

David Gonski became Chair of the Australia Council about 8 years ago. His passion is growing philanthropy and when he took on the role of Chairman he decided he wanted to do something specifically for the arts. He felt that it was going to be difficult for government funding at all levels to increase for the non-profit sector. He felt if you're a large non-profit like the Salvation Army or Sydney Symphony Orchestra then you have a strong chance of attracting corporate partnerships and sponsorship, but if you're a small to medium company or individual artist then it's typically very difficult. And thirdly, he felt strongly that philanthropy and private giving was untapped in Australia compared to the US and UK. So he wanted to do something about it.



Mornington Island dancers perform at Waram.  
Photograph courtesy Ngaanyatjarra Media

Artsupport Australia is effectively a division of the Australia Council, a distinct unit reporting to the CEO. We are funded by the Australia Council. We are trying to help the cultural arts sector raise more money from philanthropic sources.

When I spoke to Gonski about this job I had been at the Sydney Symphony Orchestra for about four years and I enjoyed it but I knew I didn't want to run an orchestra ... I was thinking about the next thing I wanted to do and I went to him to have a chat. I could see the potential with philanthropy. I could see it was so untapped. The opportunity here was to work with him because he's so passionate about philanthropy as well as the arts and that it was a start-up. So a great opportunity to grow the business and that he was going to be quite hands on - which he was ... [read more](#)

## Opportunities



### Looking for Mentors to support refugees

Are you interested in helping a refugee? **Professional Links** is recruiting mentors to assist unemployed and underemployed refugees in Sydney find work.

Refugees and humanitarian entrants are matched with a mentor from a profession the refugee wants to gain employment in. The mentor assists with networking, job seeking skills, local work experience and

other pathways into employment. You meet with your mentee for an hour every two weeks for a minimum of twelve months. Most importantly you will LISTEN and provide a valuable sounding board as they negotiate finding work in Australia. You are not expected to provide all the answers.

Please contact Project Officer Polly Baigent on (02) 9282 9333 or by [email](#) for more information.

## Opinion

### The evolving business case for mentoring

by Wendy McCarthy

It is a common experience in our mentoring practice that organisations approach us to discuss mentoring for high potential and valuable staff. It is a reward for performance and loyalty. The mentee enters into a private and confidential relationship that assists them to think more strategically about their life and career. The usual outcome is that the mentee becomes more motivated, focused and grows in confidence.

In addition, there can be benefits for the whole organisation. International research<sup>1</sup> tells us that people with mentors are up to 13 times less likely to leave and that generally there's an improvement company-wide in communication, motivation and succession planning. Our own evaluation would support these findings.

Broadly, this is the business case for mentoring. However, each organisation presents different people, objectives and expectations and subsequently each mentoring program is tailored to meet those factors.

In our experience mentoring has been a key strategy to increase the numbers of women in senior management, to broaden cultural diversity in organisations, and to assist women returning to the workplace after maternity leave. Mentoring can not work in a vacuum without other supporting policies; however the power of one to one can be very dynamic.

[Read more](#)

## Your Feedback



### Annual survey of mentees

It is not too late to complete our survey.

We would really value your feedback on the mentoring program.

Please complete the brief survey at this link

<http://www.mccarthymentoring.com/survey0711.htm>

It should only take a few minutes and is completely confidential.

## Next Edition:

Please [send us](#) your news, articles and feedback for the next edition

Please send your comments and suggestions for our newsletter to [sophie@mccarthymentoring.com](mailto:sophie@mccarthymentoring.com)

To read this newsletter on the web, click here: [www.mccarthymentoring.com/newsletter/0712](http://www.mccarthymentoring.com/newsletter/0712)

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