

KILFINAN AUSTRALIA

*Building not-for-profit leadership through
mentoring and corporate relationships*

CORPORATE PARTNERSHIP PROGRAM



HELPING YOU BUILD YOUR ORGANISATION'S CORPORATE SOCIAL RESPONSIBILITY (CSR)

By partnering with Kilfinan Australia through our Corporate Partnership Program, we can together deliver benefits for your senior executives and organisation, and also for not-for-profit CEOs and the not-for-profit sector.

The Program is a fee-for-service professional package of practical leadership development for the participants. Senior executives in the Program provide one-on-one confidential mentoring to CEOs of charities and not-for-profit organisations.

The goal is to:

- ▶ Build not-for-profit leadership by drawing on the skills and experience of senior corporate and public sector leaders
- ▶ Enhance the understanding between the corporate and not-for-profit sectors
- ▶ Strengthen the overall capacity of the not-for-profit sector.

Specifically, we're seeking a maximum of 10 of your senior executives to each mentor a not-for-profit CEO (mentee) for approximately a two-year period.



“Mentoring allows me to sit back and reflect on issues. It beds in learning. It's also rewarding to work with someone for the greater good.”

WHY GET INVOLVED?

It's a two-way street. The not-for-profit leaders and the overall sector benefit greatly, and so do your senior executives and your organisation. Here's how.

ORGANISATIONAL BENEFITS

- ▶ Demonstrates to people within and outside the organisation, your commitment to a meaningful CSR program that contributes to building the capacity of the not-for-profit sector.
- ▶ Complements and further extends the organisation's ongoing commitment to a higher purpose.
- ▶ Provides a time and cost effective way of further developing your senior executives' leadership capability, potentially strengthening retention rates and therefore, corporate knowledge.

INDIVIDUAL BENEFITS FOR SENIOR EXECUTIVES

- ▶ Exposes them to unfamiliar and, at times, daunting issues and settings, requiring them to be flexible in their thinking, as well as empathic and pragmatic.
- ▶ Develops their ability to listen, explore issues, enquire and provide feedback in a collaborative manner.
- ▶ Gives them the opportunity to have a positive impact on the leadership development and capacity of not-for profit CEOs and the sector more generally.
- ▶ Provides access to other Kilfinan Australia mentors from the broader business community.

Provides a mentoring framework and skills practice that senior executives can readily transfer to their roles within the organisation.

Encourages senior executives to become more multidimensional in their perspectives and approach to work.

Provides an opportunity for senior executives to network with their peers within and across business units by attending group mentor meetings where mentoring experiences and key learnings are shared.

Leads to a deeper and multilayered understanding of the not-for-profit sector, its services and the areas of disadvantage it addresses.



YOUR INVESTMENT

One of Kilfinan's key tenets is that our mentoring service is free for not-for-profit CEOs. Although we are a voluntary organisation, we do incur operating costs. Hence our fee for the Program is \$5,000 per mentor per year.

WHAT'S THE ENGAGEMENT PROCESS?

Step 1: You nominate senior executives interested in becoming mentors and we screen them for suitability. You then advise the successful applicants.

Step 2: The senior executives who have been selected attend a 2.5 hour mentoring workshop that builds their understanding of the not-for-profit sector and their mentoring skills.

Step 3: We source not-for-profit CEOs as potential mentees and assess and screen them.

Step 4: We match the mentors and mentees, and then test the quality of the match.

Here's how we go about it:

- ▶ We share information about the potential mentee with the chosen mentor and vice versa.
- ▶ If both agree the relationship is worth exploring, the mentee arranges an initial meeting with the proposed mentor.
- ▶ If all goes well, the relationship begins and we are available throughout to provide support and troubleshoot when required.
- ▶ If the chemistry is not there, we rematch the mentor with another mentee.

Step 5: We meet twice a year with the mentors in a group so they can share their mentoring experiences and learnings.

Step 6: After six months, we meet with you to review how the partnership is going – strengths, areas for improvement, issues and challenges.

Step 7: Annually, we prepare a report summarising the outcomes for each mentoring relationship (ensuring confidentiality is maintained) and the collective learning that the mentors report.

“In my mentoring relationship I have had to strip away all my biases. It gives me practice in being open-minded. It's always valuable to be exposed to difference.”



“*Sometimes I feel like a passenger on the wing of a plane. I’m involved but not involved. I’m used to an environment where I can control things, but as a mentor, I have to deal with the unpredictable.*”

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Kilfinan Australia was launched in 2014 and operates nationally in Australia and in Auckland, New Zealand. Kilfinan provides confidential, free, one-on-one mentoring to the CEOs of charities and not-for-profit organisations. We have achieved over 140 mentoring matches in our first three years and demand for the service is growing.

Kilfinan Australia is jointly managed and run by Executive Directors, Rosemary Grieve and Marion Webster OAM – who have many years of experience in both the corporate and the not-for profit sectors. The Board is chaired by Rebecca McGrath.

Our mentors are mainly non-executive directors and senior executives from major ASX-listed Australian companies and/or the public sector.

Not-for-profit CEOs are drawn from diverse parts of the sector, including philanthropy, the arts, environment, social welfare, disability and Indigenous, and from small grassroots organisations through to well established, large organisations.

For more information, go to kilfinanaustralia.org.au

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kilfinanaustralia.org.au

ROSEMARY GRIEVE

rosemary@kilfinanaustralia.org.au

+61 (0) 412 264 330

MARION WEBSTER - OAM

marion@kilfinanaustralia.org.au

+61 (0) 419 896 674