

Take two

Each month, we introduce a team from the AHRI mentoring program, www.ahri.com.au/education-and-training/ahri-mentoring-program.

Mentee: **Emma Scott**

Mentor: **Nigel Leadbitter**



Tell us about your current role, qualifications and experience.

I work in a business partner role at Charter Hall, a property funds management business. Around 60 per cent of my role is supporting the client base of investment management and support divisions (IT, finance, legal) and 40 per cent leading and contributing to people projects. I have a BBA with an HR major and a bachelor of arts – psychology. Before joining Charter Hall last October, I was with BOC, a global gas manufacturing company, for seven years.

How long have you been in the mentor program? I joined the mentoring program in last year's mid-year intake.

Tell us about your first session – what was discussed? Our first session focused on understanding what we were hoping to achieve from the program. I was looking for a confidante and advisor outside my company who could offer a different perspective on career plans and HR issues. We discussed the balance of support in navigating complex HR issues vs personal guidance. We also talked about the balance of emails, phone calls and face-to-face meetings.

4. How has Nigel been of help? Nigel has been a fantastic source of advice over the past 12 months. He guided my thinking around career plans and taught me the value of a strong network and how to build my own by initiating contact. Nigel has an innate ability to detect my energy levels and explore the triggers for stress, whilst helping me address the issues. This has been the most valuable (and challenging!) aspect of our mentoring relationship.

Would you encourage other young professionals to join the program? Absolutely.



Tell us about your qualifications, career and current role. My professional life has been almost exclusively in HR and associated areas. With a business degree majoring in IR and HR, I spent my early years as an IR advocate in the printing industry. I then moved into IR/HR roles in the manufacturing and food sectors, with business unit HR management roles followed by HR leadership roles as HRD. I moved out of corporate HR about 10 years ago, and am now managing director of HunterBligh, an executive outplacement and career coaching business.

How long have you acted as a mentor? I started formal mentoring with the AHRI program last year. I'd seen

information about the program via AHRI newsletters the year before but at the time could not get involved in the program. However, I made a commitment to join last year, and I have just started with my second mentoring relationship. Before the AHRI program I acted as mentor for a new HR director back in 2008.

Tell us about your first mentoring session with Emma. Emma made that first meeting easy by having a clear idea of what she wanted to achieve from our relationship. I was just about to head off trekking for a month, which allowed us to talk about non-work things and get to know each other on a personal level. That first meeting was critical in developing a degree of early trust so that we could have open and, if necessary, frank and challenging conversations.

What have you got out of the relationship and how do you feel you've helped? There have been many benefits for me. I spend most of my professional time working with executives who are dealing with the trauma of separation from their organisation. With Emma this wasn't the case.

Our conversations have been about growth, development and problem solving, so that while I've been able to leverage my career coaching skills the focus has been completely different. The relationship has also been valuable in keeping me in tune with HR issues, as it's been 10 years since I worked as an HRD. For Emma, I believe our relationship has become one where I can act as a sounding board.

Would you encourage other HR professionals to mentor? I meet many senior HR practitioners as part of my professional life. I encourage others to think about the tremendous benefit for our profession in becoming involved in the mentoring program, as well as the sense of personal satisfaction.



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For more information on this offer, visit AHRI's online business directory website, HR:BIZLIST, www.hrbizlist.com.au

ON THE MOVE



Cerryn Deane

Cerryn Deane has been appointed to the role of human resources administrator at BreastScreen Victoria. Before this, Deane held the positions of operations manager and people advisor at Virgin Australia, and HR advisor at Electrolux.

Supplied by: Health Recruitment Specialists.

Training key to being a better leader

Managers and leaders require more skills than ever to lead their teams. The CIPD's recent report, *Real-life leaders: closing the knowing-doing gap* (September 2013), found that more than one-third of managers have not been trained in managing their team, causing workplace culture problems. The report aims to bridge the gap between simply understanding what leadership is and 'doing' it in practice.

Ignition training covers three core areas of training, including essential business skills, people management and leadership training, with a range of qualifications, short courses, eLearning sessions and webinars. Short courses include one- and two-day programs on a variety of topics, providing practical skills and knowledge for leaders and managers. Visit www.ignitiontraining.com.au.

YOUR TRAINING CALENDAR WITH AHRI

IGNITION SHORT COURSE
Strategic influencing and persuading skills

When
4–5 November, QLD
11–12 November, VIC

What's it about?
This two-day workshop focuses on developing an understanding of which stakeholders are relevant and why, and how their needs can best be serviced. The workshop also examines how participants can develop effective influencing and persuading skills to create authentic dialogue with key stakeholders in order to achieve successful outcomes.

IGNITION SHORT COURSE
Emotionally intelligent leadership

When
26–27 November, VIC
28–29 November, NSW

What's it about?
This two-day workshop is designed to help participants develop emotional intelligence, including self-awareness, authenticity, empathy, expansive thinking, resilience and the capacity to motivate themselves and others. Through the use of online assessment tools, participants will be provided with the opportunity to deepen their awareness of their individual strengths and those areas for development in emotional intelligence.

IGNITION SHORT COURSE
Bullying and harassment

When
21 November, QLD

What's it about?
This workshop provides participants with the necessary knowledge regarding legal and duty-of-care obligations, and how to identify bullying, harassment and workplace violence. Prevention tools help to ensure organisations maintain a culture where such behaviours are not tolerated and are promptly addressed.

Interested in other AHRI short courses and webinars?

You can find out more at www.ahri.com.au/education.



All AHRI short courses can be customised and delivered in-house.

AHRI JOB BOARD

SYDNEY People & culture manager

Reporting to the general manager, you will be responsible for providing value-added HR expertise, guidance and advice to the executive team in relation to HR processes and policies globally, including organisational design, people development, performance management, employee relations, reward and recruitment.

You will partner with managers across the organisation, focusing on strategic implementation and operational HR consulting. Managing an HR team of three, you will build the profile of HR within the business and champion the importance of best-practice people management to ensure it achieves competitive advantage. As part of the organisation's transformational change, you will work with the executive team to ensure the organisational design supports the future needs of the business.

BRISBANE Capability relationship consultant

Your new organisation is an ASX-listed business that operates in a highly competitive and constantly changing marketplace. It is renowned for its innovative products and superior customer service. Its working environment is fast-paced and it has built a culture that embraces change, rewards team performance and offers excellent career opportunities. It is currently going through extensive transformation and as a result needs to hire a capability consultant in Brisbane, initially for a 12-month period.

Reporting to the capability manager in Sydney, your role is to understand the capability gaps in the QLD retail business. You will partner with managers to identify key capability development requirements and work with the head office L&D team to roll out national initiatives. This role is not a trainer or a designer but manages the roll out of L&D projects, ensuring their flawless execution.

MELBOURNE Senior occupational health & safety advisor

The health, safety and wellbeing team provides support for staff working in departmental workplaces to prevent injury and support staff who are at risk in the workplace, or assist those who have been injured in achieving a full return to work. The unit works to ensure that legislative obligations under the Occupational Health and Safety Act 2004 and the Accident Compensation Act 1985 are met.

The senior occupational health and safety advisor provides leadership to other team members and offers expert guidance and leadership to the division in facilitating a safe and healthy workplace. The position also works with senior managers to develop strategies to minimise risk and reduce injuries.

For more information on these jobs and many more, visit HR:CAREERS at www.hrcareers.com.au

Please note, jobs are not guaranteed to be live at the time of print.

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