

Emerging Talent Business Mentoring Program

ETBMP

ARGroup has developed several exclusive Business Mentoring programs in conjunction with Michael Donovan, designed to address the diverse and unique requirements of the senior executive team. The CEO Emerging Talent Business Mentoring Program targets an individual/s in line for promotion to the CEO position.

One of the prime aims is to achieve longer retention of the valued executive thereby adding substantially to the preservation and improvement of institutional memory, corporate intelligence and fostering of a sustainable high-performance culture under a respected and capable leader.

Studies have repeatedly shown that up to one-third longer tenure, with maintained corporate returns, is achievable through an effective business-mentoring process like ETBMP.

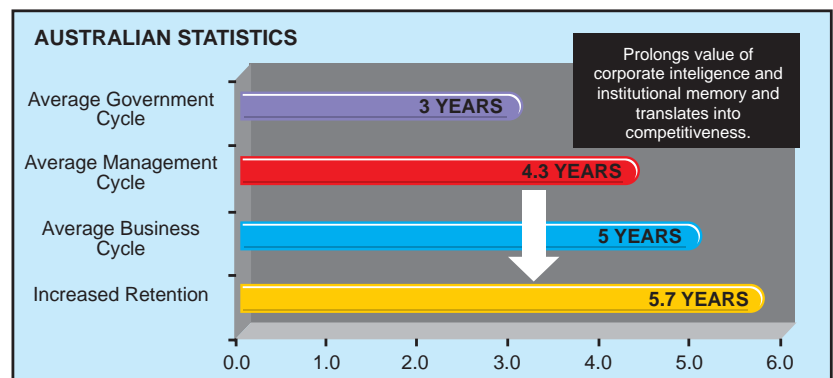
The program not only prepares the future leader for the role ahead but equips them to appreciate the effectiveness and efficacy of support like business-mentoring as a tool to also underpin the performance and value of their own top-team when the time comes.

Prospective corporations or individuals who wish to have rewarded exceptional performance, challenge or test succession candidates and to support the 'best of the best' will see value in this offer.

The program is individually crafted to meet the parallel needs of the business and the individual executive. Great care is taken to plan real measurable outcomes which align the goals of the future leader with those of the business. As with all other ARGroup executive offers, care is taken not to create dependency or functional proxy reliance on the business-mentor.



Results... at CEO level



Business Mentoring Services

ARGroup Business Mentoring is action and results-focused. Our business mentoring services are exclusively offered to the CEO, Managing Director or General Manager level where the individual has ultimate end-to-end business unit and leadership responsibility.

Our high calibre team of Business-Mentors work closely and confidentially with our clients to improve profits and maintain business performance, with a focus on leadership and personal development.

ARGroup Business-Mentors are a cross-section of some of Australia's foremost talented leaders, focused on action, helping you to find your best solutions to your specific business issues and helping our clients to achieve defined business goals.

Putting business-mentoring into perspective alongside proven executive coaching for very senior executives:

Think of Executive Coaching for Senior Executives as:

Working with your best and brightest to enhance their leadership effectiveness, performance and career progression, within a specific organisational context. This may include development and integration of mindsets and behaviours, as well as a focus on specific requirements needed for the application of capability. Ideally, your coach brings not only an enhanced range of skill-sets that can be tapped but more importantly aims to transform the mindset with new perspectives.

Think of Business-Mentoring for Senior Executives as:

Guidance and direction in support of top-team members from an experienced person such that the individual is challenged to explore and integrate new perspectives. Business-mentoring is aimed at the individual achieving their full career potential while transferring their improved ability to manage into sustainable business initiatives. It includes guidance and exploration of specific business challenges, including strategy and policy. Ideally, your mentor should have broad useful experience preferably across many disciplines and industries coupled with an ability to share that range of expertise with you at a practical and pragmatic level. The outcome should be goal-directed and adaptable to your own strategic business success.

Extracted and adapted with permission of Australian Institute of Company Directors; Corporate Wisdom; iMentor-pro © 2004

Michael Donovan Joins ARGroup

ARGroup is delighted to announce our exciting affiliation with one of Australia's foremost business-mentors, Michael Donovan, the former CEO Asia Pacific of the global-based mentoring group - Merryck & Co.

Michael Donovan's exceptional domestic and international business career has had too many career highlights to list. He has an enviable depth of experience across strategic planning, logistics, organisational & change management areas. He has worked in and consulted to governments, the public transport sector, tourism & the environment, the arts and entertainment sectors. Michael has a strong technology background.



At one end of the career spectrum, his career started in banking and progressed into SME start-ups for which he won a Productivity Improvement Award. At the other end, some 35 years later, he retired as Chief Executive of the large Best Western Hotel & Motel Group having achieved a Telstra National Award for the Best Use of e-Commerce in achieving a Business Plan, only to then create the Asia-Pacific business centre for UK based global CEO Mentoring group Merryck & Co.

In the intervening years, when he coordinated the NSW Bicentennial Arts and Entertainment program, saved the Nimrod Theatre, marketed conventions globally, set-up a large wetland sanctuary in Malaysia and researched regional public transport systems, Michael coached and mentored his successors in their new and challenging roles. Through Michael's affiliation with ARGroup, one of Australia's foremost executive business-mentors is on hand to willingly share his experience as a successful Chief Executive and advisor-mentor with new CEO's and emerging corporate leadership talent.

Michael is a Fellow, Australian Institute of Management, Fellow, Australian Institute of Company Directors (Dip. OM). He is a Graduate in Innovation and Entrepreneurship (NSW) and holds a Certificate in Environmental Business Management from the George Washington University, Washington DC.

Exclusive CEO Business-Mentoring Programs

ARGroup has developed several exclusive Business Mentoring programs in conjunction with Michael Donovan, designed to address the diverse and unique requirements of the senior executive team.

- ARGroup CEO "120 Day" New Appointment Business Mentoring Program designed to support the newly appointed CEO in their first 120 days of employment.
- CEO Emerging Talent Business Mentoring Program for an individual/s in line for promotion to the CEO position.
- CEO "90" Day Turnaround Business & Strategic Challenges Mentoring Program - a Business Mentoring Program offered to the Board or the CEO, to provide Business Mentoring focused on strategic challenges.