# The Carmichael Mentor Programme

## Quotes from previous mentees:

*“It's such a fantastic resource. I really enjoy talking with my mentor. Really solid advice even considering that it's by phone or zoom and not face to face personally. It's an invaluable resource”*

-John McCahill, Chairman, Canon Hayes Recreation Centre

*“I am delighted I got the opportunity to go on the programme.”*

-Grainne Berrill, Manager, Louth Volunteer Centre

*“My mentor has been a great coach and mentor. I have really enjoyed the process of learning from him and developing my leadership skills and confidence. I would highly recommend the programme.”*

-CEO, Disability Service Provider

*“The mentor sessions are a huge help especially with the fundraising sector going through a transitional period due to Covid. My mentor has a wealth of experience in the not for profit sector and I feel fortunate to get access to his knowledge and advice.”*

-Sinéad Stafford, Active Retirement

## How does the Mentoring Process Work?

1. CEO’s, Executive Directors and Managers of nonprofit organisations will be invited or can apply directly to participate in Carmichael’s Mentor Programme.
2. Participating mentees are asked to complete a short needs assessment form to help define the areas that the mentee is seeking support with and specific issues that they would like help with, such as strategic planning, board relationship management, financial management, HR, funding, communications & PR, marketing & service delivery.
3. The programme coordinator matches the request for a mentor and the stated needs to the skills of a suitable mentor from a panel of experienced and available mentors. The coordinator may offer the mentee a choice of potential mentors.
4. The matched mentor makes contact with the mentee to arrange an initial meeting. After the initial meeting, the mentee and the mentor should have a clear understanding of the ground rules for the relationship and what needs to be achieved during the mentoring period.
5. The mentoring period will typically involve 6-8 meetings over a 7-9 month period at times and dates agreed by both parties, but this may vary depending on the needs being addressed and the nature of the mentoring relationship. The formal Carmichael mentoring relationship will end after a 12 month period if it has not already ended.
6. The mentor and the mentee will sign a confidentiality agreement undertaking to keep all discussions and information obtained in the course of the mentoring assignment confidential. They will also sign a memorandum of understanding (MOU) which sets outs the agreed ground rules for the mentoring assignment.
7. The mentee and the mentor will be asked to provide overview progress and high level feedback reports to Carmichael for quality control purposes.

## Mentor Profiles

### Keith Adams

Keith has 35 years of professional business experience, starting with 18 years in banking with the last 17 years operating in a senior management role delivering projects and change management. Keith is currently CEO of the Catholic Institute for Deaf People (CIDP). Prior to this Keith was CEO of the Parkinson’s Association of Ireland. As CEO of a small organisation the role demanded the full gambit of expertise or at least working knowledge of everything from Corporate Governance, board relationship management through to grant applications and fundraising. Keith also sits on two boards and has the benefit of understanding both sides of the table.

### Elaine Austin

Elaine is an experienced leader with over 20 years delivering transformational change to enhance organisation performance and agility.  Elaine was CEO of Pieta (Irelands National Suicide Prevention Charity) from Mar 2019 to Mar 2022, supporting and leading the organisation through a period of considerable organisational change and development. Elaine also held a number of leadership positions with Bank of Ireland, including; Head of Culture and Organisation Design, Chief Operating Officer, Group HR and Head of People Strategy & Governance. Elaine has also been a Management Consultant at different points throughout her career, specialising in strategy, innovation, leadership development and business and people change. Elaine has also been an Executive Coach since 2019. Elaine has a MBA from the Ulster Business School, a BSc Honours Degree in Economics & Business Economics from Queens University Belfast and a Post Graduate Diploma in Executive Coaching from the IMI, Dublin.

### John Burke

John is Director of Burke Consult specialising in management consultancy, executive coaching and mentoring. He was previously CEO of Aer Rianta (now the Dublin Airport Authority). He is a former President of ACI (Airports Council International) Europe.  John has a very strong background in business strategy and managing change with particular emphasis on employee participation and partnership. He is a chartered fellow of the Chartered Institute of Personnel and Development (CIPD) and a member of the Institute of Directors (IOD). He has a B.Comm degree from University College Dublin (UCD) and a MSc degree in Organisation Behaviour from Trinity College Dublin (TCD). He is a professional coach and a member of the International Coach Federation (ICF).

### Elaine Butler

For the best part of 11 years Elaine was CEO of a not for profit organisation and has been involved in many volunteer organisations as a director and as a board member. Each of these roles brings a different experience, challenge, commitment and need. No two days are the same and for anyone involved in the community and voluntary sector the result far outweighs the journey.

Elaine has experience in this sector from many aspects. Having responsibility for planning, funding, HR, governance, reporting – board, committee, funder, Elaine is aware of the expectation that “you can/have to do it all”. Sometimes being able to voice the challenge, have the benefit of a listening ear and get some non partial advice can be of immense benefit. While at times challenges can seem insurmountable Elaine has been able to take ideas and concepts from paper to reality and drawn in others to help and support. This has resulted in developing new facilities, centres and greenfield sites but also devising community wide plans and cohesive structures. Elaine has supported and advised numerous organisations to develop their structures, governance and operational capabilities as well as planned for their success and futures. Along with her hands on experience in the sector Elaine has been fortunate to mentor and coach staff and now professional students to achieve their potential and hit some new milestones along the way.

### Siobhan Cahalan

Siobhán is an accredited Executive Coach with several years of education and management experience in global corporations in the areas of strategy, operations, processes, communication, people management and coordination. She has a particular interest in the areas of Governance, Risk and Compliance.

**Fiona Callan**Fiona is the founder of Coaching to be…specialising in personal and professional development through coaching, mentoring and training. Fiona previously worked in the not-for-profit sector for over 25 years mainly at senior management level and consultancy. Her work has always been based on the principles of empowerment, assisting individuals, groups, communities and organisations navigate the challenges they experience and solutions to moving forward. Fiona brings extensive hands on experience of programme design and delivery, multi-funding environments, organisational management and the role of good governance. In addition, strategy, planning, review, evaluation and support and development of the team driving the objectives. Fiona brings an authentic belief in people and a genuine interest to building capacity within the sector. Her qualifications include MA Sociology, Work Labour Markets and Employment, Diploma in Coaching with Neuroscience, Certificate in Training & Development, Diploma in Rural Development. Fiona is a member of the International Coaching Federation (ICF).

**Karen Casey**Karen is an experienced Department Head with a demonstrated history of working in the non-profit sector. Skilled in Leadership; Management and Strategy; Communications; Event Management, Volunteer Management and Coaching.  She is currently employed as Head of Community Engagement and Outreach with Trócaire, where, working with senior management, she is actively contributing to enhancing a coaching style of leadership. Karen graduated from University of Limerick with an honours degree in business; studied leadership in the non-profit sector at the National College of Ireland and in 2021 undertook an advanced diploma in personal, leadership and executive coaching with Kingstown College.

**Adrienne Collins**Adrienne is Assistant Principal in the Illness, Disability and Carers Policy section in the Department of Social Protection. She worked in a variety of roles in the Citizens Information Board over a twenty-year period. Before that she had several roles in nonprofit organisations including Carmichael Ireland. She has a Masters in Equality Studies and an Advanced Diploma in Executive Coaching. She has been a board member of three national charities. She has had two articles published on the Carmichael Mentor Programme.

### David Corcoran

David is a qualified Accountant (CIMA) and also holds a postgraduate Diploma in Employment Law from UCD. With 35 years’ experience in the commercial state sector. David is former Financial Controller and Company Secretary of the National Oil Reserves Agency (NORA). He led negotiation of a €300m syndicated 5 year Revolving Credit Facility – Debt facility arrangement during the height of the Eurozone crisis, April 2012, at a time when the state was unable to access capital markets.

Over the course of 10 years with NORA, he managed and developed his role to encompass HR, Risk Management and Corporate Services. He was also Secretary of the international Oil Stockholding Agencies Association (ACOMES). David currently works with H.O.P.E. Hands On Peer Education – a HSE funded addiction support charity.

### Diarmuid Everard

Diarmuid is the owner of Printcom, a printing and signage company he founded in 1990, prior to that he was Sales & Marketing Director in two divisions of The Clondalkin Group from 1984 – 1990. He is a graduate of the College of Marketing and completed a MA in 2012 (first class) studying Communication, Coaching, Teamwork, Marketing, Finance and Leadership. He teaches a Start Your Own Business night course online & in house to unemployed people in ETB Baldoyle. He is chairperson of the Board of Management of Whitecross National School since 2007, a founding member and chairperson of the Design, Print & Packaging Skillnet which was formed in 2006, chairperson of the Management Committee of Malahide Road Industrial Park and a member of the committee of Coolock Development Council. He qualified in Conflict Resolution & Mediation Skills in 2015 and specialises in Disciplinary Hearings & Appeals, Employment Mediation and Pre- Disciplinary Investigations.

### Aoife Fay

### Aoife is a qualified personal, leadership and executive coach accredited by the European Mentoring and Coaching Council (EMCC).  Aoife has a background in domestic and international financial services where she spent over 20 years in senior leadership roles, working across multi-cultural teams before pivoting her career to executive coaching.  Aoife is a Chartered Accountant and a qualified financial advisor (QFA).   She is a non-executive Director on the Board of MABS and sits on the audit and risk committee of the Board of Trócaire.  Aoife acts as career coach on the Jobnet programme supported by the Department of Social Protection and has her own coaching practice working as a confidential thinking partner with clients in Ireland and abroad.

### David Fitzgerald

David has worked in a series of senior commercial roles in the food industry, and was a Director of Member Services for the Institute of Certified Public Accountants in Ireland for fifteen years before his recent retirement. Alongside his professional career, he has been a Director of a number of non profits in roles such as lay trustee, treasurer, chair and vice chair. He is currently a trustee for the United Kingdom Council for Psychotherapy and CSP Charitable Trust. David is skilled in strategy, governance & financial management and has a particular interest in the area of managing the interface between a CEO and a board, and also the interface between a CEO and volunteers.

### Níall Fitzgerald

Níall, a Chartered Accountant (FCA) and Chartered Tax Consultant (CTC), has responsibility for leading the development of policy and embedding of matters relating to business ethics and governance across operations of Chartered Accountants Ireland. He holds several non-executive positions, including in the charity/non-profit sector, a judge on the Good Governance Awards and is one of the founders of the non-profit organisation, Chapter Zero Ireland. Níall has national and international experience having worked with organisations such as PwC, McKinsey & Company and PGL travel before progressing to work in management consulting, advising in relation to provision of professional services, policy and internal control development and corporate governance. He holds a M.Acc from NUIG, Diploma in Corporate Governance from UCD.

### Evelyn Fitzpatrick

Evelyn is an accountant also holding a qualification in Economics. In 2009 she set up her own consultancy as a Financial Advisor and Trainer to the Charity Sector. She was Director of Finance and Administration of Focus Ireland for 8 years. During that time their Annual Report won the Chartered Accountants Published Accounts Award five times, which recognises excellence in reporting. Prior to this she was Finance Director and Company Secretary of Marks & Spencer Ireland for 10 years. Evelyn has also served on the board of Dublin Inner City Partnership. She was a board member and trustee of The Irish Youth Foundation for nine years and served eight years on the board of the Irish Association of Corporate Treasures.

### Mo Flynn

Mo is a Non-Executive Board Director and Chief Executive with extensive international (Australia, UK, EU, Ireland) experience working in the health, social care, education & social enterprise sectors. Mo has been a Company Director of Not for Profit Assoc. (Ireland), Haven Supported Business, Momentum (Scotland) & Rehab (UK) as well as a State Board Member CORU Regulating Health and Social Care Professionals and of the Health Information & Quality Authority (HIQA). She has also been involved with many charitable groups including the former Carers Association of which I was Chair, the Ageing Well Network, Friends of St Marys Rathmines and Past President & Secretary Irish Gerontological Society. Mo is highly skilled in strategy development; delivering improvement projects and programmes; organisation wide change management and individual mentoring.

### Donncha Foley

Donncha is the Development Manager of the Galway Volunteer Centre since 2006. He has been involved in community work at some level since 2000. His main experience is working with Galway Volunteer Centre, where he is part of a great team that has established a critical service both for non-profit organisations and the public. His role is a ‘jack of all trades’ one, from marketing to accounts, from planning to people management. He is a strong believer in lifelong learning, so he is continually applying new things that he has learnt on leadership, management and productivity. Part of his work involves trying to source and provide supports to other community leaders to enable them to has a greater impact. This is something that he has a passion for, as he can see that community leaders are neglected by wider society, and sometimes their motives are unfairly questioned.

### Lucy Franks

Lucy is a Management Consultant of over 20 years’ leadership experience in HR, governance, business transformation and strategic delivery in both private and not-for-profit sectors. Formerly HR Director and Business Transformation Partner at eircom (c.2000 staff nationwide), Vice President/Chief of Staff at Citibank (Edinburgh, Dublin/Luxembourg). Until recently, was the Board Chairperson at the international development charity Misean Cara. Lucy has experience at senior leadership level in strategic and operational planning and delivery for commercial and not-for-profit organisations; HR policy and practice; change management and business transformation; industrial and employee relations; Governance and Risk Management; Financial Control; Executive Coaching and Mentoring; Charity governance; Board operations; Chairing; Board evaluation and succession planning; Training & Facilitation. She has an MBA and MA.

### Seamus Gallagher

Seamus’s background is in management in the public health services with over 30 years in various sectors & locations through the country. He has held management roles in acute hospitals, mental health, older people services, ambulance service, health promotion & in corporate services such as human resources, finance, head quarter functions such as service planning, annual reports, freedom of information, ombudsman, superannuation appeals etc. Since taking early retirement from the HSE, he has set up a Health & HR Consultancy & Life Coach practice. He provides support, facilitation, mentoring, investigations, interviews, educational, reviews, coaching & advice to individuals & organisations in the private, voluntary not for profit health sectors in services. He has worked in services such as homecare, private nursing homes, intellectual disability, ambulance, local authorities, education & social enterprise in the west of Ireland. He has a Degree (Hons) from the Institute of Public Administration, Fellowship of the Health Management Institute (HMI) with Diplomas in Accountancy, Training & Development, Employee Assistance & Social Care, Business Executive & Life Coach, Train the Trainer Qualification, Radio Broadcasting & Production & Communication & Leadership Awards.

### Ken Germaine

Ken has over 20 years’ experience in the community and voluntary sector. He was CEO Base Enterprise Centre from 2000-2010 and Interim CEO Irish Association for Counselling and Psychotherapy (IACP) 2016-17 (6-month contract). He developed and delivered Write Your Own Business Plan for Social-Mission Organisations. He co-wrote Wales-Ireland Network for Social Entrepreneurship (WINSENT) (2009-2011). Ken has served as voluntary Chair of 3 voluntary boards. His PhD thesis was ‘Community-based social enterprises in Ireland: their activities, motivations and rationale’ (TCD, 2010). As a consultant he has done several assignments relating to community organisations and social enterprises.

### Roger Hatfield

### Roger Hatfield qualified as a Chartered Accountant in 1981 following a degree in Philosophy from Trinity College Dublin. He has over 30 years experience in corporate financial management including flotations, acquisitions and raising capital for technology companies in the UK, Ireland and the USA. He was the finance director that took Alphameric Plc public and a senior manager with Accenture. From 2000 until 2019 he was a director of The Bolton Trust, a charitable trust supporting enterprise and start ups in the Dublin docklands. He founded Unison Consultants in 2004 which was merged with EPIC Investment Partners in 2020. Roger is now semi-retired consultant to Epic and living in North Roscommon.

**Des Howett**Des is a ‘hands-on’ marketeer by training who grew brands and managed sales and marketing teams for the first 15 years of his career. In 1999, Des set up his [consulting business](https://desmondhowett.com/), fulfilling marketing related projects and mentoring start-ups. His clients range in size from multinationals (The Wrigley Company) to sole traders. Inspired by John Whitmore’s ‘Coaching for Performance’ in 2018, Des developed his coaching skillset and has then coached individuals privately and voluntarily. Des holds an Advanced Diploma in Life & Executive Coaching and Mentoring and a Diploma in Digital Marketing.

### Ailish Irvine

Ailish while working with Mayo ETB in their Intercultural Centre for Programme refugees, developed her interest in helping asylum seekers and refugees, access educational and employment opportunities. She won the Vodafone World of Difference Programme and was funded to work as an Education advisor. She then set up her own business. Over the years, she has designed and delivered employability and entrepreneurship programmes, i.e. GROW (Growing Real Opportunities for Women), she trained as a Winning New Opportunities facilitator, (workshop for unemployed people). She has delivered training for a number of Development Partnerships. In 2017 she managed the roll out of the Digital Skills for Citizens Programme in Mayo & Galway and she worked with Mayo Co. Council on developing the PPN in the county. She also worked with Roscommon PPN delivering funding and marketing workshops. She has delivered training on Funding, Tendering, Governance, Roles and Responsibilities of Committees and Marketing for CSP’s and Small business She has mentored on a number of Entrepreneurship programmes and has received mentoring herself, found it beneficial and enjoyed it.

### Bernard Kennedy

Bernard is a healthcare market specialist with over 30 years’ success working in the life sciences/pharmaceutical business both in Irish and international markets. He has led a European Franchise for a major multinational and has been a key member of leadership teams in Ireland and internationally. His primary focus has been in the management of chronic illnesses, where he has led sensitive negotiations with health authorities and potential commercial partners. Bernard has worked extensively with interested stakeholders, including patient groups, medical specialists and professional bodies, with a view to improving patient welfare and outcomes. He has driven the design and implementation of patient support and CPD programmes. Bernard is an experienced business mentor and trained executive coach. He is a member of the European Mentoring and Coaching Council (EMCC) and is an EMCC Accredited Coach/Mentor at practitioner level. and. He has an MBA, as well as Marketing, Pharmacoeconomic and IT qualifications

### Rosemary Keogh

Rosemary is the current CEO of the Irish Wheelchair Association an organisation with an annual turnover of €58m, 2,500 staff, 2,000 volunteers and 20,000 members. She was previously the CEO of the Order of Malta and a Finance Director with various Tech Sector Multinationals. She is a board member of DEBRA Ireland and the Not for Profit Association (Chair). Rosemary is an operationally and strategically talented senior executive with experience across a broad spectrum of industries including Not for Profit, ICT and research/education and the public sector. She has a proven track record in leadership and relationship management, business performance improvement and change management in both start-ups and established organisations. She has a BA English & Maths (UCD) is a Fellow of the Chartered Association of Certified Accountants, a Diploma in Executive & Leadership Coaching (Member of Association for Coaching) and a Diploma in Psychoanalytic Studies.

### Justin Kilcullen

Justin served for twenty years as CEO of Trócaire, one of Ireland’s largest international development organisation with an annual turnover of €65 million and a staff in excess of 400, overseas and in Ireland. He graduated from UCD with a degree in architecture. After working overseas as a development aid worker for a period he returned to Ireland and joined Trócaire in 1981. Justin has extensive experience of organisation governance and management. As Trócaire CEO, he led the organisation through three distinct periods of development and renewal. As part of his professional development he has attended the Strategic Perspectives in Not for Profit Management programme in Harvard Business School; The Challenge of Leadership – INSEAD Business School, Fontainebleau, France and Financial Management for the Non-Financial Manager in the Irish Management Institute; Justin has a Post Graduate Diploma in Business and Executive Coaching at the UCD Smurfit Business School, Dublin.

### Brendan Lenihan

Brendan is Managing Director of Navigo Consulting (www.navigo.ie), a management consultancy specialising in strategy and business planning, corporate governance and navigating significant change. A First Class Honours graduate of UCC (B.Comm 1990) and UCD (Dip Prof Acc - 1991), Brendan qualified as Chartered Accountant with Arthur Andersen. Leaving Andersen in 2002 as a Partner, he founded his own boutique management consultancy, Brendan Lenihan & Associates, through which he advised a range of indigenous Irish and multinational clients. From 2007, he held executive roles in industry, including as Group Finance Director of O’Flynn Group (2007-2015), a successful multinational real estate company and also as Group Finance Director of one of Ireland’s largest nursing home operators. Brendan is a former President of the Institute of Chartered Accountants in Ireland (2013/14). Brendan is currently a Trustee of Good Shepherd Services Limited, a charity which operates an emergency shelter, educational and aftercare service for the homeless. He was previously a Board member and Chairman of a charity in the educational area.

### John Lynch

John has 30+ years of international senior management experience in roles of CEO, Senior Executive, Chairman, and Executive/Non-executive director and CEO mentor with strong record of achievement and broad experience based from the U.S.A., U.K. and Ireland. A strategic business thinker, with strong analytical skills which direct and drive business growth and profitability. John has a proven track record of identifying key commercial opportunities, leading growth businesses and building experienced senior teams, building a biotech business from ground up through IPO. He has successfully completed significant fundraising, negotiated major complex contracts and government price negotiations, positively influencing health policy. Experienced in out-licensing and acquisition/in-license of products and the generation of new product. Experience in multinational, SME companies as well as not for profit. John is an experienced Board Chair and Director, with experience on all Board committees, as well as strong governance in both commercial and not for profit organisations.

### Padraig Mallon

Padraig is CEO of the Crann Centre. He previously was the Chief Executive and Company Secretary of Irish Guide Dogs for the Blind from 2003 to 2019. Prior to that he worked for the United Nations Development Programme (UNDP) in Tirana, Albania. From 1996 to 2002, Padraig worked with Examiner Publications (Cork) Ltd,publishers of the Irish Examiner and Evening Echo. This was a family owned business with over 600 employees. In 2001 he became the first non-family member to take on the role of CEO. During his time as CEO of Irish Guide Dogs for the Blind, he led the governance agenda, ensuring that the organisation was at the forefront of compliance and transparency in the Charity sector. He worked with 6 different Board Chairs which has given him a valuable insight into dealing with individual leadership styles and personalities. His specialities include strategy, governance, working with boards, KPI’s, developing a reporting suite (board packs etc.), and the benefits of Lean Sigma to improve processes, efficiency and service delivery.

### Anna Mazzarotto

With more than 20 years of experience in the private sector, Anna founded and grew a specialist B2B import business through to its recent acquisition by Ireland’s leading supplier of Italian food and wines to the retail and services sector. Anna is now passionately putting her knowledge and skills to work in supporting other organizations to prosper. She provides support to SMEs through consultancy, one-to-one, and small group mentoring services. She also support non-profit entities on a pro-bono basis and volunteers in her local community. Recent experiences in the non-profit sectors include one-to-one mentoring sessions to  CAP’s CEO (Care After prison) and subsequently undertake a project reviewing their services, organisational structure and senior roles.

### Éanna McHugh

Éanna is a retired senior partner from Deloitte. While a partner in Deloitte, Éanna served clients in the financial, manufacturing and services sectors of the economy. He was a member of the board of Deloitte Ireland for fifteen years and, since retiring, has served as a non-executive director and acted as a Chairperson for many commercial companies. Éanna also served on the boards of three Voluntary Organisations being Bodywhys (The Eating Disorders Association of Ireland), Suas Educational Development and Housing Association for Integrated Living. Éanna served as Chairperson of Suas Educational Development and Housing Association for Integrated Living.

### Seán Mistéil

Seán’s main experience has been in the public sector (civil service, commercial, non-commercial) – Departments of the Gaeltacht, Public Service, Labour, Telecom Éireann, Bord na Móna, Combat Poverty, Citizens Information Board – interspersed with a period freelancing as a consultant and trainer with private and public bodies/companies. His background has been in HR and Organisational Development and Strategy. He worked closely on several management change programmes over the years e.g. Telecom (eircom), Bord na Móna. Since leaving CIB in August 2014, he joined a MABS Board and a CIS Board. Since 2009 he has been a Member of the Board of Management of Coláiste Eoin, Stillorgan. He has a long-time keen interest in organisational and interpersonal communication. Seán has a M.Sc. in Organisation Behaviour a Diploma in Mediation and a Certificate in Coaching and is currently doing a Higher Dip. in Translation Studies.

### Vincent Murphy

Vincent is a Chartered Director and Chartered Accountant and has worked at senior level in the Republic of Ireland, Britain and Northern Ireland in the manufacturing, service, and technology sectors. He is a Fellow of the Institute of Chartered Accountants In Ireland. He holds a Bachelor of Commerce Degree (first class honours) and Master of Accountancy Degree both with University College Dublin. Vincent is currently employed as Finance Director and Company Secretary with the Aviva Stadium and reports to the company board. He is interested in corporate governance and the role of the board and director in company oversight. He is currently a Non-Executive Director with Concern Worldwide and was previously a Non-Executive Director with Savvi Credit Union.

### John O’Brien

John has held a number of management positions in the marketing and planning areas of IDA Ireland both in Ireland and the United States. Prior to his retirement from IDA in 2012, he was Company Secretary and Chief Risk Officer with additional responsibility for finance and strategic planning. He was seconded from IDA (1999 to 2007) to act as adviser to the Tánaiste. Since 2012, he has undertaken various consulting assignments in the Middle East and Africa for International Development Ireland. John has a BA(Mod) in Economics (Trinity College), Executive Development Diploma (IMI), Graduate Diploma in Corporate Governance (UCD Smurfit Business School). He has also completed a training programme in Mentoring organised by IDA for members of its executive committee.

**Peter O'Brien**Peter has over 20 years’ experience in both the civil and public service and has an excellent understanding of how government and agencies operate and how decisions are made. He has considerable experience in both receiving delegations and making representations looking for policy or other supports. Peter also has a 20 year career as a senior leader in the private sector with both Irish and European responsibilities, having worked for two of the world’s leading public companies in Wyeth (now Pfizer) and Diageo. He has been on the European Leadership teams and led the corporate Affairs function of both organisations. His direct areas of responsibility included Media Relations, Communications, Employee Engagement, Reputation, Public Policy, Sustainability and Corporate Social Responsibility. Peter also has extensive experience at Oireachtas Committees and TV/ Radio interviews.

### Annalisa O’Carroll

Annalisa is a qualified executive coach and business consultant working with a number of organisations and individuals in the private and public sector. She has worked with Social Entrepreneurs Ireland for over 9 years where she held the role of Director of Impact. She was responsible for the design, development and delivery of a range of support programmes for social entrepreneurs who were in start-up or scale up mode. As well as delivering programmes, she also provided extensive one to one mentoring and coaching support to CEOs and founders and sometimes their teams. The kind of support provided ranged from help with strategic planning, goal setting, organizational planning and development, team development, communications and governance. She was also responsible for the day to day operations of the organisation and team management on behalf of the CEO. Prior to Social Entrepreneurs Ireland, she held the position of Director of Education, EMEA and Consulting Manager, EMEA for Salesforce.com and co-founder of Educational Multimedia Group.

### Barbara O’Connell

Barbara is the Co-Founder and Chief Executive of Acquired Brain Injury Ireland a national not for profit organisation, employing over 250 staff, who provide residential and community neuro rehabilitation programmes to people with an acquired Brain Injury (ABI) since 2002. Barbara is on the board of the Disability Federation of Ireland, European Brain Injury Society and The Wheel. She sits on the international standards review group on Brain Injury (IBIS) and has led the way in international accreditation through CARF (Commission for Accreditation of Rehabilitation Facilities) with Acquired Brain Injury Ireland achieving distinction for 9 years now. Barbara has an MBA from the Michael Smurfit School of Business, UCD and has attended the Harvard Business School’s Strategic Perspectives in Non-Profit Management programme. She was also voted WMB Social Entrepreneur of the year 2012.

### Linda O’Connell

Linda is the Head of Communications with Saint Vincent DePaul and has over 13 years of experience in a non-profit environment both as an executive and a board member. She has a strong belief in building and developing just and inclusive. Linda’s strong commercial acumen with the ability to effectively develop and manage internal and external relationships in accordance with the organisation’s stated mission. Consistently achieves goals through networking, enthusiasm, initiative and leadership, allied to knowledge and expertise in: Planning & Strategy, Budget Management, Project Management, Fundraising, Marketing & PR, Governance, Change Management and Operations.

### Maurice O’Connell

Maurice was formerly CEO of the Alzheimer Society of Ireland from 1998 to 2013. Currently he is an independent consultant working with the voluntary and community sector. He currently coordinates an alliance of eight-age sector NGOs - a collaboration to advance civic engagement of older people, their human rights and influence government policy. He is chair of the steering group to develop Housing with Supports for older people. This is an inter-departmental and inter agency pathfinder pilot within the Government Action Plan for Housing and Homelessness. This project is a prototype for housing with support from the HSE and community groups to enable the older person to live in their own community for longer and produce a viable alternative to long-term care. Most recently, appointed as the Chair of the Dublin wide Age Friendly Alliance consisting of senior officials from HSE, Transport, Gardaí, Chamber of Commerce Third level institutes and older people. He is co-founder of Acquired Brain Injury Ireland and Anvers Housing Association.

### Michael O’Connell

Michael O Connell is a consultant who has delivered organisation design, change management, human resource management and professional coaching assignments to clients in Ireland, UK, Middle East, Africa and Asia. He has completed approximately 500 hours of executive coaching including a substantial amount of coaching at CEO, Executive Director and senior executive level. He has also completed specialist training in the application of systemic coaching approaches to assist organisations to continually adapt in complex and challenging environments. He works closely with teams and individuals to identify how individual behaviour patterns “play out” in the day to day life of organisations and how to integrate learning and insights to improve personal and organisational effectiveness. He has worked with clients in the public, private and charity sectors. Prior to his consultancy work, Michael was a Human Resources Manager with Eircom. He holds an MSc in Business Administration, an MSc. in Creative Leadership and Innovation, and Executive Diplomas in Accounting and Finance, Employment Law, and Executive Coaching.

### Clare O’Connor

Clare is a Mentor, Trainer & Coach specialising in Career, Business and Leadership development. In her early career, Clare worked as a Marine Engineering Officer in the Merchant Navy on some of the largest ships in the world. In her journey to Chief Engineer, most often as the only female on the ship, her time was spent commanding teams, developing strategy, managing crises and implementing change. While working as an Engineer she qualified in Business Coaching, Training & Development and Project Management and now works in a consultancy role, supporting Irish Businesses and Professionals. Clare has worked in a range of companies from global corporations to non-profit organisations. Clare has mentored, coached and trained across a wide variety of industry sectors including Engineering, Manufacturing, Maintenance, Utilities, Non-profit, Education Professionals and Start-Up Entrepreneurs.

**Maureen O'Mahony**
Maureen graduated from UCC with a BA degree in Psychology, Irish and Spanish and a H.dip.Ed.  She had a special interest in Psychology and children with specific difficulties and later got the Special Education Diploma from St. Pats. After 20 years working in Special Schools she suffered burnout and retrained in counselling.  She got a Diploma in Counselling from Liberties College, and later a Diploma in Counselling Supervision from Aphesis. Maureen was a founder member of Beacon of Light Counselling Centre and was the manager from 2006 to 2012. She attended a number of Courses in Carmichael before beginning the Masters in Management in All Hallows in 2010, getting the Masters with a 2:1 in 2012. Maureen then did a little private work which involved working with people having difficulties working in Government and Charitable Organizations.  Her dissertation focussed on Organizational Culture, values and governance.

### Peter O’Neill

Peter is a Certified Mediator and Executive coach specialising in the areas of skills and performance, personal development and leadership. He is former Assistant Secretary General in the Department of Communications, Energy & Natural Resources where he was most recently responsible for communications, postal and broadcasting policy, for overseeing the State’s shareholder interest in a number of State bodies and for corporate governance oversight of the Broadcasting and Communications Regulators. He has served on the boards of State companies and has chaired high-level groups, both nationally and internationally. He is a member of the Public Appointments Service interviewers’ panel. He holds a degree in Public Administration from the National University of Ireland and has completed leadership and senior management courses at Boston College, INSEAD and Harvard Business School. Peter is a Director and Company Secretary of a charity and a volunteer mediator with meditation Northside. His specialities include; strategy, governance, leadership and dispute resolution.

### Martin O’Rourke

Martin is a Founder of Trasna, an Irish Healthcare service provider. He was formerly the Managing Director of Bupa Ireland, Deputy CEO of VHI, Board member of Our Lady’s Children’s Hospital Crumlin and Gaisce and a former Chairman of Cuan Mhuire. He has served on boards of health insurance companies and commercial enterprises. He is an Accountant and business consultant.

### Séan Quigley

Séan is a chartered accountant with extensive experience at senior management level across a number of large organisations, including 20 years’ experience as a member of the senior management team in the Courts Service. Has also been a senior manager in Trinity College and in Teagasc. Has extensive experience of strategy development and change management. In his coaching and mentoring practice he combines his years of experience as an executive and team coach with the experience of having operated at senior management level. Has worked with many executives supporting them in achieving career success. He understands the challenges leaders, managers and teams face and helps them find solutions that will deliver higher levels of performance. Séan also has extensive board member experience, including; Courts Service Investment Committee, Board Member Medical Bureau of Road Safety, Board Member Tusla, Board of Drinkaware (Chair), Audit & Risk Committees at NCAD, and Tallaght University Hospital.

### Deirdre Reddan

Deirdre is a qualified executive and leadership coach, experienced mentor and financial services consultant. Deirdre previously held leadership roles in a leading Irish bank and has strong competencies in risk management, internal audit and corporate governance, as well as good commercial acumen. She has a proven track record in leadership and people management, having managed large teams throughout her career. Deirdre has also served on the Audit and Risk Committee of a large Irish charity. She is a volunteer with Aware and currently coaches/mentors parents and family members who has a loved one suffering from an Eating Disorder.

### Eamon Ryan

### Eamon is a co-founder of Social Impact Ireland, an initiative aiming to support socially motivated endeavours through a range of supports and interactions. Social Impact Ireland emerged from BNest, conceived and developed in 2016 in cooperation with Nexus Innovation Centre, UL providing innovative incubator and other support programmes for social enterprises. Prior to that he would has provided in partnership with others consultancy services helping organisations align their people, strategy and work practises to better pursue their vision. In this role, Eamon would has experienced a broad range of organisational challenges, change management, business strategy and leadership team development. He also works with start-ups and scaling businesses, primarily in technology sectors, in consultancy, founder and board member roles. Prior to commencing consultancy work Eamon was Director of Operations for Analog Devices and has Engineering and MBA qualifications. He is also a mentor with EI.

### Martin Tomlinson

Martin graduated with a BSc(Eng) in Biochemical Engineering before working in food process development, engineering consulting, and then management consulting with a global firm. In 1995 Martin moved to Dubai to join the Emirates Group (the airline, and the airport handling company) in a senior management role heading up an internal consulting and projects team of 35 engineers and project managers, whilst at the same time leading a separate department of over 200 people running transport services and contracts for the Group. Martin led an educational development NGO (Suas) for just over 3 years before studying Business and Executive Coaching at the UCD Michael Smurfit Graduate Business School in Dublin. In 2016 he completed the Diploma in Business and Executive Coaching, followed by the advanced Diploma in 2017.

### Senan Turnbull

### Senan has a lifetime of involvement with an extensive range of not-for-profits from local to national levels in roles as diverse as committee/board member, (variously chair, secretary and treasurer) funder, mentor, trainer and evaluator. He has been a Board member of the Charities Regulatory Authority where he chaired the Governance and Regulatory Committee. Currently he is a trustee/director with Dochas and a member of the Strategy and Governance Committee of the Citizens Information Board. He had a career across seven state bodies all of which were based on working with/supporting not-for-profits in the roles they could play in society. This included programme development and evaluation, provision of funding and engaging in broader support and advice and challenging performance. Over the past ten years Senan has worked freelance through Carmichael, the Wheel and the Dublin Northwest Partnership as a trainer and mentor with non-profits mainly around governance and organisational development. As a member of the former Working Group for the CVC Governance Code Senan now works extensively with sporting bodies to assist them towards compliance with that Code which is now the Code of Governance for Sport overseen by Sport Ireland.

### Gilles Varette

### Gilles has 30 years’ experience in management in IT and Telecommunications. He currently oversees product support for the EMEA, AMERICA and CALA regions for CSG International. He has key competencies in Leadership, Project Management, Strategy, Communication, Conflict Management, Risk Management and Team Development. He is also bilingual: French, English. He is the chairperson of Helplink a charity providing Mental Help support and services in Ireland and abroad. Gilles has a part time coaching practice at getunstuck ([www.getunstuck.ie](http://www.getunstuck.ie/)). He has a Masters Degree in Business Practice, and diplomas in Personal Leadership & Executive Coaching and Mental Health and Wellbeing Coaching.

### Nessan Vaughan

Nessan has over 30 years’ experience in the Public Service, including several years at senior management level. He worked as a national policy manager at FÁS and an operations manager with responsibility for over 60 staff and a budget of approximately €80,000,000. Nessan has been working a full-time chair and volunteer in the noprofit sector for the past 10 years. Nessan is Chair of 4 NGOs and has a good understanding of corporate governance, policy development, HR and management. Nessan is a social justice activist.

### Kathleen Vickers

Kathleen has been working in the health and social care sector for many years and has moved from working as a frontline worker to senior management positions. Her background is in social work and she also holds an MBS (Health Service Management) from University College Cork. She is also an accredited workplace investigator. Kathleen was the Regional Manager for NCBI (Southern Region) from 2000 -2009. She was Regional Manager for Cheshire Ireland (Munster Region) from 2009 – 2015. She left Cheshire Ireland in 2015 to set up her own consultancy business. She provides external management supervision, workplace investigations, interim senior management, service reviews and evaluations, and policy development and reviews services and supports to health and social care agencies.

### Tina Walsh

Tina has worked as an Enterprise Development Officer for Clondalkin Enterprise Group Clg and a Centre Manager in Le Cheile. In 2019 she became the Development Manager in ISM Ltd. In May 2017 Tina achieved a Train the Trainer QQI Level 6 qualification from the Open College in Dublin and from 2019 Tina has been mentoring social enterprises in the areas of business development and marketing. In 2020, Tina achieved a Diploma in Google Ads in Digital Marketing. Tina has expertise in identifying and developing income streams for an organisation and communications, including marketing, customer & stakeholder relationship management and customer & stakeholder engagement via social media.

### Tony Ward

### Tony is a Chartered Accountant with over 30 years’ experience in the charity, non-profit and private sectors. He is currently an independent consultant and before that was Director of Finance with The Wheel from 2016 to 2022 and has significant experience in finance, governance, HR, operations and fundraising. As part of his role Tony dealt with many queries from Wheel-member charities and has a deep knowledge and experience of the issues facing the sector. In April 2022 Tony was appointed to the board of the Charities Regulator and also has a number of voluntary positions including chair of Chartered Accountants charity Group, and on the board and finance and risk committees of both the National Advocacy Service and Sightsavers Ireland. Tony is also an international trainer with the social enterprise, Dialogue in the Dark and has lead corporate training workshops in Europe and Africa. He enjoys training and mentoring and recognises the value, especially for smaller organisations, to be able to access guidance on the wide variety of areas they need to cover in order to run their organisations well. Tony is also an advocate for the inclusion of people with disabilities in work and society more generally and was appointed independent chair of Iarnród Éireann Disability user Group in January 2022.

### Anita Whelan

Anita is the CEO of Doras Buí, a Parents Alone Resource Centre. Doras Buí provides a suite of services; early years’ service, information and support service, pre-vocational training programmes, teen parent support programme and adult/child counselling service.  Anita has worked in the community and voluntary sector for the last 25 years in various sectors such as family resource centres, community development programmes, out of school services, Partnership Companies and Early Years Management and Leadership roles.  She has a master’s in management in the Community and Voluntary Sector – DCU and holds a diploma qualification in Coaching/Mentoring.

### Barbara Wiseman

Barbara is the Head of Communications & Fundraisingwith St Michael's House, Disability Services. She hasover 20 years of experience, in business development, communications and fundraising. She is skilled in strategic management, administration roles and functions. Her particular areas of interest include marketing & communications, use of social media, funding, cost management, delivering service excellence, funding governance and strategy.Barbara has a Masters degree in Management Education, Training & eLearning from DCU.