



Mentoring Program

2019

MENTORING PROGRAM

HANDBOOK

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ABOUT THE YOUNG AICC

As the young division of the Australia-Israel Chamber of Commerce, the Young AICC is one of the fastest growing young business forums in the country, with over 3000 members in Victoria.

The Young AICC is a not-for-profit organisation with the mission to inspire, grow and connect Australia's future business leaders, and provide them with opportunities to explore and connect with Israel's unique innovative and entrepreneurial culture.

WHAT WE DO

EVENTS

Young AICC events offer our partner companies the opportunity to host top clients while drawing large crowds of young professionals through their doors. These events offer tomorrow's leaders unparalleled access to Australia's biggest names in business with the aim of inspiring, growing and connecting Melbourne's young business community.

Events traditionally host 150 guests and, in 2018 alone, the Young AICC gathered over 1000 young professionals to hear inspiring, in-depth interviews and engage one-on-one with some of Australia's leading figures across industry. For each event, a percentage of ticket proceeds are donated to a charity of the speaker's choice. In this way, since, 2010, the Young AICC has raised \$100,000 for important and diverse causes in Australia.

TRADE MISSIONS TO ISRAEL

Young AICC Innovation and Fintech Trade Mission to Israel, 23 – 27 June, 2019

On June 23 – 27, the Young AICC will run an Innovation and Fintech Trade Mission to Israel, set to coincide with Israel's largest annual fintech conference, Fintech Junction, in Tel Aviv.

The 5-day visit will explore Israel's start-up ecosystem and culture of innovation in the finance sector, including big data, blockchain, cybersecurity, cryptocurrency and more. Delegates will have opportunities to visit leading companies, connect and collaborate with young Israeli entrepreneurs, and forge rare networks, opening pathways for global career and business growth.

FAST TRACK PROFESSIONAL DEVELOPMENT PROGRAM

The Young AICC Fast Track is a 10-month program that aims to guide young professionals with the skills, knowledge and networks required to be agile global leaders in the modern business world.

The 2018 program gathered twelve junior executives across diverse areas of industry to engage in a 10-month career development program that consisted of monthly 4-hour sessions held at KPMG and designed by the Young AICC and Composure Group, a boutique consulting firm with extensive expertise in behavioural change.

IFTIIN – A MENTORING PROGRAM FOR SOMALI AUSTRALIANS

Created in 2016, in partnership with the Somali community of Melbourne, Iftiin seeks to counteract the serious cultural barriers and challenges that face first- and second-generation Somali-Australians entering the workforce.

The program pairs Somali university graduates with young professionals in the same field for individual mentoring and leadership workshops to grow a generation of ambitious Somali Australians into our future business leaders.

Iftiin not only challenges young professionals' skills, knowledge and leadership ability, but offers a chance to give back to the community and help build an inclusive, multicultural business community. The Young AICC proudly received a grant from the Office of Multicultural Affairs, Victoria, for this capacity building program.

BOARDROOM SERIES

The Young AICC Boardroom Series is a collection of intimate luncheons held throughout the year with a keynote address from major industry players, to delve deeper into the most complex and relevant issues facing emerging leaders.

ACCESS TO THE AICC NETWORK

Young AICC members are invited to AICC Luncheons, offering unparalleled access to Melbourne's business elite. Opportunities for junior executives to attend functions at this calibre are rare and invaluable, and are a central part of the mission to inspire, grow and connect young professionals to become Australia's next generation of leaders. By sitting at the Young AICC tables, these junior executives have the opportunity to connect with other young professionals, creating endless opportunities for connection and collaboration.

ABOUT THE MENTORING PROGRAM

The Young AICC Mentoring Program has been designed to provide participants with a life changing opportunity to grow and develop. The program is unique in its triad approach, which allows learning between people at different career stages and across diverse industries and backgrounds.

We are a not-for-profit organisation run by a team of dedicated volunteers, with a mission to:

1. **The triad**

Each mentoring team consists of:

- a student (second year or later)
- a young professional (2+ years' experience), and
- a senior executive (10+ years' experience).

Members of the mentoring teams are expertly matched to one another to ensure a good fit. Triads meet once a month or more in between program workshops.

Participants develop a close relationship with each other, form connections, share experiences, gain business knowledge and develop a variety of qualities such as leadership, communication and decision-making.

2. **Workshops**

Four monthly workshops will be held for all participants and run by leaders' of industry on a range of areas and topics. Further details on these workshops will be disseminated upon acceptance into the program. Workshops are also an opportunity to network outside your triad.

2. **The Enneagram**

This program uniquely includes an Enneagram Personality Test, plus a follow up facilitation and debrief, valued at \$650. The Enneagram is a powerful approach to understanding the psychology, emotions and behaviour of ourselves and others, enabling us to grow and become strong leaders. Each participant will take a test and this will then frame deeper learning and growth among triads and the group as a whole. We are proud to run our program in partnership with Integrative 9 Enneagram Solutions.

COMMITMENT

All participants are required to attend at least three of the four events during the program, irrespective if others in their triad are able to attend. At the conclusion of the program, participants who meet this requirement will receive a certificate of completion for the Mentoring Program, which can then be presented to employers or universities.

In addition to attending the 4 events, we recommend each group commit to regular mentoring team meetings at least once per month (i.e. at least once in between each event). These meetings are to be organised at the discretion of each triad, however there is an expectation that the Young Professional in each triad is ultimately responsible for organizing these meetings.

PROGRAM OUTLINE

Session 1: Monday 25 March, 2019 / Launch: Exploring Mentoring and Goal Setting

Facilitated by Lindy Amos, this session will explore what it means to enter into a mentoring relationship and assist us in setting goals for the program.

Session 2: Monday 29 April, 2019 / Personality and Emotional Intelligence

Following the first session, each participant will receive a questionnaire via email to complete ahead of session 2. The questions will generate your personality on the Enneagram Personality test, including details for you to explore alone and then together, in this session facilitated by Jeremy Nichols.

Emotional Intelligence plays a huge role in professional success. In this workshop we explore:

- Our personality style – understanding our worldviews; core motivations, strengths and derailers
- Emotional intelligence – what it is; strengths and areas for development
- How to understand, communicate with, and lead others effectively

Session 3: Monday 27 May, 2019 / Authentic Leadership

Facilitated by Aviva Berzon, this session will explore what it means to lead authentically – at any stage in your career.

Session 4: Monday 1 July, 2019 / Powerful Communication and Conclusion of the Program

Effective communication is at the heart of everything we do. Whether we are managing teams, seeking promotions, fostering partnerships, or tending to clients. This final session will offer tools for communicating powerfully.

MENTORING FACILITATORS



LINDY AMOS

**PRACTICE LEADER, FACILITATOR,
COACH & CONSULTANT, COLLECTIVE POSSIBILITIES**

Lindy is a seasoned consultant, energetic facilitator and compassionate coach on a mission to catalyse change, engage hearts and minds and strengthen organisational capability. She is a founder of Collective Possibilities, a boutique consultancy that works with individuals and teams to bring about a shift in thinking and to enhance capability. Lindy's specialist expertise includes facilitating team strengthening and strategic planning workshops. Her passion is demonstrated through her doctoral research, which focuses on dispelling myths about leadership and exploring vulnerability as an effective motivator of courage and compassion in organisations.

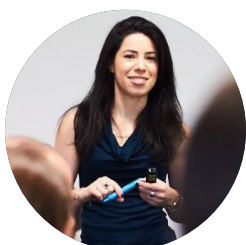


JEREMY NICHOLS

**FOUNDER AND MANAGING DIRECTOR, COMPOSURE GROUP
AUTHOR: THE POWER OF CULTURE**

Jeremy Nichols is the Founder and Managing Director of Composure Group, a boutique consulting firm that specialises in creating cultures and developing leaders to improve the growth and performance of their organisations, teams, and individuals. Jeremy has held a number of roles over 25 years in the Management Consultant industry.

Firstly, as a key advisor to many CEO's, Boards, Executive Teams, Business Unit Leaders, and HR professionals, and secondly through successfully leading and managing four consultancies, all at different stages of development. Jeremy has held Board Roles on the Melbourne Football Club, Signcraft and I-LEAP (a Melbourne University sponsored initiative for Indigenous Leadership Excellence Acceleration Program). Jeremy is the author of 'The Power of Culture', which provides readers with a navigator's guide to the complexity of culture in the workplace. www.thepowerofculture.com.au



AVIVA BERZON

**SENIOR CONSULTANT, EXECUTIVE EDUCATION, LEADERSHIP DEVELOPMENT
AT MELBOURNE BUSINESS SCHOOL**

A lawyer by background with mediation and executive coaching expertise, Aviva moved away from legal practice into consulting in order to harness her passion for unlocking leadership capability in others. Aviva designs and delivers learning solutions to a diverse mix of clients. With particular interest in conflict management and leading through change, she supports the growth of skills and mindsets to maximise organisational performance and enhance results.

AVI ALTHAUS

GROUP CIO, DIGITAL INVESTMENT GROUP LTD.; CIO, NFP

Avi is an energetic executive with a proven and successful track record of implementing change and growth, building and managing high calibre technology platforms, programs, projects and teams, which are customer tuned and focused. Avi has extensive experience delivering innovative business aligned technology solutions, with close to 20 years of professional experience working for first tier international and Australian multi-national organisations, such as PricewaterhouseCoopers, IBM Global Services, Myer Holdings Ltd and most recently Digital Investment Group Limited.

Avi has successfully implemented commercial, technical and operational delivery mechanisms to enhance existing technology and improve organizational process to meet business, regulatory, and compliance needs. Avi is a strategic thinker with strong vision, leadership, and commercial skills to influence and execute business, commercial and technology outcomes, complimented by his strong technical acumen and ability to nose dive into the detail as/when required. Since 2016, Avi has been focusing his efforts heavily within the High-Tech sector, leveraging his extensive network within local and overseas markets, to support early / 'any' stage start-ups with their expansion and commercialisation plans. Avi is community minded and occupies a non-Executive Director position within the Jewish Not-for-Profit community. Avi is married with four children ranging in age from 18 to 4.5 years old. When Avi does have free time, he likes to spend it foremost with his wife and family as well as following his passion for music and percussion, hi-tech, and the fine arts.

If you could recommend one book for everyone to read, what would it be and why?

Start-up Nation: The Story of Israel's Economic Miracle – by Dan Senor and Saul Singer. Inspirational. Unlocks part of the mystery of Israel's unparalleled economic success. Practical take away to assist any budding entrepreneur, particular those with a Jewish cultural background.



ANDREW BRECKLER

CONSULTANT AND DIRECTOR BETTS GROUP

I have 30 years' experience in Senior Management roles running Multi-Channel retail businesses as an Executive Director of Betts Group, Oceanic Brands and CEO of Zu Shoes. Experienced in traditional bricks and mortar stores, International Wholesale, Online/Ecommerce, Franchise, Concession and Outlet models. I am currently a Consultant, specialising in Retail, Store Leasing and Design, Logistics, Industrial Relations, Marketing and PR. I am currently on the board of Project Independence which is responsible for building independent living facilities for people with intellectual disability. I am a current YPO Member and previous board member. My interests include bike riding, swimming, AFL (Eagles), travel and family.

If you could recommend one book for everyone to read, what would it be and why?

Start-Up Nation (Dan Senor & Saul Singer); Inspires to challenge the norm.



DAVID DZIENCIOŁ

CCO & EXECUTIVE VP OF TECHNOLOGY, NEXTDC

David has been with NEXTDC for just on 5 years. As CCO and EVP Technology David is responsible for all customers across all stages of the business relationship including marketing, customer success, and operations. David has a unique focus on the growth of company revenues, profits and improving performance through disciplined methodology, rigorous planning & focused execution. He is focused on building new business, securing customer loyalty, forging strong relationships with external business partners. David is a well-seasoned leader with the proven capacity to be both “hands-on” and strategic. David is a successful and dynamic business leader with a distinguished career in Australian and ASIAN leadership with extensive experience in Technology including Cloud Computing, Cloud Brokerage Services, New Market Entry, Leadership, SaaS, Paas, IaaS and more. With strong skills in leadership and communication, David has built a successful career and reputation for building strong high performing teams by focusing on disciplined execution and leading by example. David is a keen cyclist and very passionate about mental health issues across the community, I am also on the board of the Tourettes Syndrome Association of Australia (TSAA).

If you could recommend one book for everyone to read, what would it be and why?

I would recommend “Scaling Up” by Verne Harnish to all.



REBECCA EVANS

GROUP EXECUTIVE, PEOPLE & CULTURE AT PROPERTY EXCHANGE AUSTRALIA LTD (PEXA)

Originally from South Australia, I’ve lived in Alice Springs, different parts of QLD and am now proud to call Melbourne home. My career has spanned across industries from government, unions, non-profit and most recently technology in people related roles. I’ve been lucky enough to be involved with PEXA since its start up days leading the People & Culture team and have grown the business from start-up to an operational business spanning across 5 states in Australia.

If you could recommend one book for everyone to read, what would it be and why?

Robert Greene – Laws of Human Nature because it’s fascinating and I love understanding people!!



NIKKI EYLON

MANAGING DIRECTOR ANZ, PARKAM

With 20 years of managerial experience, Nikki joined ParKam in its very early stage to lead their ANZ operation. ParKam's innovative holistic parking solution covers many aspects of today's Smart City operation. In recent months, Nikki led ParKam into signing the largest project in the world of bay finding using image processing solution, with Curtin University in WA. Nikki is enthusiastic about innovation and finding new solutions. Penetrating and emerging into new markets is one of the biggest challenges facing an entrepreneur, Nikki believes that utilising creative ideas and believing in your product will get you there.

Nikki is a classic multitasker, who loves reinventing herself every day. Changing careers, inspired by elite sportsman, high-end fashion design and now in the world of technology and start-ups, Nikki embraces the changes and applies her versatile knowledge in every situation.

Interpersonal relationship is the key to every business success. Whether within the business or with their clients, Nikki believes that the key to success is within you and your relationship with the people around you. Nikki is a strong advocate in mentoring young women to speak up and believing in themselves, assisting them to break the Glass Ceiling.

If you could recommend one book for everyone to read, what would it be and why?

I recommend everyone read the 'The 7 habits of highly effective people' by Steven Covey. It provided me the tools I needed to answer my big questions and helped me discover what is truly important to me and how to get the most out of each day. I hope you find it equally inspiring and would welcome any questions you might have on it.



MARIANN FEE

DIRECTOR, BUSINESS DEVELOPMENT AND COMMERCIAL – MANUFACTURING, CSIRO

Mariann is an experienced CEO and business development manager, people leader and team builder. She has led in areas of commercialization of technologies, education and consulting services in the research and higher education sectors at the University of Melbourne, University of Tasmania and currently at CSIRO.

Mariann has held senior management positions in higher education organizations and associated commercial enterprises since 1988 including Director, Tasmania TAFE International, Chief Executive Officer, Unitas Consulting Ltd, Executive Dean, Melbourne Consulting and Custom Programs, University of Melbourne, Chief Executive Officer, UoM Commercial Ltd and Executive Director Commercialisation, The University of Melbourne. Currently Director, Business Development and Commercialisation for the CSIRO Manufacturing Group. As a member of the leadership team, she is responsible for both global impact and income generation. Mariann is leading the strategic realignment and readiness development of the CSIRO Manufacturing Program in response to the Commonwealth Defence Industrial Capability Plan.

With extensive experience in large (e.g. Petronas/DSTG/Asian Development Bank) and small international and domestic project development, management and delivery; particularly at the interface between private and public sectors, her particular skills include leadership, innovation, new product development, governance, problem solving and implementation in ambiguous environments. A proven leader, with experiences in various senior committees, Company and University Boards with significant success in envisioning, managing and producing outcomes at the 'Industry/Higher Education/Research' interface

If you could recommend one book for everyone to read, what would it be and why?

Wild Swans: Three Daughters of China by Jung Chang. This book opened my eyes to a major event occurring in the world whilst I was present, but which little was known. Its effect was to remind from then on:

1. Major events can be happening of which we are not aware, but with deep and long consequences
2. All countries have a history that is reflected in how the population understand the world.
3. These histories can differ by person even if they experienced the same event.
4. And to tie it back to Australia, as the world's most multicultural country cognizance of this set of facts sits at the front of my mind at all times

Oh and it was a deeply courageous and personal story of a style that was painful to read, but which I loved.



NICKY FRIEDMAN

DIRECTOR OF COMMUNITY ENGAGEMENT, ALLENS

Nicky is the Director of Community Engagement at leading law firm, Allens, with responsibility for leading the firm's extensive pro bono practice, as well as its reconciliation, sustainability and philanthropy programs. Nicky is focused on leveraging the resources of the private legal profession to enable disadvantaged people to gain greater access to justice. Nicky has a background in social justice work and law reform, particularly focused on women's rights. She is also the Deputy Chair of the Victorian Women's Trust and a director of Justice Connect.

If you could recommend one book for everyone to read, what would it be and why?

Random Families by Adrian Nicole LeBlanc, because LeBlanc's in account of impoverished families in New York's Bronx captures vividly and in granular detail the trap of multi-generational poverty and the illusory nature of upward mobility in a world of increasingly entrenched social divide. It will open your eyes and make you furious.



SHMULEY GOLDBERG

BUSINESS ANALYTICS, PITCHER PARTNERS

I began my career in corporate finance, starting out in commercial real estate sector. In August 2008, weeks before the GFC I made a move into the health sector. Being right in the middle of the US healthcare reform in 2010, I found myself questioning the economics of the industry and was fortunate to lead major enterprise initiatives in response to reform. This led me to pursue further graduate studies which ultimately led me to move into the world of data and digital. I've held senior roles in industry and in 2016 moved to Pitcher Partners where I lead business analytics services, building a team of highly skilled information management and data science experts. I hold an MBA, graduate certificate in informatics, and various certifications. I mentor startups through local accelerator programs and active in community work. Most of all I am a husband and proud dad.



DANNY GOLDMAN

MANAGING DIRECTOR, XERION LIMITED

Danny Goldman is the founder and Managing Director of Xerion Limited, an Australian based Specialty Pharmaceutical Company focused on the commercialisation of research focussed natural topical skincare products as well as innovative medical devices for the consumer health market.

He was Managing Director of Plentex from January 2011 until his resignation from that position in 2015 to devote his full attention to the development of Xerion.

Previously Danny was the General Manager of Electrical, Furniture & General Merchandise at Myer Stores Ltd, then a division of Coles Myer Limited.

Danny was the Chief Financial Officer and Company Secretary of Country Road Limited, then an ASX listed apparel retailer and wholesaler. He has also held various operational, financial and accounting roles in South Africa within Woolworths Holdings Limited and Ernst & Young Chartered Accountants.

Danny is a qualified Chartered Accountant, with a Bachelor of Commerce Honours degree in Accounting Science from the University of South Africa and a Bachelor of Commerce from the University of Cape Town.

He has a keen interest in global affairs, is a keen cook with a passion for healthy nutrition and exercise.

If you could recommend one book for everyone to read, what would it be and why?

21 LESSONS FOR THE 21st CENTURY – Yuval Harari

Yuval Harari is one of the greatest minds of the 21st century. He is a tenured history professor at the Hebrew University in Jerusalem and is best known for his three best-selling books Sapiens – which teaches us about where we came from, Homo Deus – teaches us about where we are going in the future and his recently published 21 Lessons for the 21st Century which covers the most pressing issues effecting the world today.

I have recently read this book and was amazed at how Harari makes sense of the huge political, environmental and technology changes happening in the world today. For example, his analysis of Artificial Intelligence (AI) and where AI will take industries and populations in the not too distant future was mind expanding.

A definite must read especially if one wants to get a grasp on major world issues affecting us all in some way.



GUY INBAR

GENERAL MANAGER PRODUCTS, STELLAR

Currently General Manager Products at Stellar APAC, Guy is an industry veteran professional with over the last 18 years of experience. He worked in senior product management and executive roles with Australia Post, Sensis, realestate.com.au, Tenix, Melbourne Polytechnic, and Partner Communications. Passionate about the innovation ecosystem, education and developing capabilities, Guy has been a lead instructor on Product Innovation at General Assembly, is an Expert in Residence with Inspire9, and a facilitator with the Plato Project. Looking to give back to social good, Guy is also a mentor with the Young AICC, Inspiring Rare Birds, and the Big Brother Big Sister programs.

If you could recommend one book for everyone to read, what would it be and why?

Agree or Disagree with the Donald phenomena, understanding how this political transformation came about is imperative to understanding the American psychic - Therefore I recommend reading "Evicted: Poverty and Profit in the American City" by Matthew Desmond



PAUL KESSEL

CIO, KINETIC SUPER

Paul Kessell was Chief Investment Officer for over 9 years at Kinetic Super, a \$3.6 billion super fund, until 2017. He is an accomplished Chief Investment Officer with over 25 years' experience in Australia and the UK, who built his career and reputation on achieving strong investment outcomes. He brings expertise in designing and managing multi-asset class investment strategies. At Kinetic Super, Paul managed the investment strategy and advised the Investment Committee and Board on portfolio structure, risk management and governance. Paul has also held senior investment roles with large pension schemes in the UK and Australia.

Paul holds Bachelor of Economics and Master of Applied Finance degrees and is a CFA Charterholder and Graduate of the Australian Institute of Company Directors. He has regularly presented at industry conferences and published articles on a range of investment topics. Since finishing at Kinetic Super, Paul has become actively involved in the NFP sector and the mentoring of young mentees in their early-stage career.

If you could recommend one book for everyone to read, what would it be and why?

Thinking, Fast and Slow by Daniel Kahneman



DAVID LLOYD

CEO, JEAN HAILES FOR WOMEN'S HEALTH

David Lloyd is Chief Executive of Jean Hailes for Women's Health, the largest women's health charity in Australia, and Chairman of Artolution, a New York-based art organisation that encourages social change by connecting local artists with educators and community groups, addressing issues such as armed conflict, trauma and social marginalisation.

David holds a BA (Hons) in Philosophy from the University of Stirling, Scotland and a Master of Public Administration from the University of Tasmania. Following a postgraduate fellowship in Japan in the mid-1980s focussing on Japanese philosophy, he began his formal career in the New Zealand Ministry of Foreign Affairs. Since 1990 he has been principally involved in higher education and academic research management, at the University of Tasmania, the University of Melbourne, and the Baker Heart & Diabetes Institute. Aside from his involvement in Artolution and his work with Jean Hailes, David is an endurance sport tragic, and a regular if uncompetitive participant at marathon and Ironman triathlon events. He and his wife Kathryn have three adult daughters.

If you could recommend one book for everyone to read, what would it be and why?

The book I would like everyone to read is 'Last and First Men' by Olaf Stapledon. Because it does a very good job of placing current history in the context of evolution over millions of years. Which is worth doing.



BARRY NOVY

PRINCIPAL CONSULTANT, TESKA CARSON; CHAIRMAN OF
THE ROYAL CHILDREN'S HOSPITAL FOUNDATION RCH1000

Barry Novy is Principal Consultant to Teska Carson, Estate Agents. His 40+ years hands-on experience in commercial property sales, leasing, management and consultancy provides valuable perspective as well as positive outcomes in complex situation to his well-established clientele. A Fellow of the Real Estate Institute of Victoria and the Institute of Chartered Accountants, he achieved his BA at the University of Chicago and MBA at the Kellogg School of Business. He taught accountancy at the University of Illinois and Monash University, and practised as a Chartered Accountant for five years in Arthur Andersen's Chicago home office. Barry is committed to Community Service, with a longstanding Royal Children's Hospital relationship. An RCH Director (2001 - 2008), he currently chairs the RCH1000 philanthropy network, and previously chaired the RCH Foundation, Children's Bioethics Centre Development Board and Centre for Hormone Research. He was named Victorian Father of the Year in 2002 and currently serves as President of the (YMCA) Victoria Father's Day Council. He was awarded a Medal in the Order of Australia in 2010.

If you could recommend one book for everyone to read, what would it be and why?

The Godfather, by Mario Puzo. This was the first book assigned to me in my MBA and it offers a frank discussion about human behaviour and power. It may be dark, but it tells the story of a peaceful mafia family who becomes warlike, and how the organisation evolves.



BEN PARKER

PROGRAM DIRECTOR, DEPARTMENT OF DEFENCE

Ben is a Program Director at the Department of Defence where he is working to improve simulation and targetry integration across the Australian Army. Ben is passionate about growing organisational capabilities, building high performing teams and helping others develop and reach their full potential. He mentors in several other leadership programs.

Ben holds an executive Masters in Business Administration where he majored in Complex Project Leadership. He is a member of the Australian Institute of Project Management, Australian Institute of Management and Australian Institute of Company Directors. Ben is also a father of two toddlers, outdoor loving Queenslander who enjoys travelling, photography and entrepreneurial adventures.

If you could recommend one book for everyone to read, what would it be and why?

I recommend everyone read the 'The 7 habits of highly effective people' by Steven Covey. It provided me the tools I needed to answer my big questions and helped me discover what is truly important to me and how to get the most out of each day. I hope you find it equally inspiring and would welcome any questions you might have on it.



DANI PEER

EXECUTIVE DIRECTOR, WINGATE

My 27 years in financial services started in the mundane world of statutory auditing (a requirement to be admitted as a Chartered Accountant); ensured I developed character and resilience when founding a boutique funds management firm moments before the peak of the dotcom boom; saw me tackling the multiple headwinds associated with the (still ongoing) transformation of financial advice into a respected profession; and, now, finds me making a material contribution to the growth and success of one of Australia's leading non-bank lenders. I've spent time in giant corporates, entrepreneurial boutiques and several periods of self-employment and can provide useful guidance around the pros and cons of all three. I have lectured both undergraduate and post graduate classes and have delivered over a hundred keynote speeches and workshops on various business-related topics.

Away from work, and apart from family, I have a deep interest in financial markets, investment opportunities, politics and current affairs.

If you could recommend one book for everyone to read, what would it be and why?

Man's Search for Meaning by Viktor Frankl. The book communicates the most fundamental of all human truths – that we have the power to define our own unique meaning in everything we experience and, by doing so, choose how we will respond. Reality is most definitely in the eyes of the beholder. You can elect how you wish to perceive your world and how it impacts on you. From mine, this wisdom is the common ingredient in all those who lead deliberate lives brimming with success and accomplishment.



MARK ROSENBERG

PRINCIPAL CONSULTANT, E-CENTRICINNOVATIONS;
SHAREPOINT FACTORY

Mark has been working within the IT sector for almost 20 years. Starting out as a web developer, he has progressed his career across consulting to now be a Principal Consultant for a boutique IT consulting firm. He has worked across multiple domains including construction and engineering, government, logistics and now innovation and research and development. After studying his Bachelor of Multimedia Computing, he continued his studies many years later completing his MBA at Monash University. Using the skills learned in both courses, Mark has performed tasks such as design and development, business development, IT strategy and project management. He has also worked with iconic institutions out of Silicon Valley, bringing their expertise to Australian firms.

Outside of work, Mark has been involved in a number of community organisations including the Community Security Group and Scouts Australia. Mark has earned his Queen's Scout and his Baden-Powell award within Scouting, as well as managing the finances for one of the large Scout shows that is performed yearly. Mark's other hobbies and interests include travelling, footy (he loves his Swans), spending time with his family and friends, and poker.

If you could recommend one book for everyone to read, what would it be and why?

"The Fourth Industrial Revolution" by Klaus Schwab (founder of the World Economic Forum). The reason being is that it illustrates the challenges and opportunities in the future and what we need to ensure that the world is prepared.



MICHAEL SCHOENFELD

PRINCIPAL, SCHOENFELD CONSULTING

I have been a Fellow of the Chartered Accountants of Australia & New Zealand for nearly 35 years. My accounting career commenced at Price Waterhouse in 1970. I established my own practice in 1978 which was sold in 2005. My current consulting practice commenced in 2006 and today I sit on a number of fiduciary and advisory boards

If you could recommend one book for everyone to read, what would it be and why?

Fear Trump in the White House by Bob Woodward. It is an interesting insight into how politics work/ or doesn't work in the world's largest democracy.



SIMONE SZALMUK-SINGER

CO-FOUNDER, JEWISH WOMEN OF WORDS; CO-CHAIR,
AUSTRALIAN JEWISH FUNDERS; BOARD DIRECTOR, JEWISH CARE

Simone is co-founder and co-editor of Jewish Women of Words, an online publication for Jewish women writers. She is a Board Director of Jewish Care Victoria, the largest Jewish services provider in Victoria offering aged care, disability services, financial counselling, recruitment services and transitional housing. Simone is also Co-Chair of the Australian Jewish Funders, a network inspiring effective philanthropy and strengthening community. Simone is passionate about developing Jewish communal leadership and is a mentor in several leadership development programs.

Simone is a Senior Fellow in the prestigious Schusterman Foundation Fellowship Program and is a member of the Schusterman Foundation Senior Fellows Advisory Board. Simone is a former President of JNF Victoria and Australian National Vice-President. For many years, Simone worked as a lawyer, specialising in employment law.

If you could recommend one book for everyone to read, what would it be and why?

The book that I think everyone should read is 21 Lessons for the 21st Century by Yuval Noah Harari as it provides a brilliant framework for thinking about the world we live in today and considering the challenges we face.



FABIAN WOLF

PLANNING & DELIVERY MANAGER, AUSNET

Highly experienced Technology Executive who understands technology as an enabler to business Realization. More than 25 year of experience spanning Professional Services and Client Operations. A true believer that companies that will thrive will not be technology companies but the ones that have technology at the core to achieve Business outcomes. Worked on different industries, Retail, Finance, Utilities & Consulting. I am a disruptor by nature, Argentinean background with Aussie flavour, Lived in 4 countries & speak 4 languages I have lived in Australia for the last 14 years

If you could recommend one book for everyone to read, what would it be and why?

Alive, by Piers Paul. True story about a rugby team who had an accident and need to cross a big mountain chain in order to survive. Shows how humans can move mountains if needed in order to achieve outcomes.



SUE ZABLUD

DIRECTOR AND EXECUTIVE COACH, HUMAN ASSET DEVELOPMENT GROUP (HADG)

Sue Zablud is an experienced non-executive director, human resources professional, internationally accredited executive coach, mentor and facilitator. Sue currently leads the Human Asset Development Group (HADG), a consultancy focused on the design and delivery of leadership development, board governance/strategy, mentoring, coaching and career management solutions. HADG's suite of services are tailored to the needs of organisations and individual clients across a broad spectrum of industry, not-for-profit, the professions, education and government. Sue has also served on the board of the Royal Women's Hospital in Melbourne, served as Board Chair of the Royal Women's Hospital Foundation and as a Non-Executive Director of private companies.

Qualifications and affiliations include; Bachelor of Commerce (Melbourne), Master of Business Administration (Monash), Graduate Member of the Australian Institute of Company Directors (GAICD), Professional Certified Coach, International Coach Federation (PCC/ICF) and Fellow of the Australian Human Resources Institute (FAHRI). Enjoy time out with family, travel, keeping fit as well as reading fiction and keeping up to date on research relating to the practice of coaching and to the future of work.

If you could recommend one book for everyone to read, what would it be and why?

The Coaching Habit, Say Less, Ask More and Change the Way You Lead Forever
Michael Bangay Stanier, Box of Crayons, Canada 2016. I believe coaching is a key skill in a leader's toolkit. This book provides a fresh, practical and effective approach to develop coaching conversations that will give the leader insight and empower and support their teams, peers and themselves.



BRANDON ALTER

Studied Commerce & Law, founder of a data analytics and insights startup. Interests are flying, travel, science.

If you could recommend one book for everyone to read, what would it be and why?

Genome by Matt Ridley & Am I Being too Subtle by Sam Zell



SAUL BLOCK

I completed a Bachelor of Commerce/Bachelor of Engineering (with Honours) in 2016 at Monash University.

Since graduating, I took 8 months off to travel in Europe before beginning my career at Deloitte as a Consultant in their Strategy Consulting team. I enjoy most sports and am competing in the 100km Oxfam race and the Corporate Traithlon in March. My other hobbies outside of work include travel, hiking, running half marathons and learning about different start-ups.

If you could recommend one book for everyone to read, what would it be and why?

Nick Riewoldt's autobiography because it teaches you the true value of family!



JARROD BLUSZTEIN

I studied a bachelor of laws and bachelor of commerce at Deakin University. Following my studies, I worked at Clayton Utz for nearly 4 years - primarily in the commercial litigation group. After my time at Clayton Utz I took a job at SEEK Ltd as Corporate Counsel.

My interest and hobbies include politics and current affairs, AFL football and hanging out with friends.

If you could recommend one book for everyone to read, what would it be and why?

I'm actually not much of a reader! Something I need to improve on. I recently finished the Tattooist of Auschwitz, which I enjoyed.



ALASTAIR BOUCAUT

I am presently a manager at Newmark Capital, a private equity firm specialising in the ownership of retail and commercial real estate assets. I hold a Bachelor of Commerce, MBA and Master of Science in Real Estate and have lived in both Australia and the US.

If you could recommend one book for everyone to read, what would it be and why?

Shoe Dog by Phil Knight. Great story of persistence and determination in business.



RYAN BRIVIK

I have worked in business development for my entire professional career. I went from working for a large global organisation selling commodities, to a small local software startup. I made the move to a startup as I have aspirations to start my own business in the near future and I believe working for a smaller company will help build some knowledge base to do so.

If you could recommend one book for everyone to read, what would it be and why?

I don't read many books as I learn best by listening. I mainly listen to podcasts. One of my favourite podcasts is a16z which is about tech and business from a venture capital firm's perspective. However I feel like their episodes can relate to anyone in the corporate world.



CLAIRE GOMO

I am a lawyer at Clayton Utz, working in the firm's insurance and commercial litigation team. I focus on litigious insurance matters and act for corporate policyholder clients against insurance companies. I have a Bachelor of Arts and Bachelor of Laws from Monash University and am currently completing a Master of Laws, part time, at the University of Melbourne. When I'm not working, I like to cook complicated desserts and hang out with my family.

If you could recommend one book for everyone to read, what would it be and why?

I would suggest "A Little Life" by Hanya Yanagihara. A very powerful and confronting read.



ADAM GRINGLAS

I am a Director at the Jadig Group and run a Funds Management business focused on debt property finance. I have been a Chartered Accountant since 2013 and spent 7 years with Ernst & Young in Australia, the Netherlands and the UK. I also hold a Bachelors in Commerce and a Graduate Diploma in Property. My passions lie in travel, sport and family (and of course finance).

If you could recommend one book for everyone to read, what would it be and why?

Anything by P G Wodehouse. Easy to read, incredibly well written and reminds us to keep humour in lives.



SHRIYA GUPTA

I am a highly motivated professional with experience spanning across various aspects of Tertiary Education Sector including International Student Engagement, EduTech, growth strategy, governance, operating model design, innovation, Intranet, and Digital Workplace.

I have successfully completed a Bachelor of Commerce from Deakin University and currently studying towards CPA qualification.

I work collaboratively with Monash City Council as the Deputy Chair for the Youth Council and have been the treasurer for City of Whitehorse Youth Representative Committee and have represented Australia on various global platforms including G20 Youth Summit held in Germany as well as the Harvard Project for Asian and International Relations, 2018 (HPAIR) held in Kuala Lumpur this year. I enjoy cooking and exploring new places during my free time.

If you could recommend one book for everyone to read, what would it be and why?

‘Lean In: Women, Work and the will to lead’ by Sheryl Sandberg. Lean In addresses both the external and internal barriers that hold women back in their professional careers and Sandberg cites numerous studies to back up her observations and suggestions. She explains the cultural assumptions and messages that are embedded from a young age that cause women to shy away from ambition and leadership.



DAVID HEMMI

From a young age on, I loved to build and fix things, which I guess is why I became an engineer. After working in a few roles in Europe I moved to Australia as a researcher in Computer Science. And while research is good fun, I'm fascinated by the impact research can have beyond the research lab. I now work at Monash Innovation, where I support the commercialisation of technologies developed in engineering and ICT at Monash Uni. I work on strategies to protect Intellectual Property, seek investment for spin-outs, negotiates licensing deals and helps working out effective commercial strategies. A perfect weekend for me is spend outdoors, involves sun, activities and good company.

If you could recommend one book for everyone to read, what would it be and why?

Thinking fast and slow by Daniel Kahneman



RICK HILL

I'm 27, currently working as Head of Sales for Assembly Payments as well as owning and operating a gourmet catering business - The Snag Society. Love all sports, exercising, cooking and learning about business. Completed a bachelor of commerce majoring in Accounting at Monash University

If you could recommend one book for everyone to read, what would it be and why?

Feel the Fear and Do it Anyway. Susan Jeffers addresses many relatable anxieties that every day people suffer from and provides a deeper level of thinking about and dealing with them.



ABDIFATAH IBRAIHIM

I graduated with a Bachelor of Accounting from La Trobe University, currently i work as auditor at PwC and been with the firm for almost 1 years and 4 months. My parents sacrificed everything they had to give me and my siblings a better future, i came to Australia in mid-2006 when i was about 12 years old. I studied abroad in America at the State University of New York at Oswego during my university studies. From this experience, i developed immensely as a person, becoming a lot more independent, confident and learning to rely on myself a lot more.

If you could recommend one book for everyone to read, what would it be and why?

“Alibaba - The House That Jack Ma built” The book is about the history of Alibaba and the world of e-commerce/finance in China today. Topics covered include background on the life and education of Jack Ma the co-founder of Alibaba’s and his entrepreneur skills.



JARYD KELLMAN

I grew up in Sydney and studied Finance & Accounting at UNSW. I commenced my career as a graduate with Deloitte. After 4 years I left to get married and spent a year in Israel. I returned to Melbourne with my wife to be with her family and joined Ferrier Hodgson in insolvency. After 4 years I joined the Commonwealth Bank in Corporate Lending. Any spare moment I get, I spend with my 3 kids.

If you could recommend one book for everyone to read, what would it be and why?

Kane and Abel by Jeffery Archer. It’s an immersive story about two passionate, driven and brilliant men from contrasting backgrounds whose lives cross in a unique feud. It covers history, politics, business, family and self-development.



MICHAEL KRON

I am a management consultant (strategy, design and ventures) at Nous Group where I am director and lead Nous Venture Services. I consult to senior decision-makers to develop and launch new growth ventures, set effective customer driven strategies and design modern business models. My practice blends structured consulting approaches, proven business methodologies, analytics, human-centred design, digital and facilitation to achieve commercial solutions, clear return-on-investment and stakeholder convergence. I also formally coach four junior consultants. Prior to consulting I practised environmental law, had leadership positions at a not-for-profit organisation (NFP) and was a business founder and operator for 15 years. I hold a Master of Business

Administration, a Bachelor of Laws and a Bachelor of Environmental Engineering from University of Melbourne/Melbourne Business School. I have been admitted to practice law at the Supreme Court of Victoria and am certified in service design, human-centred design and Agile. I love snowboarding, the great outdoors, music festivals and unusual locations to travel (I have been to 60+ countries). I play basketball for two teams. I love spending time with friends and family.

If you could recommend one book for everyone to read, what would it be and why?

I like to read multiple books concurrently, right now with interest in how people relate to themselves and one another.



ZOE KRON

I have worked in Corporate Communications for almost two years, first at Coles and now at RACV. With this transition from one of Australia's largest retailers to Victoria's largest motoring body, I have evolved from a keen focus on consumer communications to working on public policy and advocacy. While completing my Bachelor of Law and Bachelor of Arts Degree at Monash, I worked as a journalist at the Australian Jewish News where I was exposed to some of the most impressive people, organisations and community groups, which is something I took for granted at the time. Having recently completed my Practical Legal Training with the College of Law, it highlighted the importance of engaging in other pursuits outside of my work, inspiring an interest in this mentoring program. I'm a know-it-all for critically acclaimed movies, 20th century history and cafes on Carlisle Street.

If you could recommend one book for everyone to read, what would it be and why?

Harry Potter and the Order of the Phoenix as it is a reminder that fear makes a mob crazy, the importance of working with your friends and being brave even when it is really hard.



SAM LEVIN

Studies: Graduated from Mount Scopus Memorial College in 2009. Studied a double degree of Law and Commerce at Monash University, graduating in 2016. Professional career: Worked at Deloitte from 2017 to 2018 in the Private Tax Team. Currently working at Minter Ellison in the Corporate Tax Team. Interests/hobbies: Sport, socialising with friends, exercising, reading, cooking, eating.

If you could recommend one book for everyone to read, what would it be and why?

Shoe Dog by Phil Knight. A book about the founder of Nike. It provides a great insight into how beneficial it can be to follow your dreams and work for something that innately inspires you. It is also my favourite brand.



BRODIE SAME

Originally from Perth, I started by Law and Commerce degree at UWA before moving over to Melbourne to finish my degree at Monash. I started my legal career at Herbert Smith Freehills, specialising in corporate law, mergers & acquisitions and energy and resource law. I also worked in London at Allen & Overy for almost 2 years, before returning to Melbourne. Recently, I took up an opportunity to work as a senior in-house counsel at REA Group, helping with their Asian M&A expansion as well as general strategy and growth of their digital real estate property portals. I love being active, and enjoy running, crossfit and swimming. When not playing sport, I love watching and following a wide range of sports from AFL, soccer, NFL and NBA, but am also always keen on a great Netflix binge (especially documentaries).

If you could recommend one book for everyone to read, what would it be and why?

One Hundred Years of Solitude - I read this whilst travelling South America and it has always stuck with me as a truly captivating novel



JULIUS SCHOENFELD

I am an Associate Director at Marin Accountants. As part of my role I enjoy working with small businesses and start-ups as an overall business adviser. Whether it be helping with business advice, strategy, exit planning, XERO setup and integration or the accounting and tax compliance, I take pride in being a trusted adviser for my clients.

If you could recommend one book for everyone to read, what would it be and why?

Richard Branson – losing my virginity. It is a great story about a self-made billionaire that never gave up.



LOUISE SOLOMON

I am a social worker and since graduating have worked in a range of roles supporting newly arrived refugees and young people. I have worked in community development and enjoy designing and implementing programs with communities. I currently work as the middle years team leader at the City of Stonnington where I lead a team at the Prahran wellbeing hub.

If you could recommend one book for everyone to read, what would it be and why?

Big Little Lies – Its a great read and sheds light on topics such as domestic violence



MICHAEL THURIN

Mike is currently working as a Management Consultant at A.T. Kearney, specialising in procurement and supply chain optimisation. He previously worked as a solicitor at Herbert Smith Freehills, advising both bank syndicates and sponsors on the project financing of renewable and infrastructure developments. He is also a director of Little Dreamers, an Australian non-profit that supports, empowers and advocates on behalf of young careers. Mike graduated with a Bachelor of Laws (Hons) and Commerce (finance major) from Monash University. Outside of work, Mike is a fanatical Melbourne Demons supporter, tries (fails) to keep up his Spanish after a 5 month South America trip and pats every dog he can find.

If you could recommend one book for everyone to read, what would it be and why?

Zen Mind, Beginner's Mind by Shunryu Suzuki. An introductory book into Zen Buddhism that is a great roadmap for finding balance and equanimity in today's modern world.



JONATHON ZIMET

I currently work in KPMG's dedicated Research & Development Tax Incentive teams. We assist clients in gaining government funding for development they are undertaking. Through my time working I have built strong alliances with team members, clients and business partners and have a proven ability to identify opportunities across a range of areas and lead teams to exceed client expectations. Recently, I spent three and a half years working in the R&D Tax Incentive team in Johannesburg, South Africa. While in South Africa I assisted in growing the team from four to seven full time personnel and took a lead role in lobbying government to modify R&D Tax Incentive legislation, this resulted in changes making the R&D Tax Incentive more accessible to claimants. Through my time at KPMG I have had the opportunity to mentor a number of graduates in our team, and seen them grow to play critical roles in our team, as well as into other roles. At university, I studied mechanical engineering and economics. In my spare time I play hockey, and am aiming to run the gold coast marathon in July.

If you could recommend one book for everyone to read, what would it be and why?

Freakonomics, to realise how people can act in totally different ways to what we might predict



JEREMY ALTER

I am currently undertaking bachelors of Laws and Commerce at Monash Univeristy. I've recently completed a study exchange at Uppsala University, Sweden. My professional experience includes part-time roles at a boutique property development firm, a mortgage brokerage and a law firm with services tailored to start-up businesses. Hobbies include tennis, skiing and reading.

If you could recommend one book for everyone to read, what would it be and why?

Jordan Peterson's 12 Rules for Life. The book is full of insights that are useful for personal development.



JAKE CARP

Recently completed year 12 and about to commence a bachelor of commerce degree at the university of Melbourne with an added diploma in computer science. I love to play golf, I run a small amazon business and have lately been getting involved in investment-based internships as a way to learn and gain experience in my field of interest.

If you could recommend one book for everyone to read, what would it be and why?

Outliers - provides an awesome interpretation to some of the worlds phenomena's



WILLIAM CARRINGTON

I have recently joined the AFL in the Commercial Partnerships team. I am also currently in my last 4 subjects at Swinburne University, completing my Bachelor of Business (Economics).

If you could recommend one book for everyone to read, what would it be and why?

12 Rules for Life: An antidote to chaos. It is a needed reminder on how to order your life in what is a very challenging world.



TOMMY FRIEDMAN

I'm a 19 year old student commencing my second year of a Bachelor of Design at Melbourne University with a double major in Property and Construction. I graduated from Bialik College in 2017, have always lived in Caulfield and love Melbourne. I'm passionate about all things building and property related, I love cycling and I'm excited to be part of this program.

If you could recommend one book for everyone to read, what would it be and why?

Stalingrad by Antony Beevor. It's a great piece of non-fiction, highly readable and incredibly gripping. Reading about the sheer scale and enormity of that campaign and its greater significance in turning the fortunes of the Germans in WW2 is truly something. It's an emotionally moving book with many lessons and stories that the reader can benefit from.



VOJA GLEICHGEWICHT

I currently hold a BA degree in International Relations from the University of Warsaw. During my studies, I spent one semester in South Korea, delving into different academic aspects of the Korean Peninsula conflict. I wrote my thesis on Australian asylum politics and the detention centre in Nauru, which was one of the main reasons that brought me later on here in Melbourne. I decided to continue my studies by enrolling in the Masters program in International Relations at the University of Melbourne. The past 6 years I have moved quite a lot – Israel, South Korea (as mentioned), Brazil, the US, Poland and Norway. During the refugee crisis in Europe I decided to get involved in humanitarian aid on the refugee route in the Balkans, which in a way sparked my interest in later advocacy. I decided to intern in the at the time newly opened Central European office of the American Jewish Committee (AJC). My main interests are international cooperation and organisations, human rights activism and advocacy, minority rights. In my free time I travel quite a lot and I involve myself with many creative hobbies such as analogue photography, dj-ing and singing.

If you could recommend one book for everyone to read, what would it be and why?

Sapiens: A brief History of Humankind, by Yuval Noah Harari I believe this book has managed to spark an interest in all types of people – readers, nonreaders, intellectuals and non. Harari has a great way of portraying the 'history' of human kind and he manages to put it all into a universal perspective that connects everyone, no matter what cultural background they are from.



NICK HERSKOPE

I am 19 years old and studying Commerce at Melbourne University. I've had experience working in both the retail and hospitality sectors. My major interests and hobbies are music, movies and sports.

If you could recommend one book for everyone to read, what would it be and why?

Sapiens, as it is a book that explores some very deep ideas in a very simple and easy to understand manner, and can have a strong impact on the readers perspective on life, meaning etc



MONIQUE KHASIN

I graduated from Bialik College in 2015. I am currently in my final year of completing a Bachelor of Science at the University of Melbourne with a major in Physiology. My immediate plan is to get into Medicine next year. This is a goal I have had since well before I can remember and am incredibly excited and motivated to make it happen.

The medical field is one in which I am perpetually fascinated, both my its continuous learning within research and the vast knowledge that all professionals must obtain and use in their daily problem-solving endeavours. I have been volunteering with St John Ambulance as a First Aider since 2017 and am now training towards becoming a First Responder. I currently work at a bicycle store and have previously worked in clothing retail and food industries. My interests include sport, particularly tennis (which I have played weekly since I was about 6 years old) and AFL (go Brisbane Lions). I have also played both electric and acoustic guitar for many years and continue to play at home in my own time.

If you could recommend one book for everyone to read, what would it be and why?

Right now, it would have to be When Breath Becomes Air by Paul Kalanithi. While his particular story is highly related to Medicine and I find the whole process to becoming a specialist fascinating... he goes far deeper, in a philosophical sense, and shares what he found in his life to be meaningful, along with many realisations along the way of his career and while he became ill. Many of the struggles he goes through are ones that all individuals can relate.



ARI KARK

I have a Bachelor's degree in Commerce and I am currently studying my Masters in IT, majoring in Distributed Computing. I am passionate about Israel and staying connected to it in a professional context.

If you could recommend one book for everyone to read, what would it be and why?

The Book of Ecclesiastes. A very old and profound message that can easily put things into proportion.



PATRICK MALONE

My name is Paddy Malone and I'm currently studying a Masters of Professional Accounting at Swinburne University. Having previously completed a Bachelor of Business (Management) and Communications (PR), I have enjoyed experiences throughout several opportunities in both a professional and volunteer context. Working part-time across hospitality as a bartender, telecommunications as a sales consultant and tertiary education as a student financial officer, all of which has given me a taste of how different organisations work and allowed me to build on core skills such as communication, organisation and prioritisation. I have also been afforded several opportunities to volunteer with the local community with Melbourne City Mission, EastWeb Fund and Business without Borders Swinburne and has helped me in refining a strong framework for learning, development and growth.

My interests and hobbies include anything outdoors/sports related inclusive of swimming, running, cycling, football and cricket. I enjoy reading, travelling and am slowly learning to build basic pieces of wooden furniture. I'm incredibly excited to give myself fully to the program and meet like-minded individuals.

If you could recommend one book for everyone to read, what would it be and why?

Who Moved My Cheese by Dr. Spencer Johnson. This book to me is extremely digestible and relatable. Detailing the story of 4 mouse and their quest to find cheese in the middle of the maze. Every time you read the book, you extract another learning or reflection of the mice's response to change and often correlates to challenges faced in the personal and professional world.





ARI MILLER

Ari Miller is studying Commerce and Information Technology at Monash University. He has interned with Josh Frydenberg MP attending meetings with the Lord Mayor of Melbourne, Malcolm Turnbull and other Coalition ministers. He has also interned with Quentin Miller of Intrinsic Partners, a management consulting firm, learning about the process of buying and selling businesses and Danny Gorog of Snap Send Solve where technology is used to solve everyday problems.

Ari is a committed Maccabi basketball coach coaching seven girls' and boys' teams as well as a sports coach at The King David School. He is passionate about being a role model to kids and using his knowledge and expertise to help them strive to reach their goals. This has led him to starting his own business: 'In the Zone' privately coaching kids to help them reach their potential. Ari is about to participate in the ELUL Fellowship – a volunteering program where he intends to mentor and tutor students who live in low socio-economic areas. Ari's sporting interests extend to playing basketball, football, and indoor soccer underpinned by his passion to keep fit and play competitive sport. He enjoys travelling, competitive mind games, debating, and puzzles.

If you could recommend one book for everyone to read, what would it be and why?

The Mamba Mentality by Kobe Bryant: passion, commitment and drive are the main motivating forces that compel Bryant. The reader is transported into the mind of an elite athlete learning about what it takes to compete and thrive at the highest levels, of going beyond set limits in order to achieve greatness.

BENJI PRAWER

I am currently studying Environmental Engineering and Arts (Philosophy) at Monash University and am entering my third year. I have previously been heavily involved in Hineni Youth & Welfare Australia and have worked with the United Jewish Education Board on creating a rites of passage program for young boys. I have recently returned from a 8 month stint in Sydney working at a Change Consulting firm and since returning have joined 180 Degrees Consulting.

If you could recommend one book for everyone to read, what would it be and why?

The Picture of Dorian Gray - this book is not only written by one of my favorite playwrights and thinkers of his time but the book itself is a challenge to the very foundation of aesthetics and the role it plays in society and in our lives. It is the obsession with Dorian Gray which ultimately leads to a great loss.



JESSIE PEER

I am currently studying a Bachelor of Commerce at the University of Melbourne, majoring in Finance and Accounting. My hobbies include playing basketball, drawing and going to the beach. I am very interested in property and architecture, as well as learning about new technologies. I have completed work experience in corporate investments and property, both of which I found extremely interesting and learnt a lot from.

I am on the committee of a NFP organisation which aims to provide young people with positive sources of validation, through the promotion of the positive use of social media, facilitation of productive conversations surrounding mental health and showcasing positive role models.

If you could recommend one book for everyone to read, what would it be and why?

Tuesdays with Morrie by Mitch Albom. The book, based on a true story, tells of the story of the relationship between former student and his dying professor. Through their meetings over the last few days of the professors life, the two share deep discussions about love, family, happiness and other important topics.

I would recommend this book as it emphasises the importance of choosing the right values in life and to find meaning in your life.



DANIEL PHAM

Hi. I'm Daniel Pham. Though I'm still in my 2nd year of Bachelor of Science at University of Melbourne, I am a freelance Digital Marketer & Strategist. I combine my 2 majors: behavioral psychology and data science analysis, with graphic design to create interactive experiences & video content for entertainment & hospitality brands. I'm also a lecturer at ATAR Notes, where I teach about creativity, analytical thinking and Year 12 content to Victoria students in Melbourne. I want to challenge the tedium and bring the boldness back to Digital Design & Marketing. A big believer in Big Data and Science of Psychology, I am a student of everyone with a story and a mentor of anyone with a dream.

If you could recommend one book for everyone to read, what would it be and why?

The Advertising Effect: How to change behaviour - by Adam Ferrier This book is the ingenious child of behavioural psychology and the dark arts of marketing, unravelling the logos and ethos behind some of the most impressive marketing campaign, and using psychological sciences to explain why a marketing strategy has worked and will work.



KAITLIN RAPKE

I am a property and commerce student in her final year of study, majoring in finance and economics respectively. My prior workforce experience includes hospitality, administration, property management and teaching. I recently completed an internship at the Jerusalem Institute of Justice working in the public diplomacy department. I am interested in foreign affairs, politics, cooking, yoga and horse riding.

If you could recommend one book for everyone to read, what would it be and why?

My recommendation would be To Heal a Fractured World: The Ethics of Responsibility by Rabbi Jonathon Sacks. This novel speaks to my interest and intrinsic passion for social justice and equity. Despite having read it some years ago, his messages still continue to permeate and affect my actions today.

His argument that now more than ever, we as a society and global community need to gather, brainstorm and enact change is inspirational and motivating. The more people carrying this idea will be the reason there will be change in the world.



LEON ROTHBERG

I currently hold a bachelor of medical science (Hons) and am in the last year of the MD program at unimelb. I have worked in pathology and sleep science during my studies. As well as undertaking research roles, and publishing a first author paper.

If you could recommend one book for everyone to read, what would it be and why?

Homo Sapiens by Yuval Harari - I think it's important to understand where we came from, what makes us behave in certain ways, in order to move forward on an enlightened path.



MAX SHAPIRO

I am going into my second semester at University of Melbourne studying a Bachelor of Commerce, having deferred the second semester of my first year. I had an amazing time travelling Europe with my close mates, as well as becoming a ski instructor in Canada at the start of 2018. I work regularly as a bar tender and hoping to get a job or a short term position in a field more related to commerce.

If you could recommend one book for everyone to read, what would it be and why?

Outliers by Malcom Gladwell. Its articulate and well executed. It breaks down the reasons for which people are successful in ways that perhaps one might not expect.



HANNAH SHARP

Hannah Sharp is undertaking her final semester of Bachelor of Law/International Studies (Politics and Policy Studies) at Deakin University. Hannah has experience in the Jewish Community as a leader in Habonim Dror Australia undertaking numerous roles in the state and federal leadership levels of the movement, and is now an active committee member of Kehilat Kolenu, a humanistic Jewish congregation. In other sectors, Hannah has spent her time with the Asylum Seeker Resource Centre and the Disability Discrimination Legal Service. Current employed as Team Support Officer with the Australian Jewish Funders, Hannah is looking forward to meeting new people, and gaining a new perspective through the Young AICC mentoring program.

If you could recommend one book for everyone to read, what would it be and why?

The Beach by Alex Garland. I usually struggle to finish books and found the story so engaging and gripping. Must read!



CAILEY WITTERT

I graduated in 2018 from Deakin University with a Bachelor of Arts/Bachelor Health Sciences graduate. I about to begin a a Graduate Diploma in Communications (Digital Media/Public Relations). I work at Aunt Maggie's which is a health food store in Malvern. I am passionate about living a healthy lifestyle. I enjoy cooking and keeping active. I have fortunate enough to volunteer with Nutrition Australia and recently completed an internship with Red Nose.

If you could recommend one book for everyone to read, what would it be and why?

The Life of Pi. I found it to be a very powerful story which demonstrated the power of determination and a will to survive. I also love the way Yann Martel writes.



RUBY STEINBERG

I am studying a Bachelor of Science and the University of Melbourne, while also attempting to figure out my next step in my future career. I am passionate about social enterprises, doing good for the world and giving everyone opportunities regardless of their upbringing, socioeconomic status, or gender. I am interested in the new economy, demanding that the work people do should have a positive impact on the world, catering for all people, not just the privileged. In the work I do, I hope to invigorate a space that enables all to reach their potential, and be a person who leads by example, holding values of equality, justice and fairness at their core. Otherwise, I am a facilitator for Stand Up's ABC (And Be Counted) program, support people with disability at Flying Fox F (a non-for-profit organisation support people with special needs) and Giant Steps (a school for people with autism).

If you could recommend one book for everyone to read, what would it be and why?

Man's Search for Meaning by Viktor Frankl. It delves deep into what it means to have a purpose and to live by it.



ZOE WALD

Since graduating high school I perused a passion of patisserie. In beginning this journey I entered the hospitality workforce at a number of different local institutions. After graduating from William Angliss with a certificate in pastry, I accepted an offer to attend The International Culinary Center in New York. After completing the course I spent 3 months working at a bakery in Brooklyn.

I have now returned to Melbourne to continue my studies at RMIT with a focus on marketing. I enjoy the creative side marketing offers, whether this be within the hospitality industry or not. While completing this degree I am currently employed part time at a fashion retailer. I love travelling, eating good food and spending quality time with friends and family.

If you could recommend one book for everyone to read, what would it be and why?

I Am Pilgrim. Could not put it down. I love books that have a captivating story with unpredictable twists.

	SENIOR MENTOR	YOUNG PROFESSIONAL	STUDENT
1	Avi Althaus	Jonathon Zimet	Jessie Peer
2	Andrew Breckler	Ryan Brivik	Ari Miller
3	David Dzienciol	Claire Gomo	Jeremy Alter
4	Rebecca Evans	Louise Solomon	Voja Gleichgewicht
5	Nikki Eylon	Jaryd Kellman	Daniel Pham
6	Marianne Fee	Shriya Gupta	Monique Khasin
7	Nicky Friedman	Jarrood Blusztain	Hannah Sharp
8	Shmuley Goldberg	Abdifatah Ibrahlim	Max Shapiro
9	Danny Goldman	David Hemmi	Zoe Wald
10	Guy Inbar	Rick Hill	Ari Kark
11	Paul Kessel	Brodie Same	Nick Herskope
12	David Lloyd	Brandon Alter	Tommy Friedman
13	Barry Novy	Adam Gringlas	Leon Rothberg
14	Ben Parker	Michael Thurin	Kaitlin Rapke
15	Dani Peer	Alastair Boucaut	Patrick Malone
16	Mark Rosenberg	Julius Schoenfeld	Willam Carrington
17	Michael Schoenfeld	Saul Block	Jake Carp
18	Simone Szalmuk Singer	Michael Kron	Ruby Steinberg
19	Fabian Wolf	Sam Levin	Cailey Wittert
20	Sue Zablud	Zoe Kron	Benji Prawer

MENTORING TIPS



OPEN DIALOGUE

1. Dialogue not discussion
2. Ask each other lots of 'why' questions
3. Be willing to challenge, stretch each other
4. Share personal stories and insights

KNOWLEDGE

1. Prepare for meetings
2. Share articles
3. Read up on topics you discuss
4. Explore real-world case studies and experiences

GROWTH

1. Set goals together
2. Assess challenges
3. Follow up discussion points and action plans from last meeting
4. Aim for growth

G

Goals

Help participants articulate what their goals are, what do they hope to achieve, what does success look like

R

Reality

Where are they today, what's the gap look like, how do they receive feedback, how do they take feedback

O

Obstacles

what could get in the way, what has got in the way in the past?

Options

what choices are there, how do they make the best choice, how have they made choices in the past

W

way forward

what tangible steps do they need to take, what can you do to help, what do they need to do, be specific on action steps

WHAT IS MENTORING?

Mentoring is a protected partnership, which fosters the growth of skills, knowledge and practical advice to advance career development through positive encouragement.

Mentoring is a highly valuable developmental tool, based on the ability to teach and learn from each other. Effective mentoring works best with establishing consistency, mutual respect and development of a safe space to share ideas, knowledge and information.

The unique triad structure of the Young AICC program means at times you will be mentored by members of your triad and at other times you will take on the role of mentor. It is important to understand the skills you can bring to the triad as a mentor and what your triad can help you with as your mentors.

NEXT STEPS: WHAT IS EXPECTED FROM YOU?

Mentee

Be responsible. Your mentor is willing to share wisdom, knowledge, skills and expertise, but it is your responsibility to initiate the first meeting with your mentor and lead the conversation.

Decide exactly what it is you need mentoring on. Most common areas to seek mentorship:

- **Academic guidance:** set a plan for your education to build your dream career
- **Finding a job:** writing resume, shining in the interview and getting your dream job
- **Developing your career:** breaking down steps to pursue your dream promotion
- **Personal development:** developing your personal brand, personality and skills for your career or business
- **Overcoming specific challenges**

Put in the effort. The very best mentors are the most interested in helping someone who is willing to learn and grow quickly. That doesn't mean you should accept any guidance blindly, but it does mean that there is no time for making excuses. An honest effort to understand and implement action items is required.

Make notes & do your homework. Write goals, clearly state your tasks to complete before the next meeting, monitor and discuss progress openly.

Stay curious and proactive. Don't sit back and wait, look for your answers, ask questions, make an action plan and be ready to step out of your comfort zone.

Stay positive. Believe in yourself and your mentor to get the most of your partnership.

Mentor

Be committed. Your mentee has big hopes for this relationship. We advise that you have monthly meetings, however if you feel that extra meetings would be helpful and well appreciated, feel free to meet more often based on your availability.

Listen and ask open-ended questions. To provide valuable guidance and advice that is well received, it is necessary to first understand the mentee's needs, wants, feelings and their current situation. This can only come in the form of deep and implicit empathy and actively listening.

Break-down steps. Provide guidance to overcome challenges. Make sure your mentee understands how to break-down the steps towards the goal they aim to achieve. This involves making sure they know where to start and the tasks they need to complete before the next meeting. Monitor progress.

Inspire. Believe in your mentee personally and professionally, supplement their knowledge, skill gaps and help them learn and grow. Push them to take risks and navigate higher. Share your story.

Stay positive. Be honest and unafraid to tell the hard truths, but always end on a positive note. Help them find opportunities in their difficulties.

HOW DO WE START?

Mentee

Before the first meeting, write a vision of what you would like to see yourself achieving over the next 12 months and the next 5 years. This plan may include:

- Type of work
- Experience gained
- Position within organisation
- Personal skills and development
- Work – life balance
- Financial goals
- Other

If you feel like you have no clear vision, write your main strengths and weaknesses, your type of personality and your areas of interest. Your mentor may help you to find direction, however, it is more productive if you have a clear vision (even if you don't know how to get there).

Mentor

Many mentors participate in this program to build on their coaching skills. The mentor may wish to review the following list of coaching attributes to consider their strengths and areas for improvement during the program. Mentors can also use this list to reflect on their coaching performance after each meeting.

- Reflective and active listening (attending, clarifying, and confirming)
- Checking for clear understanding through paraphrasing and questioning
- Showing genuine interest and empathy
- Providing honest and constructive feedback
- Maintaining a global view to accurately identify the importance of various challenges
- Accurately identifying feelings and emotions in the mentee
- Observing and checking personal assumptions, biases and stereotypes
- Suspending judgment
- Maintaining emotionally calm in difficult situations
- Modifying communication style to accommodate individual differences
- Adjusting to differences in cultural perceptions of time, space, authority and protocol

FIRST MEETING CHECKLIST

- | | | |
|-------------------|---|--|
| <i>As a triad</i> | – | Get to know each other |
| <i>As a triad</i> | – | Share your stories: work experience, interests, hobbies, accomplishments |
| <i>Mentee</i> | – | Explain the area you need mentoring on & why |
| <i>As a triad</i> | – | Develop a long-term plan to achieve goals |

It is beneficial for the mentor to guide the mentee when developing the action plan to ensure the goals are realistic for the time frame and are within the boundaries of the mentors expertise and resources.

- | | | |
|-------------------|---|---|
| <i>Mentor</i> | – | Define little tasks for the mentee to complete for the next meeting |
| <i>Mentee</i> | – | Takes notes (meeting minutes and action list) |
| <i>As a triad</i> | – | Set the date for next meeting |

FOLLOW-UP SESSIONS

Develop a strategy and an understanding of how your mentee can reach their short and long-term career goals. Discussions may include:

Personal & professional objectives

- Self SWOT analysis
- Short and long-term strategy for career progression and development
- What makes mentee different and appealing to an employer
 - o These include approach, personality, activities outside direct work related topics, etc.
- Mentees strengths, weaknesses, areas of interest
- Other questions to discuss:
 - o Am I going in the right direction?
 - o What do I really wish to do?
 - o What areas are taking my interest?
 - o What do I need to do to get noticed?
 - o What skills do I need to work on to get receive my next opportunity?
 - o What networks do I need to establish?
- Another suggested approach to outcome oriented goal setting is to use The GROW Model; a simple yet powerful framework for structuring your mentoring sessions

Job search advice

- Revise CV, practice writing cover letter, research potential employers & strategies to approach them
- CV – how to structure, length, how to adapt to individual positions, what image to portray
- Cover letters – how to structure, length, addressing job criteria, how to stand out
- Job Ads how to identify if the job is right for you, identifying from the ad what is important to the employee and what exactly are they looking for
- Prepare for the interview
- What does a mentee say in 30 seconds to gain the attention of a potential employer

Networking advice

- Prepare “elevator speech” that gains the interest of people during networking events
- Networking introductory techniques, topics to discuss and topics to avoid, who to talk to, where to network, maintaining a network, ways to strengthen a new contact made, developing business cards
- A good way to end the mentoring relationship would be to attend a network event together, allowing the mentor to provide support to the mentee as they put into practice everything they have learnt so far

Make sure you make action plan after each meeting and follow the progress continuously.

1. MENTORING AGREEMENT

This Mentoring Partnership Agreement is between:

	Student	Young Professional	Senior Mentor
Name			
Email			
Phone			

1 Purpose

The purpose of the Mentoring Partnership is:

- (a) to set out the nature of the mentoring relationship;
- (b) to clarify the responsibilities of each party to this agreement; and
- (c) to promote respect, honesty and accountability between all parties to this agreement.

2 Mentoring relationship

Each individual mentoring relationship between the parties to this agreement consists of:

- (a) attendance at scheduled events;
- (b) face to face meetings; and
- (c) other communications including telephone calls and emails.

3 Responsibilities of all parties to this agreement

Each party agrees:

- (a) to answer communications from other parties promptly, within reason;
- (b) to use their best endeavours to provide at least 24 hours' notice if a meeting needs to be cancelled or rescheduled;
- (c) to participate fully in the mentoring relationship, and make all efforts to complete agreed actions; and
- (d) to enact and sustain the changes they desire to make.

4 Culture

Each party agrees:

- (a) Each party to this agreement will treat all other parties with respect, and ensure that all communications with other parties are honest.
- (b) Each party to this agreement is accountable and responsible to the other parties. This includes with regards to attendance at events and other mentoring commitments, and involves commitment and contribution to the program and to individual mentoring relationships.
- (c) The parties understand that, at times, the mentoring relationships will involve direct and personal conversations, which may prove personally or emotionally challenging. The parties agree to approach these conversations collaboratively and openly, whilst respecting each other's reasonable boundaries.
- (d) Each party agrees to use their best endeavours to promote and support the other parties in achieving their stated goals.

5 Confidentiality

Each party agrees:

- (a) Each party agrees to maintain the confidentiality of each other parties.
- (b) Confidential information disclosed as part of the mentoring relationship by a party may only be further disclosed by other parties with the prior permission of the first party.

SIGNED BY:

Student: Date

Young Professional: Date

Senior Professional: Date

2. SELF SWOT ANALYSIS

SWOT Analysis is a useful technique that helps you identify your strengths and weaknesses, and analyze the opportunities and threats that flow from them. With a little thought, it can help you uncover opportunities that you would not otherwise have spotted. And by understanding your weaknesses, you can manage and eliminate threats that might otherwise hurt your ability to move forward.

Honesty is crucial, or the analysis will not generate meaningful results. With that in mind, try to see yourself from the standpoint of a colleague or a bystander, and view criticism with objectivity.

Begin by identifying your **strengths**. These are the traits or skills that set you apart from others. Questions to ask include:

- What are you good at naturally?
- What skills have you worked to develop?
- How strong is your network of connections?
- What do other people see as your strengths?
- What values and ethics set you apart from your peers?

The next step is **weaknesses**. This part examines the areas in which you need to improve and the things that will set you back in your career. Questions to consider include:

- What are your negative work habits and traits?
- Does any part of your education or training need improving?
- What would other people see as your weaknesses?
- Where can you improve?
- What are you afraid to do or most likely to avoid?
- What negative feedback about your personality or work habits have you received?

For the **opportunities** section, look at the external factors you can take advantage of to pursue a promotion, find a new job or determine a career direction. Questions to examine include:

- What is the state of the economy?
- Is your industry growing?
- Is there new technology in your industry?
- Is there new demand for a skill or trait you possess?
- What are the biggest changes occurring in the current business environment?
- Have you received feedback about new services you could provide, or ways to improve your manner?

Finally, look at any **threats** to your career growth. This part takes into account the external factors that could hurt your chances to attain your goals. The factors to take into account include:

- Is your industry contracting or changing directions?
- Is there strong competition for the types of jobs for which you are best suited?
- Do your weaknesses inhibit your ability to rise in your company or change jobs?
- What is the biggest external danger to your goals?
- Are there any new professional standards you cannot meet?
- Are there any new technology, education or certification requirements that will impede your progress?

Finding the necessary objectivity to conduct a personal SWOT analysis can be a challenge. For this reason, it is a great exercise to invite your mentor to review your ideas for accuracy.

3. GROW MODEL

GROW stands for:

- Goal
- Current Reality
- Options (or Obstacles)
- Will (or Way Forward)

A good way to think about the GROW Model is to think about how you'd plan a journey. First you decide where you are going (the goal), and establish where you currently are (your current reality). You then explore various routes (the options) to your destination. In the final step, establishing the will, you ensure that you're committed to making the journey, and are prepared for the obstacles that could meet you on the way.

The GROW Model assumes that the mentor is not an expert in the mentee's situation. This means that the mentor should act as a facilitator, helping the mentee select the best options, and not offering advice or direction.

The below are thought starters when using the GROW Model:

Goal

- How will you know when you have achieved the goal? How will you know that the problem or issue has been solved? Establish a timeframe for your goal (e.g. I will be in a new role in 6 months)
- Does this goal fit with your overall career objectives?

Current Reality

- What is happening now (what, who, when, and how often)? What is the effect or result of this?
- Have you already taken any steps towards your goal?
- Does this goal conflict with any other goals or objectives?

Options (or Obstacles)

- What else could you do?
- What if this or that constraint were removed? Would that change things?
- What are the advantages and disadvantages of each option?
- What factors or considerations will you use to weigh up the options?
- What do you need to stop doing in order to achieve this goal?
- What obstacles stand in your way?

Will (of Way Forward)

- So, what will you do now, and when? What else will you do?
- What could stop you moving forward? How will you overcome this?
- How can you do to keep yourself motivated?



2019

MENTORING PROGRAM

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