

# DEVELOPING BRAVE BUSINESS LEADERS



2025-2026



REGIONAL  
**LEADERS**  
programme

1:1 MENTORING AND COACHING · PANEL DISCUSSIONS  
INSPIRING SPEAKERS & EVENTS · NETWORKING  
LEARNING FROM REAL LEADERS



# REGIONAL **LEADERS** programme

## ABOUT

### **Created by the business community, for the business community.**

The Regional Leaders Programme is aimed at professionals who want to develop their leadership competencies and will benefit companies seeking to increase the capacity of their internal talent pool.

With mentors and coaches from across a multitude of sectors, participants benefit from 1:1 sessions, panel discussions, and extensive networking opportunities as well as inspiring monthly events.

Thanks to the funding support of Waterford Chamber Skillnet, the cost of this programme has been reduced from €395 to just €296 pp, making this programme the best value for money in terms of leadership development training.

This programme is supported by Bausch + Lomb and the International Coaching Federation (ICF) Ireland Chapter.

- Arrange your one-to-one sessions at a time that suits you!
- Each participant will work with at least two programme leaders throughout the programme.
- Programme Leaders matched based on your own leadership journey.
- Attend live events each month, designed to develop leadership skills and characteristics.

**For more information, or to book visit [www.waterfordskillnet.ie](http://www.waterfordskillnet.ie)  
or email [kelly.cummins@waterfordchamber.ie](mailto:kelly.cummins@waterfordchamber.ie)**

# EVENTS

<b>19 SEPT</b> » 12.00PM » FAITHLEGG HOTEL	<b>Event Launch and Opening Lunch</b> Welcome address from Waterford Chamber President and opening guest speaker ÉADAIOIN CARRICK (Cantec Group).
<b>23 OCT</b> » 11.30AM – 1.30PM » MAJESTIC HOTEL	<b>Panel 1: Redefining Leadership: Adaptive Strategies for a Dynamic World</b> with DEIRDRE LACEY (Bausch + Lomb), LIAM DUNNE (Klearcom), REGINA MANGAN (Liberty Blue), GER MURPHY (Murphy Larkin)
<b>18 NOV</b> » TIME TBC » VENUE TBC	<b>Empowered Leadership: Building Skills for Lasting Impact</b> with SINEAD O'NEILL, Sinead O'Neill Consulting
<b>28 JAN</b> » 9.30AM – 1.00PM » GRANVILLE HOTEL	<b>Emotional Intelligence (EQ) Masterclass</b> with MICHAEL COX, MCX Training & Development
<b>19 FEB</b> » 11.30AM – 1.30PM » MAJESTIC HOTEL	<b>Panel 2: Culture and Leadership: Navigating the Balance Between Profit and Purpose</b> with DAWN WALLACE, Senior Executive Officer, Waterford City and County Council, ANDREW CAMPBELL-EDDIE (Irish Centre for Diversity), LAURA DOYLE (Distilled), JAIMIE DOWER (EY), ASTRID O'CALLAGHAN (CRH)
<b>26 MAR</b> » 11.30AM – 1.30PM » MAJESTIC HOTEL	<b>Panel 3: The Emotional Quotient: Building Resilience and Empathy in Leadership</b> with NATASHA HUGHES (Emotional Intelligence Coach & Trainer), MARGARET MORRISSEY (Country Human Resources Director, Abbott), LAURA MONGEY (Executive Coach & Leadership Consultant), TOMMIE RYAN (Waterford Chamber Skillnet)
<b>16 April</b> » 12.00PM » FAITHLEGG HOTEL	<b>Closing Event: Real Leaders, Real Lessons</b> Hear real-life stories from a variety of real leaders with short, impactful presentations.

## Bonus Sessions

<b>03 Dec</b> » 11.00AM » VENUE TBC	<b>Cultivating a Growth Mindset for Leadership Impact: Practical Tools for Future Leaders</b> with DEIRDRE PHELAN, Property Partners Phelan Herterich
<b>April</b> » TBC » Port of Waterford	<b>Tour of Port of Waterford</b>

DATES & TIMES SUBJECT TO CHANGE

# EVENTS

## EVENT LAUNCH AND OPENING LUNCH

The Regional Leaders Programme will officially commence with a special networking lunch at Faithlegg hotel, providing participants with a valuable opportunity to connect with their peers, mentors, and coaches in an informal and welcoming setting.

This event will serve as an introduction to the programme, offering participants the chance to build relationships, share aspirations, and gain insights from experienced leaders who will support them throughout their leadership journey. Attendees will hear a brief welcome from programme organisers and mentors, outlining what to expect in the months ahead.

The lunch will be a relaxed and engaging occasion, designed to foster meaningful connections and set the stage for a collaborative and inspiring programme experience.





# EVENTS

## **PANEL 1:** **REDEFINING LEADERSHIP:** **ADAPTIVE STRATEGIES FOR A DYNAMIC WORLD**

### **Panel**

Deirdre Lacey (Bausch + Lomb), Liam Dunne (Klearcom), Regina Mangan (Liberty Blue), Ger Murphy (Murphy Larkin)

### **Overview**

The landscape of leadership is shifting. Traditional models no longer suffice in an environment defined by rapid technological advancements, global challenges, and shifting workforce expectations. This panel will explore how leaders can adopt flexible, forward-thinking strategies to navigate uncertainty and drive meaningful impact within their organisations and communities.

### **Key discussion points**

- » **The Adaptive Leader** – What does it mean to be an adaptive leader, and how can leaders cultivate agility and resilience?
- » **Leading Through Uncertainty** – Strategies for decision-making in volatile and ambiguous situations.
- » **Innovation & Change Management** – How leaders can foster a culture of innovation while effectively managing change.
- » **Human-Centred Leadership** – Balancing strategic decision-making with empathy, inclusion, and team empowerment.
- » **Future-Proofing Leadership** – The skills and mindsets that will define successful leaders in the years to come.

### **Learning Outcomes**

By the end of this session, participants will:

- » Gain a deeper understanding of adaptive leadership and its significance in today's business environment
- » Learn practical strategies for navigating uncertainty and leading through change.
- » Explore ways to cultivate innovation and resilience within teams.
- » Understand the role of emotional intelligence in effective leadership.
- » Hear real-world examples from experienced leaders across different industries.

This dynamic discussion will offer valuable perspectives and actionable takeaways, equipping emerging leaders with the skills and confidence to lead in a world of constant change. There will be ample opportunity for networking during this event.

# EVENTS

## **EMPOWERED LEADERSHIP: BUILDING SKILLS FOR LASTING IMPACT WITH SINEAD O'NEILL OF SINEAD O'NEILL CONSULTING**

A transformative leadership session designed for leaders who want to elevate their impact, inspire trust, and drive meaningful results.

This practical and insightful programme blends proven leadership principles with real-world applications, equipping you with the tools, mindset, and confidence to lead with purpose, clarity, and lasting influence.



**SINEAD O'NEILL**  
SINEAD O'NEILL CONSULTING

Sinead is a business coach and mentor, with over 25 years experience in Senior Management roles including Associate Vice President of a Fortune 500 top 50 company, CEO of Winterval, Customer Service Manager, Finance Manager and Director of her own private limited company established in 2005. Having qualified as a business coach in 2015, Sinead has continued her own personal development in Team Coaching, Leadership, Mindset and Entrepreneurship. With leadership and strategic thinking in her DNA, Sinead builds confidence and motivates individuals and organisations to take quantum leaps in their businesses. Sinead is an authorised Wiley Partner in EverythingDiSC and the Five Behaviours.

## **EMOTIONAL INTELLIGENCE (EQ) MASTERCLASS WITH MICHAEL COX OF MCX TRAINING & DEVELOPMENT**

As part of the Regional Leaders Programme, this interactive masterclass will explore how Emotional Intelligence (EQ) can be harnessed to unlock potential, develop strengths, and maximise the performance of individuals and teams.

Led by Michael Cox (MCX Training and Development), this session will provide participants with practical tools to enhance self-awareness, improve interpersonal relationships, and adapt leadership approaches to different personality types. By understanding the key principles of EI, leaders can foster stronger, more motivated teams and create a culture that embraces diversity as a competitive advantage.

### **Key Takeaways:**

- » Understand the seven intelligences and define Emotional Intelligence.
- » Develop deeper self-awareness (Intrapersonal Intelligence) and gain insight into how others are 'wired' (Interpersonal Intelligence).



**MICHAEL COX**  
MCX TRAINING & DEVELOPMENT

Michael Cox is one of Ireland's leading authorities on Emotional Intelligence and delivers highly participatory motivational talks, training and workshops in Ireland, USA, South Africa, Turkey, Belgium and the UK. Established in 2007 MCX Training & Development delivers QQI accredited programmes in Training Delivery and Supervisory Management at level 6 on the national framework of qualifications and a range of bespoke people management programmes.

- » Enhance empathy and recognise what motivates and de-motivates individuals and teams.
- » Adapt behaviours and communication styles to different personality types.
- » Embrace and leverage differences to drive leadership effectiveness and team performance.

This Masterclass will equip participants with the emotional intelligence skills needed to build strong, adaptable, and high-performing teams in today's dynamic work environment.

# EVENTS

## **PANEL 2:** **CULTURE AND LEADERSHIP:** **NAVIGATING THE BALANCE BETWEEN PROFIT AND PURPOSE**

### **Panel**

Andrew Campbell-Eddie (Irish Centre for Diversity), Laura Doyle (Distilled), Jaimie Dower (EY), Astrid O'Callaghan (CRH)

### **Overview**

This panel discussion will explore the critical role of leadership in shaping organisational culture while balancing business success with social and ethical responsibility. Emerging leaders across industries will gain valuable insights into how purpose-driven leadership can drive both profitability and long-term impact.

Modern leadership extends beyond financial performance—leaders are now expected to align business goals with a broader purpose. This session will examine how organisations can foster a strong culture that prioritises both profit and purpose, ensuring long-term sustainability and stakeholder trust.

### **Key discussion points**

- » **Defining Purpose-Driven Leadership** – What it means to lead with purpose while maintaining financial performance.
- » **Culture as a Competitive Advantage** – How a strong, values-driven culture contributes to business success.
- » **Ethical Decision-Making** – Balancing short-term gains with long-term ethical considerations.
- » **The Role of Diversity, Equity & Inclusion (DEI)** – Creating a culture that reflects and supports diverse stakeholders.
- » **Sustainability & Corporate Social Responsibility (CSR)** – Integrating social impact into business strategies.

### **Learning Outcomes**

By the end of this session, participants will:

- » Understand how to cultivate a purpose-driven leadership approach that aligns with business objectives.
- » Learn strategies for building and maintaining a strong, values-based organisational culture.
- » Explore real-world examples of companies successfully balancing profit and social responsibility.
- » Gain insights into ethical decision-making and how to navigate leadership challenges with integrity.
- » Recognise the importance of diversity, inclusion, and sustainability in shaping the future of leadership.

This discussion will provide emerging leaders with actionable takeaways on how to lead with impact, ensuring both business success and meaningful contributions to society.

# EVENTS

## **PANEL 3: THE EMOTIONAL QUOTIENT: BUILDING RESILIENCE AND EMPATHY IN LEADERSHIP**

### **Panel**

Natasha Hughes (Emotional Intelligence Coach & Trainer), Margaret Morrissey (Country Human Resources Director, Abbott), Laura Mongey (Executive Coach & Leadership Consultant), Tommie Ryan (Waterford Chamber Skillnet).

### **Overview**

This panel discussion will explore the vital role of emotional intelligence in leadership. In an increasingly complex and fast-paced world, resilience and empathy are key qualities that enable leaders to navigate challenges, build strong teams, and foster a positive organisational culture. This session will provide emerging leaders with the tools to enhance their emotional intelligence and lead with confidence, compassion, and adaptability.

Leadership is not just about strategy and decision-making – it is also about understanding, connecting with, and inspiring people. Emotional intelligence (EQ) is a crucial skill that enables leaders to manage stress, communicate effectively, and cultivate trust within their teams. This discussion will examine how resilience and empathy contribute to effective leadership and long-term organisational success.

### **Key discussion points**

- » **The Power of Emotional Intelligence** – Understanding the core components of EQ and their impact on leadership.
- » **Building Resilience** – Strategies to manage stress, overcome setbacks, and maintain focus in challenging situations.
- » **Empathy in Leadership** – How empathetic leadership strengthens teams, fosters engagement, and improves decision-making.
- » **Managing Difficult Conversations** – Approaching conflict with emotional awareness and constructive communication.
- » **Wellbeing and Performance** – The connection between emotional intelligence, mental health, and organisational success.

### **Learning Outcomes**

By the end of this session, participants will:

- » Understand the key elements of emotional intelligence and how they influence leadership effectiveness.
- » Learn practical strategies for building resilience and managing stress under pressure.
- » Explore how empathy can enhance team dynamics and organisational culture.
- » Gain techniques for handling difficult conversations with confidence and emotional awareness.
- » Recognise the importance of emotional intelligence in fostering wellbeing, motivation, and high performance.

This discussion will provide emerging leaders with valuable insights and actionable strategies to strengthen their emotional intelligence, helping them lead with resilience, empathy, and authenticity.



# EVENTS

## PROGRAMME CLOSING EVENT: REAL LEADERS, REAL LESSONS

Hear real-life stories from a variety of real leaders with short, impactful presentations.

The Regional Leaders Programme will conclude with a special Closing Lunch at Faithlegg Hotel, celebrating the achievements, growth, and connections made throughout the programme.

This final gathering offers participants a chance to reflect on their leadership journey, share insights with peers, and look ahead to the future with renewed confidence and inspiration.



# PROGRAMME LEADERS



## MICHAEL FLYNN

EXECUTIVE CHAIRMAN, FLI GROUP

Michael is the founder of FLI Global, an environmental services and solutions business dating back to 1989 and founded in Waterford. The company has worked on environmental projects globally since that time and continues to innovate and create technical solutions for a wide range of clients from Multinationals, Municipal Water companies, Airports, Ports, Energy companies, Data Centres and many others. Leadership teams and next generation management development are key areas of interest to Michael. Michael's original 3rd level education is in electronic engineering in SETU Waterford and in 2008/9 he completed a government sponsored leadership program, L4G, run by Enterprise Ireland and led by Duke Corporate Education, focused on scaling a business in the global market. In February 2015 Michael graduated from UCC with an MSc and First Class Honours in Personal and Management Coaching. In May 2024 Michael completed an AI for Business Diploma Course with UCD. More recently Michael is the Founder of the UK Land and Infrastructure Fund, set up to acquire Brownfield Sites and bring them back to full market value



## SHANE DEMPSEY

ARC MEDIATION

Shane Dempsey is a trained and practicing mediator since 2008, and is a founding partner of ARC Mediation established in 2010. Shane has mediated over 450 agreements in workplace, family and commercial cases for clients including SMEs, multinationals and public sector organisations. He is a member of the Irish Commercial Mediators Association (ICMA) a certified member of the International Mediation Institute (IMI) and is the treasurer of the Irish Professional Mediators' Organisation (IPMO). He has developed a reputation for innovative solutions to resolving disputes between business owners. Shane's first career was as an IT researcher. He has published academically and presented at conferences on both IT & mediation.



## DONAL NOLAN

DIRECTOR OF BUSINESS DEVELOPMENT,  
INSTITUTE OF INDUSTRIAL ENGINEERING

An experienced Senior Engineering and Business Change Manager with over 30 years working in a diverse number of industries, as a dynamic team player with extensive cross functional experience. Extensive global experience which includes Ireland, UK, France, Germany, Netherlands, USA, China and Japan. Donal has significant experience managing and working with cross-cultural teams.



## AIDAN SHINE

CEO, PROPELOR

Aidan provides leadership and support to the experienced Propelor team in their role supporting entrepreneurs and startups throughout the Region. He has extensive knowledge of the startup ecosystem having assisted numerous entrepreneurs with their startup and growth strategies. Aidan possesses a wealth of expertise and practical know-how in getting startups investor-ready and helping them secure both public and private equity pre-seed and seed funding. Prior to working with startups in Propelor, Aidan worked in Japan and Ireland in accounting and finance roles in the dairy and technology sectors. An MBA, Aidan has special interest in areas such as strategy development, business modelling and financial planning.



## TOMMIE RYAN

NETWORK MANAGER,  
WATERFORD CHAMBER SKILLNET

Tommie Ryan is an EMCC accredited Executive Coach (Global Senior Practitioner Level), Multi Award winning event manager, former Festival Director at Winterval (Ireland's largest Christmas festival) and former CEO of Waterford Harvest festival. In Tommie's 15 years of experience in the events industry, he successfully ran his own company while producing events and festivals with a combined audience of over one million people, before successfully pivoting into the Learning and Development industry and Executive Coaching arena. Tommie is passionate about people development and does this by creating powerful connections and empowering individuals to reach their full potential by leading with empathy and authenticity. Tommie is committed to working with others to help them unlock their true potential and achieve their goals.

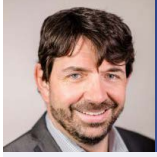


## SINEAD O'NEILL

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Sinead is a business coach and mentor, with over 25 years experience in Senior Management roles including Associate Vice President of a Fortune 500 top 50 company, CEO of Winterval, Customer Service Manager, Finance Manager and Director of her own private limited company established in 2005. Having qualified as a business coach in 2015. Sinead has continued her own personal development in Team Coaching, Leadership, Mindset and Entrepreneurship. With leadership and strategic thinking in her DNA, Sinead builds confidence and motivates individuals and organisations to take quantum leaps in their businesses. Sinead is an authorised Wiley Partner in EverythingDiSC and the Five Behaviours.

# PROGRAMME LEADERS



## DEREK LOWRY

MANAGING DIRECTOR,  
ALMEGA BUSINESS CONSULTING

Derek works with entrepreneurs, senior management teams and family businesses on a daily basis to help them achieve their strategic goals and objectives. Derek works alongside family businesses to implement their business plans. Derek has successfully worked with the next generation of family-owned businesses who have been newly appointed to leadership roles to assist them in developing their own unique leadership styles and to further enhance and grow their business in the years ahead. Derek also is an experienced Non-Executive Director and has joined the board of a number of family-owned businesses. Derek also has a strong track record of raising funds for Irish businesses across all sectors over the past 15 years. Derek spent 3 years as a Director and Company Secretary of Waterford Chamber and is currently on the Board of the North Munster Money Advisory and Budgeting Service. Derek is a Chartered Director, Qualified Financial Advisor, holds a Diploma in Corporate Finance from the Chartered Accountants Ireland and a Certificate in Business Coaching Skills from the UCD Professional Academy.



## ABBAS ABIDI

SENIOR MANAGER | UKI ASSURANCE,  
EY WATERFORD

Abbas Abidi brings over 17 years of external audit experience to the table, with a background in assisting a diverse array of clients – from some of the largest companies in the world to family-run businesses. His professional journey has taken him from Pakistan to Saudi Arabia, and most recently to Ireland, where he has been a part of the EY Waterford Office for the last six years. Abbas is a seasoned professional who enjoys sharing his knowledge with those stepping into leadership roles. He prides himself on being a relatable and trusted mentor, keen on helping others navigate the early stages of their leadership careers.



## RONAN CLINTON

PARTNER, EY

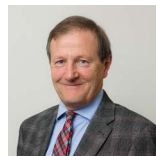
Ronan is a Partner in EY's Assurance practice, based in Waterford. He has over 20 years experience in the provision of audit and assurance services, serving large multinational, private and fast growth businesses in Ireland and internationally. He has a particular interest in Entrepreneurial, fast growing and family businesses expanding both nationally and internationally. He has worked with a wide variety of clients and has significant experience in manufacturing, retail and distribution, professional services and technology sectors.



## PAUL NOLAN

GROUP DEVELOPMENT MANAGER,  
DAWN MEATS

Paul Nolan is Group Development Manager with Dawn Meats Group, with whom he has worked since 1985. He is currently a Quality Assurance Board Member with An Bord Bia and was President of Waterford Chamber for 2022–2023. Paul has been very much involved with numerous events including West Waterford Festival of Food and Waterford Harvest Festival. Before joining Dawn Meats, Paul worked in Saudi Arabia with Masstock, having previously worked for Bord Bia in London and in the family butchery business before that.



## JOHN O'GORMAN

FOUNDER OF OFFICEMASTER

John has developed his company from a stationery shop to an organisation that are now Leaders in the Office Furniture market in the South East. With a team of 20 plus, showrooms in both Waterford and Cork, OfficeMaster are working with the largest of multinational companies, providing solutions so that the working environment is the very best available. John, who is a qualified accountant, has strong Leadership skills, a strong belief in Forward Planning and Sales Pipelines. Nothing ever stays the same in business – you must constantly develop and change, as John knows with his 40 years of leading OfficeMaster successfully.



## ANDY CROWLEY

GENERAL MANAGER,  
TEVA PHARMACEUTICALS

Andy is General Manager at Teva Pharmaceuticals and is passionate about achieving the greatest success possible for the Waterford business. He trained as an engineer and worked initially at Bausch & Lomb before moving to Teva. A believer in continuing self-development he has gained a number of other degrees and qualifications. His great passion is to help people achieve their maximum potential and to overcome the obstacles, true and imagined, that stand in the way. His areas of expertise include, lifestyle coach and mentor, business strategy, operational excellence, change management and employee engagement.



## KIERAN WHELAN

SENIOR OPERATIONS MANAGER,  
BAUSCH + LOMB

As part of the site leadership team, Kieran has 29 years of experience in the medical device industry. Kieran held various operations roles over the years from production manager, project manager to value stream manager. Kieran has managed site operational readiness for major manufacturing capacity expansions and also new product introductions in Bausch & Lomb. Kieran's expertise is in strategic thinking, teamwork, operational excellence and leading teams. Kieran holds a Hons Bachelor of Business Studies Degree from WIT and Hons MBA in Business Administration from SETU.

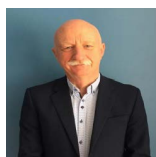
# PROGRAMME LEADERS



## NOEL KELLY

PRINCIPAL,  
INSPIRED LEADERS SHAPE SUCCESS

Noel is the Principal and Founder of ILSS, a business focused on Executive Coaching and Business Improvement Initiatives. A professional Engineer with a Higher Diploma in Applied Finance, Noel has more than 30 years' experience as a Global Business Leader, most recently as Senior Business Unit Director in Jabil Healthcare. He has held senior leadership roles with Jabil Healthcare, Nipro, Honeywell and Waterford Crystal. He is a Director of Respond. A fast-moving career in Business, Engineering, Operations & Supply Chain, with a proven history in the development and leadership of high-performance teams, to deliver superior performance.



## DR FEARGAL O'NEILL

MANAGING DIRECTOR, ATPO LTD

Dr. Feargal O'Neill, MD of ATPO helps organisations to identify blocks to development, re-establish momentum and grow to full potential. Feargal has extensive experience as a psychologist working with children and adults. Feargal also has considerable experience in the management and leadership of small and large teams of professional and administrative staff. At senior management level, Feargal has been directly responsible for system development and change in a government body in the following areas: Continuing Professional Development, Research and Development, Data Management, Induction Processes, Internal and External Communication, Policies and Protocols, Legal Affairs and Organisational Review.



## GARY GRAHAM

FOUNDER OF BLOOM  
CO-FOUNDER OF HORTITUDE

Gary is the brains behind the hugely successful Bloom show where he led a dedicated team for 15 years. He is also well known to TV viewers as the straight-talking chief judge on RTÉ's Super Garden where he appeared for 14 years. In addition to his work with Bord Bia and Bloom, Gary has spent more than two decades working with owners and managers of hundreds of Irish SMEs, developing marketing initiatives, building exports, and improving profitability all while preserving work/life balance. He spent a decade working with horticulture producers in the Irish Farmers Association, ably representing growers in Ireland and Europe. During his career, he has worked in design, construction, retail, engineering, marketing, and event management. Currently, he is a director and trustee of both Waterford Treasures/Mount Congreve and the Lafcadio Hearn Japanese Gardens in Tramore and chairperson of the board of the Sanctuary in Dublin. He is also a proud past director and chair of GIY. He is also co-founder of Hortitude.



## GEORGINA CARPENDALE

ORBE CONSULTING

Georgina Carpendale is the founder of Orbe Consulting and a seasoned finance executive with over 15 years of experience across listed and private companies. She holds a First-Class Honours Degree from SETU, is a Fellow of Chartered Accountants Ireland and a graduate of the Australian Institute of Company Directors. Georgina takes a practical, collaborative approach working closely with business leaders to align strategy, operations and finance. She has a strong track record in delivering change initiatives, improving systems and processes, and supporting businesses through periods of growth, transition and transformation. Currently, her focus is on supporting companies that are scaling or undergoing significant change helping them navigate complexity, seize growth opportunities and deliver lasting impact.



## LAURA MONGEY

EXECUTIVE COACH & LEADERSHIP CONSULTANT  
/ FORMER SR. DIRECTOR AT TWITTER

Laura is an accredited executive coach (EMCC) and experienced leadership facilitator with over 20 years in senior roles across the tech and fintech industries, including Twitter, Ancestry.com, PayPal and eBay. She is also an accredited emotional intelligence practitioner, with a BA in eBusiness and an MBS (Distinction) focused on Organisational Behaviour, Executive Coaching, and Leadership. Known for her warm, insightful approach, Laura has a strong track record in building, scaling, and leading diverse, high-performing teams across EMEA and the US. Her passion lies in understanding workplace dynamics and helping leaders navigate complexity with clarity and intention. Today, she partners with senior professionals as a coach and facilitator, drawing on both her practical leadership experience and evidence-based frameworks to support confident, values-led growth.



## EILEEN JAMESON

WJP COACHING PARTNERS,  
ICF PROFESSIONAL CERTIFIED COACH



Eileen Jameson is an EMCC/ICF experienced professional personal, business and health coach, owner of WJP Coaching Partners and an ICF performance assessor and faculty member of Aspire Coach Training Ltd. She is an ex-President of ICF Ireland. She is experienced in broad multicultural strategic design, planning, programme and risk management, team and staff relations, succession and development. Her clients appreciate her listening skills, understanding and for fully supporting them to achieve their goals. She understands issues from a granular perspective as well as holistically and systemically and encourages their health and wellbeing focus as they meet and address their challenges.



# PROGRAMME LEADERS



## DEIRDRE PHELAN

DIRECTOR, PROPERTY PARTNERS  
PHELAN HERTERICH

Deirdre Phelan is a member of IPAV (Irish Professional Auctioneers & Valuers) and holds a Master's Degree in Coaching (Personal and Management) from University College Cork. A director and long-established professional in the Waterford property market, she is highly regarded for her integrity, expertise, and client-focused approach. Alongside leading a successful estate agency, Deirdre designs and delivers coaching and training programmes that support leadership development, values-based decision-making, and professional growth. She is a strong advocate for the ability of individuals and teams to overcome challenges and achieve their potential when equipped with the right professional support and guidance.



## PROFESSOR VERONICA CAMPBELL

PRESIDENT, SOUTH EAST TECHNOLOGICAL UNIVERSITY (SETU)

Prof. Veronica Campbell is a Pharmacology graduate of the University of Edinburgh and was awarded her PhD from the University of London. In 1998 she joined the School of Medicine at Trinity College Dublin, where she built a strong reputation in cell biology, pharmacology and tissue engineering research, alongside extensive experience in undergraduate and postgraduate teaching. Throughout her career at Trinity College Dublin, Prof. Campbell held several senior leadership roles, including Director of Strategic Innovation, where she oversaw the commencement of a €300M capital project portfolio at the university. In July 2022, Prof. Campbell was appointed President of South East Technological University (SETU). Since taking up this role, she has spearheaded the University's strategic ambitions to drive educational and economic development in the south east of Ireland, positioning SETU as a catalyst for innovation and excellence.



## TOM CULLEN

DEPUTY DIRECTOR GENERAL AT THE  
SOCIETY OF THE IRISH MOTOR INDUSTRY

Tom Cullen is the Deputy Director General of SIMI which represents over 1,200 businesses within the Motor Sector. Tom has a background in Financial Services, Information Technology and Business and has over 20 years of experience in the Automotive Industry. Tom chairs the following groups, the National Climate Change Forum, the National Franchise Retailers Forum, the Commercial Vehicle Manufacturers Organisation and the National Motor Technical Working Group. Tom is a regular contributor and commentator with national and local media and is also a member of the Corporate Governance Institute reporting on Environmental, Social and Governance issues. Tom is an active Board member of several business and voluntary organisations. He is a keen sportsperson and is actively involved as Juvenile Chair of Tramore GAA Club, Waterford.



## JACK O'KEEFFE

DIRECTOR, FOCUS CAPITAL PARTNERS

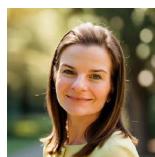
Jack has an extensive background in banking, funding, investments and corporate finance across a broad range of sectors. He has held senior executive positions in many of the Irish financial institutions both in Ireland and overseas. He has led and executed transactions ranging in size from €5 to €75m and his recent focus has been in the renewable energy and social housing sectors. Jack has been involved in a number of fundraising in recent years covering both equity and debt. He has an established network across private, family office and institutional investors which enables alternative funding solutions & investment insights to many clients and to efficiently match investors with projects & promoters.



## BENEDEK FRANK

BUSINESS COACH

Benedek Frank is an ICF accredited business coach, who works with many clients from around the world. He has been coaching for the past 13 years, and works with various leaders and employees seeking to overcome their daily challenges and thrive instead of just survive. Topics include improved communication skills, impostor syndrome, conflict resolution, career progression, team leadership skills, motivation, stress management among many others. He is also a team coach and soft-skills trainer, having worked for BP for 4 years. He spent the first 8 years of his career at advertising agencies, helping various businesses with their marketing campaigns. He offers a pragmatic, no-nonsense approach to understanding your own strengths, how you could rebrand yourself and co-create solutions for the various challenges you may face in personal and work lives.



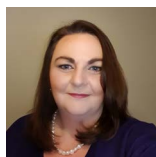
## PIPPA HALLEY

ORGANISATIONAL BEHAVIOUR AND  
COMMUNICATIONS SPECIALIST  
HALLEY CONSULTING

Pippa Halley is a communications expert and Organisational Behaviour specialist with 20 years' experience helping companies deliver great communication and build productive, engaged workplace culture. Pippa has advised some of Ireland's most recognised brands across finance, tech, agribusiness, aviation and sport on communication, reputation management, engagement and workplace culture - particularly during times of crisis, change and transformation. Her in-house experience includes managing communications and reputation during large-scale transformation at Bank of Ireland, heading up People Science at culture-tech platform inclusio where she led on advisory, metrics and learning, and overseeing industry research at DCU. Pippa is passionate about the importance of great communication for building productive, thriving workplaces and employees.



# PROGRAMME LEADERS



## DEBORAH DUFFY

SENIOR MANAGER HR,  
TEVA PHARMACEUTICALS

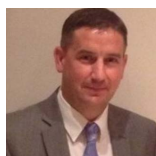
Deborah is a passionate and driven HR professional and qualified leadership coach. Deborah has extensive experience in leadership and organisational development, within a range of industries including regulated manufacturing and digital customer service (BPO). Highly skilled in the development of HR strategies and programmes, she delivers practical and sustainable solutions to support business operations. She is most excited when coaching managers and leaders, as they take on new challenges following a step up in their careers. With a strong growth mindset, she values a collaborative approach, with a focus on process, data-driven continuous improvement and project delivery.



## DR SARA KENNEDY

HEAD OF DEPARTMENT OF NURSING  
AND HEALTH CARE, SETU

Sara has worked in health care and education all of her professional life. Sara is a leader in healthcare in the South East of Ireland with national and international networks that support education and research in the South East Technological University. Sara has delivered many successful programmes in Management and Leadership both in Ireland and Europe over the years. Sara has an interest in leadership and subscribes to lifelong learning and is interested in removing barriers and enabling students of all ages to grow and learn. Learning in leadership, change management and growth and sustainability in education are some of Sara's key interests.



## MICHAEL DEE

SENIOR OPERATIONS MANAGER, SITE  
LEADERSHIP TEAM, BAUSCH + LOMB

A results focused Senior Operations Manager with 38 years' experience within the contact lenses industry. Specific areas of expertise include people management, change management, quality, business excellence, new product introductions/transfers, supply chain management and large-scale project startups.



## CAROL-ANN SMITH

CAS LEADERSHIP COACHING / OPNFLO,  
ICF PROFESSIONAL CERTIFIED COACH



Carol-Ann is an accredited Executive and Leadership Coach helping leaders, managers, and teams enhance culture, develop and implement strategy, and deliver results while developing relationships in their organisations, and wider stakeholder system. Carol-Ann has over 25 years prior experience working at a senior level in professional services, banking, and public sector roles (insolvency advice, debt recovery, corporate restructuring). Carol-Ann works with clients across different sectors, including public sector, Fortune 500 companies, and small family businesses. She has experience coaching neurodivergent individuals. Key areas of interest and expertise include Influence and Impact, Stakeholder Management, Communication, Building Trust, Psychological Safety, Leadership Development, Inclusivity, Critical Thinking.



## JACKIE ROCHE

LEARNING AND ORGANISATIONAL  
DEVELOPMENT MANAGER, BAUSCH + LOMB

Jackie is a talented Learning and Organisational Development Manager with expertise in helping Senior Leadership align Human Resource development with strategic business objectives. Proficient at talent and succession planning strategies to drive competitive growth, Jackie is organised and creative with strong leadership, collaboration and networking skills. A strategic thinker and motivational leader with ability to work at all levels of the organisation, she inspires and challenges others to achieve their potential. Jackie holds an MSc in Coaching and Behavioural Change from Henley Business School, University of Reading, UK.



## SÉAMUS HAYES

PARTNER, FITZWILLIAM TRAINING  
AND CONSULTING

Séamus Hayes has over 20 years' experience working with and training micro-businesses from pre-start through enterprise development to business development, encompassing personal effectiveness of owner/managers and key personnel. His background and primary qualifications are in marketing, with post graduate qualifications in International Marketing and Strategic Business Development. He has designed and delivered a wide range of business development programmes, both accredited and non-accredited. He also designs and delivers mentor training and development programmes for both public and private organisations, and has extensive experience of developing business networks. His area of focus for this programme is, business development, marketing, creativity, business planning, costing & pricing.



## ALLISON KENNEALLY

VICE PRESIDENT FOR EQUALITY, DIVERSITY  
& INCLUSION, SETU

Dr. Allison Kenneally has worked in Higher Education for over 20 years, having previously held posts as Head of Department and Senior Lecturer level. Allison holds a Doctorate in Higher Education Management from the University of Bath, along with undergraduate and postgraduate Degrees in Law from UCD. Her research focuses on inclusive and intersectional gender equality, organisational culture, change management and system reconfiguration in the higher education sector. She has published and consulted widely on gender equality.

# PROGRAMME LEADERS



## MICHAEL STAFFORD

OWNER, CHAPTER COACH TRAINING  
AND CONSULTANCY SERVICES



Michael Stafford, based in Wexford is a trusted coach, consultant and founder of The Chapter Coach. He supports growth and change across organisations through leadership development, people strategy, coaching/mentoring and guidance across a wide spectrum of people. Michael works with Futureneerz as a Senior Coaching Partner and with Blanchard as an Associate Coach, supporting their global client base. He led the ICF Ireland Chapter as President from 2020 to 2021 inclusive, helping to strengthen the voice of coaching during a time of a global pandemic. In 2025 he was awarded Thought Leader Accreditation by the All-Ireland Business Foundation (AIBF). He is a passionate about community and charity work. He is currently writing a coaching book for children and will launch his podcast, *CanWeTalkSense?* soon!



## ÉADAOIN CARRICK

EXECUTIVE CHAIRPERSON, CANTEC GROUP

I'm a co-owner of Cantec which provides Canon multifunctional printers and print management solutions to business and the public sector, as well as document automation and workflow software solutions. I've been working in the business for 25 years, progressing from junior admin duties to leading the company. I'm a mum of 2 grown-up children and I spend my free time with my husband getting out for fresh air, enjoying good food with family & friends, singing with the Notable Works choir, and visiting great gardens. In September 2024 I was elected Deputy President of Waterford Chamber. I'm a former president of Network Ireland Waterford branch, I sit on the board of Waterford Area Partnership and of the Symphony Club of Waterford, I'm a member of Waterford City & County Council's strategic policy committee on transport & infrastructure, and I'm a firm shop-local advocate.



## DENISE WHELAN

ORGANISATIONAL DEVELOPMENT  
CONSULTANT / FORMER CHIEF PEOPLE  
OFFICER AT NETWATCH

Denise has over 20 years' experience in Leadership and HR across SMEs and global organisations. As a commercially focused C-level HR Executive, she led global teams across Ireland, the U.S., and the U.K., driving people strategies that supported business growth through organic expansion, mergers, and acquisitions. Her expertise includes leadership development, talent management, culture building, HR best practice, and organisational change. Denise holds a BBS degree in HRM from DCU, a Higher Diploma in Leadership Development and Strategy from UCC, and an Advanced Diploma in Executive Coaching from Kingston College. Now working as an Organisational Development Consultant, she partners with businesses to align people strategies with growth and transformation goals - coaching and mentoring leaders, developing high-performing teams, and embedding lasting cultural change. Denise is passionate about unlocking potential, enabling progress, and delivering meaningful, visible results.



## BERNIE ROGERS

NLP TRAINING INSTITUTE,  
CERTIFIED ICF COACH



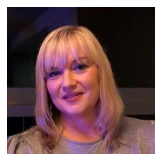
Bernie is an ICF certified Professional Coach bringing her skill and experience from different sectors to coaching with a joy and passion. She draws on the Co-active Coaching methodology to establish a person-centered approach to her coaching, focusing fully on the client, supporting and challenging in a safe and impactful manner. Bernie is conscious and considerate of clients' individuality, learning styles and preferences. She uses NLP (Neuro Linguistic Programming), Transactional Analysis (TA) and mBIT (multiple Brain Integration Techniques), to facilitate discovery, insight and progress. Bernie is self-employed (for 24 years), with previous experience in the multi-national, community and voluntary sectors.



## EUGENE O'CALLAGHAN

FORMER DIRECTOR (CEO), IRELAND  
STRATEGIC INVESTMENT FUND

Eugene O'Callaghan is an Advisor to investment businesses and Co-Founder of EHA Advisory, a boutique advisory firm that works with sovereign and long-term investment funds. Previously he was Director (CEO) of Ireland's sovereign wealth fund the Ireland Strategic Investment Fund (ISIF) from 2014 to 2021, and its predecessor the National Pensions Reserve Fund (NPRF) from 2010 to 2014. Mr O'Callaghan joined NPRF in 2005 from Irish Life Investment Managers, where he had been Chief Operating Officer and had worked for 15 years in a variety of investment and operating roles. Prior to that he lived in New Zealand for five years where he worked in an investment bank and in a major accounting firm and he started his career with KPMG in Dublin.



## RIA WHITE

WHITE HR & TRAINING

Ria White established herself as a HR consultant and trainer in 2005. Ria has held senior HR roles in the professional services and pharmaceutical industries as well as providing HR & training services and advice to a wide range of sectors for over 25 years. An experienced consultant and trainer Ria has used her extensive knowledge of employment law and HR best practice to bring together a suite of services including HR advice and support, HR & employment law training, mediation service and crisis people management. She is a business graduate of the University of Limerick where she undertook an honours degree in HRM and Law, she is also a Chartered member of the CIPD and was previously a Waterford Chamber Director for four years.

# PROGRAMME LEADERS



## STEPHEN DELANEY

MANAGING DIRECTOR, Q1 SCIENTIFIC

Stephen Delaney is the Managing Director of Q1 Scientific, a pharmaceutical services business. Since the company was acquired by a US multinational his role has grown to oversee 3 separate sites located in Waterford, Belgium and North Carolina USA. He has vast experience in managing an ever changing and growing workplace, where the teams and facilities have multiplied in size in recent years. He qualified from University of Limerick, later adding a MA in Business Management from Smurfit Business School. He is passionate about continuous improvement and personal growth.



## BRÍD DUFFY

PROCUREMENT MANAGER,  
WELTEC ENGINEERING

Bríd Duffy is Procurement Manager with Weltec Engineering Ltd. with over 20 years' experience in the Mechanical and Electrical Construction Industry. She has Masters Degree in Management Coaching and a Bachelor of Business in Industrial Purchasing. Bríd has gained extensive knowledge in Project Management, Relationship Management and Negotiating Skills across different sectors including Pharmaceutical, Life Sciences, Industrial and Food. Her focus is on getting a balance between support, praise and constructive feedback. Bríd looks forward to working with startup and middle-management leaders guiding and supporting them through their own set of circumstance by combining her real-world experience with her coaching skills.



## RACHEL DUNGAN

LEAD WITH COACHING INSTITUTE,  
ICF MASTER CERTIFIED COACH



Based in Lismore, Rachel Dungan ICF-MCC-CTC, is an award-winning international leadership, team and wellbeing coach, who empowers leaders to 'Lead With Coaching,' and thrive personally, professionally and in business. With a diverse background in pharmacy, education, entrepreneurship, and technology, she combines her rich life experiences—from growing up on a farm to running a pharmacy business—with over a decade of coaching. Rachel's approach integrates personal leadership and wellbeing principles, ensuring clients put their own oxygen masks on first. She is passionate about fostering profound ripple effects through empowered leadership.



## FABIO GARGANEGO

ICF PROFESSIONAL CERTIFIED COACH



Fabio Garganego is a team and corporate well-being coach with over a decade of experience. He holds an MSc in Electronic Engineering and an MA in Organisation and Innovation. Fabio is PCC ICF and EMCC Practitioner accredited coach, and he is fluent in English, French, and Italian. He has worked extensively in the IT industry and has held leadership roles in both private and public sectors in Ireland and Italy. Fabio specialised in group and team coaching programs in Italy and Europe. He is a faculty member with Kingstown College and he is Director of Innovation with ICF Ireland.



## GARY WIDGER

SENIOR MANAGER, ENGINEERING PROJECTS,  
BAUSCH + LOMB

Gary possesses an extensive background in project management, with a primary focus on the medical device and pharmaceutical industries. He holds two Level 9 degrees in engineering and project management, as well as a diploma in executive and leadership coaching. As the director of two of his own limited companies; one specializing in project management services, and the other in property investment, Gary combines technical expertise with entrepreneurial acumen. Passionate about giving back, he dedicates time to mentoring and coaching emerging talent, and also volunteers to teach Judo to children. Gary identifies as a mindset coach, driven to motivate and inspire his mentees and coachees to reach their full potential in both their professional and personal endeavors.



## BRIAN DEVEREUX

EXECUTIVE DIRECTOR, EY

Brian is a Chartered Accountant and has over 20 years' experience working in public practice. He started his accounting career with MK Brazil & Co. in Waterford. He then moved to Vancouver, Canada, working with Deloitte for 9 years. He returned to Waterford in 2016, joining EY and is currently an Executive Director in Audit & Assurance. He supports a range of privately owned and international clients with their professional services requirements. In addition to supporting his clients, Brian is part of the EY Regional Leadership team, which involves strategic planning and management for the firm. Brian was a participant in the inaugural Waterford Chamber of Commerce Regional Leaders Programme in 2017/2018 and is also a past Director of the Waterford Chamber.



# PROGRAMME LEADERS



## LIAM QUINN

CEO, WATERFORD AREA PARTNERSHIP

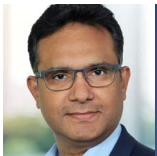
Liam is CEO of Waterford Area Partnership, a local development company which delivers programmes that support rural & community development, addresses food poverty, provides employment training & access, facilitates educational & personal development opportunities, supports migrants and asylum seekers, start your own business and social enterprise programmes and climate action. Liam has extensive experience in the community and voluntary sector as Director of Services and CEO with a number of organisations in the areas of disability, health and community development. He holds an MSc (Ethics & Law) from RCSI and a BA (Health Service Management) from UL.



## JILL HINCKS

MANAGING AND CREATIVE DIRECTOR,  
PASSION FOR CREATIVE

Jill Hincks, the driving force behind Passion for Creative, is not just a Managing and Creative Director but also a remarkable mentor in the realm of brand strategy. Having rooted herself in Waterford since 2005 and subsequently founding her agency in 2006, Jill's journey exemplifies her dedication to nurturing brands. With four decades of experience, Jill has honed her expertise in crafting compelling narratives for brands, both online and offline. Her agency, Passion for Creative, has flourished thanks to her mentorship, making a name for itself with innovative business strategies and brand designs. Whether you're a startup, an SME, or a corporate client, Jill Hincks stands ready to impart her invaluable insights on brand strategy, ensuring your brand's journey is defined by success and distinction.



## SHASHI SOPIRALA

DIRECTOR OF AGILE COACHING,  
SUN LIFE



Shashi is a transformative leadership coach with extensive experience guiding leaders through complex environments and driving large-scale transformations across diverse industries, including pharmaceuticals, healthcare, finance, technology, and telecommunications. An expert in aligning business strategy with business agility to enhance operational excellence and achieve significant business outcomes, Shashi is passionate about people development, creating coaching cultures that empower organisations to thrive. Skilled in change management, leadership development, strategic and outcome-based planning, he is adept at fostering collaborative environments, building high-performing teams, and driving cultural change.



## SIOBHÁN BRADLEY

OPENTALK, ICF PROFESSIONAL  
CERTIFIED COACH



Siobhán is an Executive, Leadership, Team, Change, Conflict and Emotional Intelligence coach. For over 25 years she has worked with individuals, teams and organisations across all sectors, including technology, hospitality, financial, engineering, health, higher education, professional services and the public sector. She takes a positive, strengths-based approach in coaching, allowing participants appreciate what they already bring to their roles and career. She helps people reconnect with purpose, build impact through their communications and manage transitions and change. She has a particular expertise on supporting collaborative working in and between organisations. She is co-President of ICF Ireland chapter and Director for HR/ Change on the Mater Hospital Foundation.



## MARGARET MORRISSEY

COUNTRY HUMAN RESOURCES DIRECTOR,  
ABBOTT

Margaret started her career with Abbott through the Guidant Acquisition in 2006 in the role of Manager, Human Resources, Vascular Division progressing to Director, Human Resources, Abbott Vascular in 2008. In June 2010, she assumed national responsibility as Country HR Director. In 2020 she qualified with a Diploma in Business and Executive Coaching, followed by a Diploma in Advanced Business and Executive Coaching in 2021 from the UCD Michael Smurfit Business School.



## NATASHA HUGHES

FORMER CO-SITE HEAD BNY WEXFORD |  
EXECUTIVE & EMOTIONAL INTELLIGENCE  
COACH & TRAINER

Natasha Hughes is a professional coach and consultant specialising in Emotional Intelligence and Sustainable Leadership. A Master EQ Trainer with RocheMartin, she is accredited in delivering psychometric Emotional Capital Report (ECR) assessments and works with professionals across varied sectors to strengthen leadership capability through coaching, workshops, and EQ development. With over 20 years in financial services, Natasha was the first female Co-Site Head of BNY Mellon Wexford, leading over 380+ people. She holds a Master of Business in Executive Leadership (SETU) and a Postgraduate Diploma in Executive Coaching (IMI). An award-winning entrepreneur, Natasha was named Emerging Businesswoman of the Year 2025 and Networker of the Year 2025 by Network Ireland Wexford. As a mum of three daughters, she understands first-hand the challenges of combining leadership with family life. A Paul Harris Fellow and former Rotary Wexford President, she champions values-led leadership and community impact.

# PROGRAMME LEADERS



## TRISH BLACKSHIELDS

ICF ASSOCIATED CERTIFIED COACH,  
CHIEF COMMERCIAL OFFICER (ACTING),  
MUSGRAVE



Trish Blackshields is a credentialled Associated Certified Coach (ACC) with over 25 years of leadership experience in commercial, strategy and change programmes. In addition to her senior commercial leadership role with a leading Irish food and beverage wholesaler, Trish is an organisational coach and volunteered as Director of Strategic Programmes on the ICF Ireland Chapter Board. The transformative impact of coaching resonates personally and professionally for Trish, inspiring her commitment to giving back to community. Her enthusiasm lies in empowering individuals to crystallise goals, gain insights, and craft actionable plans.



## RORY CARTON

HEAD OF STRATEGIC BUSINESS  
DEVELOPMENT, GOODBODY  
EMC ACCREDITED EXECUTIVE COACH

Head of Strategic Business Development at Goodbody, Ireland's longest established stockbroking firm, with roots dating back to 1874, Rory is a proven leader, people manager and strategic thinker. He is an Executive Coach and is passionate about helping others to unlock their talents in order to achieve their goals. Rory holds a degree in Commerce from UCD, and postgraduate diplomas in both Management and Executive Coaching. Rory is a dedicated disciple of honesty, humility, and teamwork and is passionate about business and personal growth, high performance, and developing his own potential and the potential in others.



# PARTICIPANTS SAY...



*The programme has been fantastic, the mentors were hugely beneficial and each with differing knowledge and experience. I loved every minute of it!*

*I didn't know what to expect from the programme and was really nervous but I pleasantly enjoyed it and it certainly helped me in my professional and personal life.*

*Thank you for the wonderful experience, the speakers mentors and organisers were so friendly and open.*

*Meeting leaders and getting to know them, understanding how they go to where they are, made career goals feel much more achievable. I was so impressed by how much of their time they were gladly willing to give up also.*

*I loved the Programme from start to finish. A hugely worthwhile undertaking.*

*I really enjoyed the look into how others have struggled and yet managed to be successful while leading with emotional intelligence.*

*I wanted to meet people from the business world in Waterford and it enabled me to do that and much more.*

*I found throughout the time on the programme it allowed us to see that there are people in a similar role to me that would have similar concerns, ambitions etc – you felt as if you weren't alone.*



# PARTICIPANTS SAY...



“Lots of tips and suggestions picked up along the way to help me grow as a leader and to overcome challenges.”

“The Regional Leaders Programme exceeded my expectations and I felt it was well-organised at all times.”

“I thoroughly enjoyed being part of the programme and met so many interesting people. It helped me focus on my direction in work and forced me to achieve goals and not put things off.”

“I gained so much knowledge about what makes different businesses successful as well as how to convert what I've learned into my personal life. The mentors were brilliant for making time and I appreciate every interaction.”

“Regional Leaders was an inspirational experience, I met with some great people mentors and peers alike.”

“This program is a total credit to those running and organising it. I have met people who I hope to keep in my network for a long time.”



## ABOUT

### **ICF Ireland: Empowering Leaders Through Coaching Excellence** **ICF Ireland Chapter: A Partner in Excellence**

The International Coaching Federation (ICF) Ireland Chapter is honoured to partner with Waterford Chamber and Waterford Chamber Skillnet for the prestigious Regional Leaders Development Programme. Our collaboration underscores our shared commitment to nurturing entrepreneurial growth and leadership development through world-class coaching.

#### **Our Vision: Thriving Through Coaching**

At ICF Ireland, our vision is to help Ireland thrive through coaching. We believe in the transformative power of coaching to unlock the potential within every individual. By establishing strategic partnerships with both public and private organizations, we advocate for the association of ICF Coaches with excellence. Our mission reinforces the belief that coaching is a powerful tool for empowerment and growth, benefiting all walks of society.

#### **A Global Standard in Coaching**

As a proud Chartered Chapter of the ICF, the leading global organisation dedicated to advancing the coaching profession, ICF Ireland stands as a beacon of coaching excellence. We advocate for high standards in coaching practice, provide robust professional education, and expand coaching accessibility while championing inclusivity and equity. Our global voice resonates through our steadfast commitment to fostering a culture of excellence in coaching worldwide.



# REGIONAL **LEADERS** programme

*"A leader is one who knows the way,  
goes the way, and shows the way."*

– John Maxwell



**Waterford  
Chamber**  
Advancing business together



**BAUSCH + LOMB**



## FOR FURTHER DETAILS:

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