2026-2027

REGIONAL LEADERS programme

DEVELOPING BRAVE BUSINESS LEADERS

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 or email kelly.cummins@waterfordchamber.ie

EVENTS

13 OCT

» 12.00PM
» FAITHLEGG HOTEL

Opening Lunch

Join us for the launch of the Regional Leaders Programme at our Opening Lunch, an opportunity to connect with fellow participants, build your network and hear from inspiring guest speakers. The session will also set the stage for your leadership journey, with time to reflect, set goals and look ahead to the months ahead.

17 NOV

» 11.30AM – 2.30PM
» MAJESTIC HOTEL

Empowered Leadership: Building Skills For Lasting Impact

A transformative leadership session designed for leaders who want to elevate their impact, inspire trust, and drive meaningful results. With SINEAD O'NEILL, Sinead O'Neill Consulting.

09 DEC

» 11.30AM
» MAJESTIC HOTEL

The Future of Leadership: Navigating Change and Growth with AI

Artificial intelligence is rapidly reshaping how organisations operate, innovate and lead. This expert panel will explore the opportunities and challenges AI presents for today's leaders, from driving productivity and innovation to navigating governance, ethics and workforce transformation. With BEN BARRETT, Nomad AI; SARAH ADDERLEY, Unum; IMELDA MORRISSEY, Human Edge+; LEE GRACE, Marlá Communications.

20 JAN

» 9.30AM – 1.30PM
» GRANVILLE HOTEL

Emotional Intelligence (EQ) Masterclass

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. With MICHAEL COX, MCX Training & Development.

10 FEB

» A - 9.30AM – 1.30PM
» B - 1.30PM – 4.30PM
» VIKING HOTEL

Know Yourself, Lead Better

This half-day workshop explores the inner game of leadership – how you think, decide and behave when the pressure is on, and whether who you are in those moments reflects the leader you intend to be. With CALODAGH MCCUMISKEY, Spiritual Earth.

10 MAR

» 1.00PM – 2.00PM
» ONLINE SESSION

Effective Leadership Communication and Managing Conflict

Strong communication is one of the most important skills for effective leadership. In this engaging one-hour online Lunch & Learn, Executive, Leadership, Team, Change, Conflict and Emotional Intelligence Coach Siobhán Bradley of OpenTalk will share practical strategies for communicating with clarity, navigating difficult conversations, and managing conflict constructively. With SIOBHÁN BRADLEY, OpenTalk.

06 APR

» 12.00PM
» MAJESTIC HOTEL

Closing Event

Join us for the closing event of the Regional Leaders Programme as we celebrate the participants' journey, achievements, and growth. The event will feature a special guest speaker, offering inspiration and reflections as we mark the conclusion of this year's programme together.

DATES & TIMES SUBJECT TO CHANGE

EVENTS

EVENT LAUNCH AND OPENING LUNCH

13 OCT • 12.00PM • FAITHLEGG HOTEL

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

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

17 NOV • 11.30AM – 2.30PM • MAJESTIC HOTEL

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

20 JAN • 9.30AM – 1.30PM • GRANVILLE HOTEL

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).
- 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.

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.

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.

PANEL DISCUSSION:
THE FUTURE OF LEADERSHIP:
NAVIGATING CHANGE AND GROWTH WITH AI

09 DEC • 11.30AM • MAJESTIC HOTEL

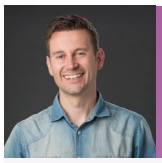
Artificial intelligence is rapidly reshaping how organisations operate, innovate and lead. This expert panel will explore the opportunities and challenges AI presents for today's leaders, from driving productivity and innovation to navigating governance, ethics and workforce transformation. Panellists will discuss practical approaches to AI adoption, emerging policy and regulatory considerations, responsible and ethical implementation, and the impact of AI on employment, creativity and the future of work.

Learning Outcomes

Participants will:

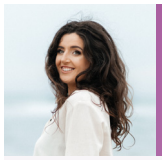
- Understand the strategic opportunities and risks AI presents for organisations and leaders.
- Gain insights into AI governance, policy developments and ethical decision-making.
- Explore the impact of AI on jobs, skills and creative industries, and how leaders can respond.
- Identify practical actions to foster responsible AI adoption while supporting innovation and organisational growth.

Panel



LEE GRACE
MÁRLA COMMUNICATIONS

Lee Grace is an accomplished artist, graphic designer and illustrator. He is the Creative Director at Márla Communications and has been with the company for over 16 years. Lee is a strong conceptual, visual and strategically focused designer, with a hands-on creative approach and strategy development. Extensive understanding of objectives, consumer needs, and the value of effective communications. Lee was born and raised in Waterford, graduating from Design Communications at WIT. Lee has worked with hundreds of businesses throughout his career and is also an original founding member of fuse:d, a South East design collaboration.

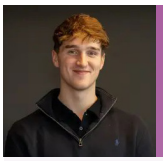


IMELDA MORRISSEY
HUMANEDGE+

Imelda Morrissey is Co-Founder of HumanEdge+, an AI governance company helping organisations adopt Artificial Intelligence safely, responsibly and strategically. She works with organisations to develop practical governance frameworks, improve AI literacy and implement the policies and processes needed for effective AI adoption. She works with organisations to bridge the gap between AI innovation and responsible implementation, ensuring AI is adopted safely, effectively and with the right governance in place.

SARAH ADDERLEY
UNUM

Sarah Adderly works within UNUM Ireland's Digital Incubator & Innovation team, focusing on Operational Design & Success. She specialises in the successful adoption of AI, machine learning, and digital transformation initiatives across operational areas of the business. With over four years at UNUM, she focuses on bridging the gap between technology and people—turning innovative ideas into practical, scalable solutions that deliver measurable business value, essentially creating the 'future AI-enabled or AI-hybrid' how. Sarah's experience spans the full lifecycle of transformation initiatives, from ideation and business requirements through to stakeholder engagement, governance, compliance, learning and development, and success measurement. She is passionate about operational design and believes that the true success of any technology lies not in what it can do, but in how effectively people embrace and use it.



BEN BARRETT
NOMAD

Ben Barrett is Co-Founder of Nomad, a Dublin-based artificial intelligence adoption and transformation firm that helps organisations adopt AI in practical, responsible ways. Through Nomad, Ben works with teams across all sectors to translate emerging AI tools into real operational value, from strategy and implementation to hands-on upskilling.

EVENTS

KNOW YOURSELF, LEAD BETTER
WITH CALODAGH MCCUMISKEY, SPIRITUAL EARTH

10 FEB • 9.30AM – 1.30PM (GROUP A) • 1.30PM – 4.30PM (GROUP B) • VIKING HOTEL

This half-day workshop explores the inner game of leadership – how you think, decide and behave when the pressure is on, and whether who you are in those moments reflects the leader you intend to be.

Drawing on research in performance psychology and leadership, it offers participants a structured, honest look at themselves as leaders - their defaults, their blind spots, and their capacity to operate at their best when it matters most. Brave leadership starts with self-knowledge. This session gives participants the tools to develop it.

CALODAGH MCCUMISKEY

SPIRITUAL EARTH

Calodagh McCumiskey is a wellbeing and leadership specialist with almost three decades of experience working in high-pressure environments. Before dedicating the past 15 years to helping organisations build healthier, more resilient workplaces, she spent 14 years leading humanitarian operations in some of the world's most challenging crisis zones. During this time, she managed multi-million-euro programmes, led multicultural teams and supported communities recovering from war, natural disasters and epidemics. Drawing on this unique experience, Calodagh helps organisations create cultures where wellbeing supports sustainable performance. Her work enables leaders, individuals and teams to manage pressure more effectively, build resilience and perform at their best without compromising their wellbeing. She works with organisations as a keynote speaker, consultant, coach and trainer.

EFFECTIVE LEADERSHIP COMMUNICATION AND MANAGING CONFLICT
WITH SIOBHÁN BRADLEY, OPENTALK

10 MAR • 1.00PM – 2.00PM • ONLINE SESSION

Strong communication is one of the most important skills for effective leadership. In this engaging one-hour online Lunch & Learn, Executive, Leadership, Team, Change, Conflict and Emotional Intelligence Coach Siobhán Bradley of OpenTalk will share practical strategies for communicating with clarity, navigating difficult conversations, and managing conflict constructively.

Drawing on more than 25 years' experience working with individuals, teams and organisations across a wide range of sectors, Siobhán takes a positive, strengths-based approach to leadership development. Participants will gain practical tools to build greater impact through their communication, strengthen collaboration, and approach conflict with confidence and purpose.

SIOBHÁN BRADLEY

OPENTALK

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 director HR/ Change on the board of the Mater Hospital Foundation and until recently served on the Ireland chapter board of ICF.

EVENTS

PROGRAMME CLOSING EVENT

06 APR • 12.00PM • MAJESTIC HOTEL

Join us for the closing event of the Regional Leaders Programme as we celebrate the participants' journey, achievements, and growth.

The event will feature a special guest speaker, offering inspiration and reflections as we mark the conclusion of this year's programme together.

PROGRAMME LEADERS

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.

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.

JACKIE ROCHE

LEARNING AND ORGANISATIONAL DEVELOPMENT MANAGER, BAUSCH + LOMB

Jackie is an experienced Learning and Organisational Development professional dedicated to creating environments where people and organisations thrive.
With expertise in strategic talent development, succession planning, leadership capability, and organisational effectiveness, she works in partnership with senior leaders to align people strategies with business objectives.
Known for her creative thinking, strong relationship-building skills, and collaborative approach, Jackie is recognised for her ability to connect with stakeholders across all levels of an organisation. She is a motivating leader who inspires others to embrace growth, challenge themselves, and achieve their best. Jackie holds an MSc in Coaching and Behavioural Change from Henley Business School, University of Reading, UK.

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.

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.

PROGRAMME LEADERS

DEREK LOWRY

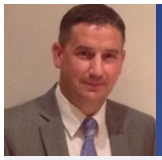
MANAGING DIRECTOR,
ALMEGA BUSINESS CONSULTING

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 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 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.

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.



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.

AMY HICKEY

ALIGNWITHAMY COACHING

Amy Hickey is the founder of AlignwithAmy Coaching and holds a Diploma in Personal, Professional and Executive Coaching from an ICF-accredited programme, alongside a certified breathwork facilitator. Drawing on her clinical background as a registered nurse and her current standing as an MSc research student, Amy brings an evidence-informed and holistic perspective to her practice. She has a particular focus on mindset, holistic health, leadership, and performance. She partners with clients to unlock clarity, resilience, and sustainable growth, taking a supportive and empowering approach grounded in both clinical insight and coaching excellence.

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.

ABBAS ABIDI

DIRECTOR | UKI ASSURANCE,
EY WATERFORD

Abbas Abidi is a Director in EY Ireland's Assurance practice, bringing over 18 years of international audit and business advisory experience. Throughout his career, he has worked with a diverse range of organisations, from some of the family-owned businesses to world's largest multinational companies, helping leaders navigate growth, change, and complex business challenges. Originally from Pakistan, Abbas has built his career across Pakistan, Saudi Arabia, and Ireland, where he has been based in EY's Waterford office for the past seven years. His international experience has given him a broad perspective on leadership, collaboration, and professional development across different cultures and industries.

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.

PROGRAMME LEADERS

PAT WALLACE

OPERATIONS & PROGRAMME MANAGER

BUÍON PHORT LÁIRGE

Pat Wallace is Operations & Programme Manager at Buíon Phort Láirge (formerly Waterford Area Partnership), where he leads the delivery of community development, employment training, education access, and social inclusion programmes across Waterford. He brings extensive people management experience through leadership roles, overseeing teams and fostering collaborative environments to drive impactful outcomes. Pat holds a Science Degree (Science with Quality Assurance) and an Engineering Degree (Industrial Engineering) from Waterford Institute of Technology (now SETU), along with an MA in Teaching and Learning in Further and Higher Education and a B.A. (Hons) in Adult Education. Passionate about community impact and people development, he excels at building connections and creating opportunities for growth.

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.

GARY GRAHAM

FOUNDER OF BLOOM

CO-FOUNDER OF HORTITUDE

Gary has a strong background in project management, primarily within the medical device and pharmaceutical sectors. He holds Level 9 qualifications in Engineering and Project Management, along with a diploma in Executive and Leadership Coaching. In addition to his professional role, Gary is involved in two small businesses, one focused on project management services and the other on property investment. He has a particular interest in supporting the development of others through mentoring and coaching. Gary is passionate about helping individuals build confidence, develop their potential, and achieve their goals both professionally and personally.

DEBORAH DUFFY

ASSOCIATE DIRECTOR COUNTRY HR,

TEVA PHARMACEUTICALS

Deborah is a senior HR leader and qualified leadership coach with a passion for helping leaders grow, navigate change, and achieve their potential. Drawing on experience across multinational pharmaceutical manufacturing and global customer operations environments, she partners with leaders to build capability, strengthen engagement, and create high-performing teams. As Associate Director Country HR, Deborah works with business leaders to align people strategy with organisational priorities, enabling sustainable performance and organisational effectiveness in complex, regulated environments. Alongside her HR leadership role, she coaches managers and leaders at all stages of their careers, supporting them to navigate challenges, broaden their perspectives, and lead with greater self-awareness and impact.

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.

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.

PROGRAMME LEADERS

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.

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.

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.

PROFESSOR VERONICA CAMPBELL

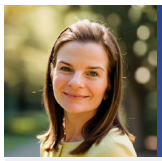
PRESIDENT, SOUTH EAST TECHNOLOGICAL UNIVERSITY (SETU)

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.

LIAM QUINN

CEO, BUÍON PHORT LÁIRGE

Liam is CEO of Buíon Phort Láirge, 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.



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

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.

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.

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 director HR/Change on the board of the Mater Hospital Foundation and until recently served on the Ireland chapter board of ICF.

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.

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.

RICHIE DAWSON

DIRECTOR OF OPERATIONS AT LI4

Richie is an experienced Operational Excellence and transformation leader with a background in performance optimisation across complex organisational environments. He has built his career working closely with senior leadership teams to translate strategic priorities into measurable operational improvement. His experience includes working with leading healthcare organisations in the United States and Ireland, as well as leading programmes across manufacturing, professional services and other operational environments. Richie holds a Master of Business in Lean Enterprise Excellence from South East Technological University and is a qualified Lean Six Sigma Master Black Belt. He is currently completing a PhD in Strategic Management and Digital Transformation. Richie is currently Director of Operations at Li4, where he leads strategic growth, programme delivery and organisational performance. His role includes developing multidisciplinary teams, strengthening governance and integrating people, process and technology to support clients in delivering their strategic priorities.

PROGRAMME LEADERS

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.

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.

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.

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 Regional Leaders Programme in 2017/2018 and is also a past Director of the Waterford Chamber.

SHASHI SOPIRALA

FOUNDER OF AJIRA CONSULTING

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.

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. 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.

PROGRAMME LEADERS

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.

RACHEL DUNGAN

LEAD WITH COACHING INSTITUTE, ICF MASTER CERTIFIED COACH

Based in Lismore, Rachel Dungan ICF-MCC-ACTC, 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.

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.

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.

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.

EUGENE O'CALLAGHAN

FORMER DIRECTOR (CEO), IRELAND STRATEGIC INVESTMENT FUND

Eugene O'Callaghan was Director (CEO) of Ireland's sovereign wealth fund, the Ireland Strategic Investment Fund (ISIF), and its predecessor, the National Pensions Reserve Fund (NPRF), from 2010 to 2021. Today, he is Co-Founder of EHA Advisory (sovereign wealth fund advisory), Senior Advisor to Haven Green Investment Management (investment products distribution across EMEA), Chair of Centrus Advisors (real assets corporate finance and treasury advisory) and an Investment Committee member at NAERSA (Ireland's Auto-Enrolment Retirement Savings scheme). His earlier career includes working with Irish Life Investment Managers as Chief Operating Officer and in various investment and operational roles, in New Zealand in investment banking and with KPMG in Dublin and Wellington.

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 werent 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.

PROGRAMME GUIDE

MAKING THE MOST OF YOUR PROGRAMME EXPERIENCE

THE PURPOSE OF THE WATERFORD REGIONAL LEADERS PROGRAMME

The Waterford Regional Leaders Programme is designed to develop the leadership capacity of emerging and established leaders across the region. Through engaging programme events, interactive learning sessions and shared experiences, participants build the knowledge, skills and confidence to lead with impact.

A key feature of the programme is its personalised approach, with one-to-one sessions with programme leaders and experienced leadership coaches. These sessions provide dedicated support, reflection and practical guidance to help participants maximise their leadership potential and apply their learning in their organisations and communities.

By investing in people, the programme is strengthening a connected network of leaders who will drive positive change across Waterford.

ROLE AND RESPONSIBILITIES OF A PROGRAMME PARTICIPANT

Participants play an active role in their own leadership development and in contributing to the learning of the wider cohort. They are expected to:

» Commit to attending and actively participating in all programme events and learning sessions.

» Prepare for and engage fully in one-to-one coaching and development meetings.

» Be open to feedback, reflection and new perspectives.

» Apply learning and insights within their organisation and community.

» Share experiences, ideas and best practice with fellow participants.

» Build positive relationships and contribute to a supportive and collaborative learning environment.

» Act as an ambassador for the programme and demonstrate the values of respectful, ethical and inclusive leadership.

PROGRAMME GUIDE

COACHING VS MENTORING, WHAT'S THE DIFFERENCE?

» **Coaching** supports participants to reflect, identify goals, overcome challenges and unlock their own leadership potential through guided conversations.
» **Mentoring** provides participants with access to the experience and wisdom of established leaders who can share practical insights, advice and encouragement based on their own leadership journey.

Together, coaching and mentoring provide a powerful combination of self-discovery, practical guidance and ongoing support, helping participants grow into confident and effective leaders.

COACHING	MENTORING
Focuses on helping an individual achieve specific goals or develop particular skills.	Focuses on sharing experience, knowledge and guidance to support longer-term personal and professional growth.
Uses questioning, reflection and challenge to help the individual find their own solutions.	Draws on the mentor's own experience to offer advice, insights and perspectives.
Typically structured around defined objectives and a set timeframe.	Often develops as a broader, longer-term relationship.
The coach does not need to be an expert in the participant's field.	The mentor is usually an experienced leader with relevant knowledge or expertise.
Encourages self-awareness, accountability and action.	Helps participants navigate challenges, build confidence and broaden their leadership perspective.

PROGRAMME GUIDE

GETTING THE MOST FROM YOUR MENTORING OR COACHING SESSIONS

Your mentoring or coaching sessions are an opportunity to focus on your personal and leadership development. The more prepared and engaged you are, the more valuable each session will be.

BEFORE YOUR FIRST MEETING

» Introduce yourself, your role and your leadership journey.
» Share why you joined the programme and what you hope to achieve.
» Agree how you will work together, including expectations, communication and confidentiality.

SET YOUR GOALS

Identify two or three areas where you would like to grow, for example:

» Building leadership confidence and capability.
» Leading people and managing change.
» Strengthening communication and influence.
» Addressing a current leadership challenge.
» Planning your professional or career development.

DURING EACH SESSION

» Come prepared with topics, questions or challenges to discuss.
» Be open, honest and willing to reflect.
» Listen actively and explore different perspectives.
» Agree practical actions before the session ends.

REVIEW YOUR PROGRESS

At the end of each meeting, consider:

» What have I learned?
» What actions will I take before the next session?
» What progress have I made towards my goals?
» What support do I need going forward?

Whether working with a mentor or a coach, these conversations are designed to challenge, support and encourage your growth as a leader. Taking ownership of your development will help you gain the greatest benefit from the experience.

PROGRAMME GUIDE

MENTORING AND COACHING TIMELINE

Participants will work with two Programme Leaders during the programme, providing the opportunity to benefit from different leadership styles, experiences and perspectives.

From October to December, participants will meet with one Programme Leader for two to three mentoring or coaching sessions. From January to April, they will be matched with a second Programme Leader for a further two to three sessions.

Participants are expected to take ownership of these meetings by preparing in advance, attending on time (whether online or in person), and engaging fully in the conversation. As a mark of mutual respect and professionalism, participants should honour their commitment to scheduled sessions and avoid cancellations or non-attendance except in exceptional circumstances.

GETTING THE MOST FROM PROGRAMME EVENTS

The Regional Leaders Programme offers a range of networking events, panel discussions and interactive learning sessions. These are designed to broaden your perspective, strengthen your leadership skills and build meaningful connections with leaders from across the region.

To make the most of every event:

» **Come prepared** – Review the event agenda, speakers or topics in advance and think about what you want to learn.

» **Be curious** – Ask questions, contribute to discussions and be open to new ideas and different perspectives.

» **Network with purpose** – Introduce yourself to new people, exchange experiences and build relationships beyond your own sector or organisation.

» **Engage fully** – Participate actively, share your insights and support the learning of others.

» **Reflect and apply** – Take time after each event to consider your key takeaways and identify how you can apply your learning in your leadership role.

» **Stay connected** – Follow up with people you meet and continue building your leadership network throughout the programme.

Your experience will be shaped by the effort you invest. By showing up with curiosity, openness and a willingness to contribute, you will maximise the value of every programme event.

ICF Ireland
Charter Chapter

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

Waterford Chamber Skillnet

BAUSCH + LOMB

ICF Ireland Charter Chapter

FOR FURTHER DETAILS:

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Skillnet IRELAND

Rialtas na hÉireann
Government of Ireland

Co-funded by the European Union