



Success Profile: Cameron & Tim

For the last 16 years, there's been a change in the Australian mentoring landscape. And at the heart of that change, is Juno Consulting. Their Adaptive Leaders - 'Business Community Mentoring' programs have changed the game, engaging stakeholders across Corporate, Community and Government sectors in truly meaningful ways.

Through their all-important initiatives, Juno Consulting provides an invaluable resource to disadvantaged community members.

For a full 12 weeks, participants are given the opportunity to engage in meaningful professional experiences, and make that all-important transition into employment, or education. And that's just the tip of the iceberg. At the same time, those who participate

as corporate mentors will undertake a significant development journey, with step by step guidance from Juno's facilitators.

The statistics speak for themselves: Since 2001, more than 5000 individuals have benefited from the Passport to Work experience, and of these 5000 participants, more than 65% successfully gained employment thanks to the Juno program.



It's not hard to find yourself unemployed. It's also not hard to feel isolated, depressed and existential as a result. Recognising this vicious cycle, Juno created their award-winning Adaptive Leaders Program with the aim of tackling some of these complex social issues through an immersive learning experience.

Our approach pushes the current boundaries of modern-day altruism, and instead provides a safe and structured shared learning experience. Mentors play an active, hands-on role in making tangible differences in the lives of their protégés - a process that has been proven time and time again. We could talk about the benefits of the program for days on end, but when it comes to real world success, the proof is in the pudding. Meet Tim and Cameron - just one of those incredible mentor partnerships.

“At first, I thought Tim would just place me in a job at ANZ given his level of seniority but instead I was encouraged to follow the process of ‘Any Job, Good Job, Dream Job’ which ended up working for me.”

An unlikely pairing

Tim Brinkler was a senior leader at ANZ when he first met Cameron nine years ago. Growing up in a classic working-class UK family, Tim understood the value of hard work, and all the intrinsic benefits that come from sustainable employment at a young age. It was this ingrained drive and determination that sparked his move to Australia some decades ago, where after various senior roles across banking and finance, he found his way into Juno’s Community Mentoring Program.

Cameron on the other hand, finished school at 16 years of age.

Like many young Australians, he held down various jobs around Melbourne, but couldn’t make any of them stick. After a premature finish from an office role in superannuation, Cameron became more and more isolated, and in his words, “lacked structure in my life, became pretty cynical and held onto a negative mindset.” After five years (and many dead-ends), Cameron was referred to the Juno ‘Passport to Work’ program via his job search provider.

It was here that the two met, and outlooks started to shift.

From triumph to triumph

Under the guidance of Tim, Cameron secured his first paid gig: a 3-week contract role in an office supplies retailer to cover annual leave. Leveraging the experience he gained in this position, and counting on the support of his mentor, Cameron was then able to secure a role with a defence contractor, scanning war records to digital storage. After an 18 month stint, he transitioned to a role at his current employer where he has been for the last seven years. When this role came about, Tim felt “delighted.”

“More than the job, it was Cameron’s understanding and commitment that this was the first step that was particularly pleasing.”

This position provides ample amounts of flexibility, which not only helps with the commute, but it also gives Cameron the opportunity to explore other facets of self-development. Over the last few years, his positive Juno experience has allowed him to undertake various leadership roles, as well as other internal mentoring opportunities with his current employer.

“If you wish to understand “the big picture” in the workplace, having a corporate mentor is almost standard practice,” Cameron says.

“I’ve mentioned it to various managers I’ve had and all were interested in hearing what I’ve gained from the Juno program.”

A few years on...

The relationship developed between a mentor and community protégé is not something that disappears overnight. For nine years Cameron and Tim have consistently kept in touch, “continuing the regular meetups long after the formal program had ceased.”

“We know how to reach each other by email and phone if required, and we both reply very promptly,” says Cameron.

“I’ve contacted Tim in the past with questions regarding various ideas and perspectives and he’s always willing to provide a considered response.”

Juno’s philosophy is to create meaningful shared learning experiences between leaders and future leaders – a commitment which is evident in this specific relationship.

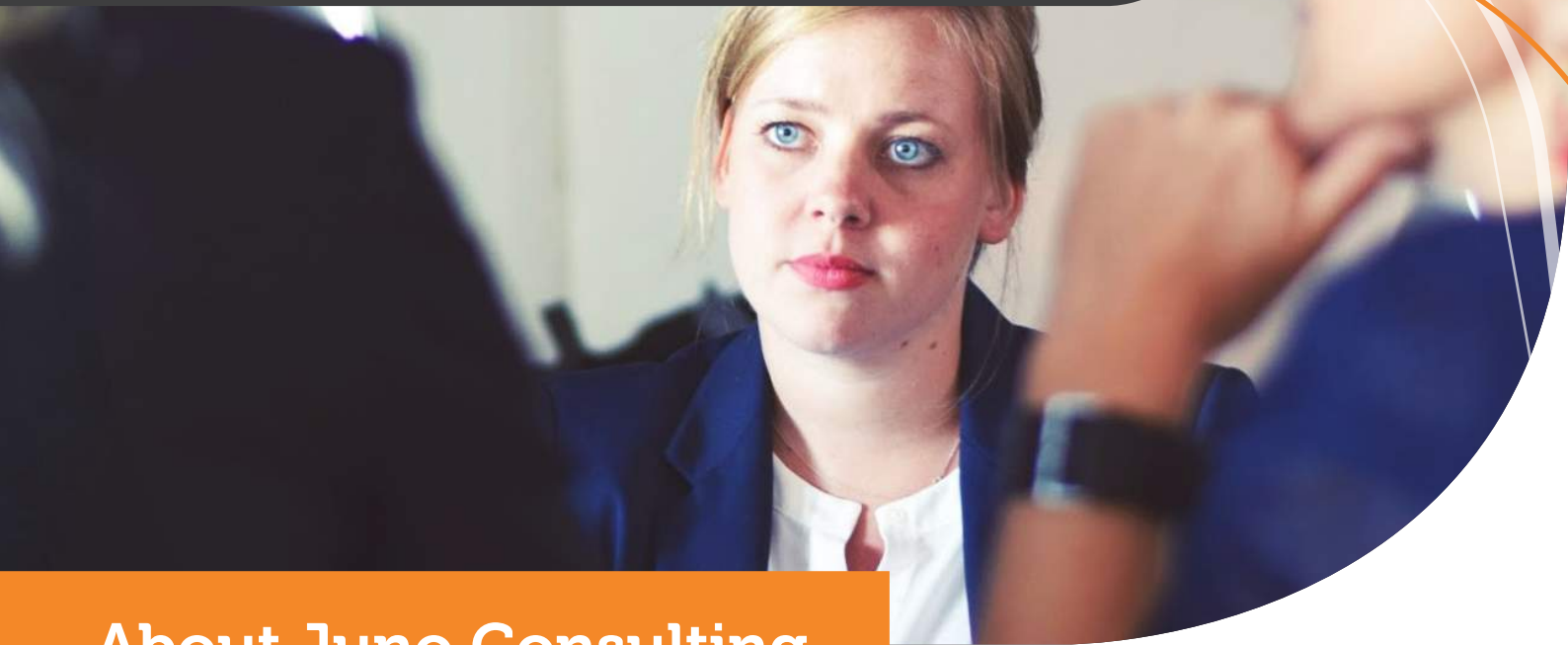
According to Tim, “it is fantastic to see Cameron thriving and enjoying his work and evolving career.”

“It’s very rewarding for me to be playing a small part in this, more so than the typical corporate objectives that consume my days.”

The reality is, majority of Juno protégés wouldn’t have access to the same opportunities and possibilities as those within this program. And for Cameron, it’s changed his life.

“You may have the ingredients but have lost the confidence to cook. A good mentor will help you navigate within the Juno framework and focus on methodologies that suit you.”

If you are looking to ‘make a difference’ in the life of someone that hasn’t had the same opportunities as you and learn the fundamentals of leadership through a social lens - all you have to do is ask. Juno Consulting is your first proactive step. Get in contact with Paul Lacey, Director – Juno Consulting on 03 9866 7993 or 0408 543 320 or email: placey@junoconsulting.com.au



About Juno Consulting

In a world that's becoming increasingly complex, the boundaries between organisations, communities, markets and the environment are essentially limitless.

To adapt to this change, Juno Consulting develop program experiences that help individuals see beyond their 'four walls' of potential, opening them up to the more adaptive challenges and opportunities that exist around us.

Through their guided workshops and training, you can learn the tips to navigate this space, and feel supported through immersive learning experiences that are easily applicable in a professional context.

Working in this way allows individuals to access all of their potential resources – the possibilities are endless. In all workshops,

participants are invited to experience what it feels like to bring their full attention and intention into every aspect of the journey. Tackled either individually or in a small group of like-minded peers, why wouldn't you consider being part of the solution to some of society's complex social issues?

Typical mentor groups have 15-25 participants, which allows for meaningful cross-organisational learning, merged with tremendous networking opportunities. The combined group brainpower assists in strategising, problem solving and supporting each other in this unique and challenging journey.

This is your chance to give back to the community in a real and tangible way. To get involved, please contact Paul Lacey, Director – Juno Consulting on 03 9866 7993 or 0408 543 320 or email: placey@junoconsulting.com.au

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