



Ilsé Strauss was introduced to leadership mentoring in the early 2000's and has been involved in various programs as a facilitator and co-ordinator ever since. Through her management consultancy PurposeSYNC, she provides business and leadership ethics capability development, with a strong focus on workplace coaching and mentoring. She has designed countless leadership mentoring programs for senior and emergent leaders, spanning from Perth's Bell Tower to Melbourne's Yarra River.

Her experience in developing leadership coaching and mentoring programs has produced successful results in the public and private sectors, and in various industries including construction, financial, franchising, higher education and more. Ilsé's coaching and mentoring programs have had positive impacts upon leadership development, with her latest project, an internationally accredited coach training course, with the International Coaching Federation, tailored for Australian leaders.

She holds a Masters in Leadership (by research) which integrates the disciplines of business and leadership with psychology. Ilsé is an accredited performance and workplace coach, a qualified trainer and assessor and is currently completing her Juris Doctor degree at U.W.A. She believes in community outreach, and she holds the position of volunteer C.O.O at the Student Legal Advice Center where she provides oversight of day to day operations, liaising with law firms and stakeholders, and training and developing of volunteer paralegals and future leaders.



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## What is the importance of creating a great mentoring program?

Fundamentally, a great mentoring program should build an environment that creates transformation. The best mentoring programs enable change and growth through transferring various competencies such as high-level knowledge and strategy, and sub-conscious cognitive faculties: values, motivation, and intelligences. Drawing upon these individualised aspects is to deepen one's understanding of self, and of their leadership. But to achieve this, it requires a balance between structured mentoring and flexible learning to allow for the unique relationship between mentors and mentees to build over-time. This is key to facilitating transformation for all.

## What 1 advice would you give a mentee?

Have a mindset that embraces learning about the unknown aspects of leadership. Don't hold back from asking lots of questions and sharing what you learn with others.

## What 1 advice would you give a mentor?

You are a stallion in your field, but they haven't had the same time, experience, and results. So be willing to share your mistakes and successes that helped you arrive at where you are today.