

Mary Collins

ElevateHR Mentor Profile

Mary is Director of Talent Management for Global Operations at Boston Scientific, specialising in leadership development, organisational effectiveness, and change management. She has held senior HR roles across global organisations and advises start-ups and enterprise boards. Mary is passionate about empowering HR professionals as strategic partners and creating inclusive, future-ready workplaces.

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Programme Timeline

Theme: Developing the Talent Strategy

	Date	Time	Location
1 -1 Session	Week 19 th Jan	TBC	Teams
Mentee group sessions	Monday 9 th Feb	8:30-10:00am	Boston Scientific Offices
	Monday 9 th Mar	8:30-10:00am	Teams
	Monday 6 th Apr	8:30-10:00am	Teams
	Monday 11 th May	8:30-10:00am	Boston Scientific Offices
	Monday 8 th Jun	8:30-10:00am	Teams
	Monday 24 th Aug	8:30-10:00am	Boston Scientific Offices
1 -1 Session	Week 1st Sep	TBC	Teams

Session Content

1. What is Talent Strategy – and Why does it Matter
2. Workforce Planning & Talent Gaps
3. Attracting & Retaining the Right Talent
4. Developing Talent from Within
5. Measuring Talent Strategy Impact
6. Talent strategy in Action – Reflections & Future Focus

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Deadline for Submission:
12th December

Sue Gannon

ElevateHR Mentor Profile

Sue is Chief People Officer at Platform 94 and founder of Stride to Grow, bringing over 25 years of HR leadership experience across FMCG, retail, and entertainment industries globally. She specialises in coaching, organisational change, and leadership development, with expertise in facilitating transformation and enhancing team performance. Accredited in multiple coaching methodologies, Sue is passionate about helping leaders and teams unlock potential and drive sustainable success.



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Programme Timeline

Theme: Moving from Reactive to Proactive HR Leadership

	Date	Time	Location
1 -1 Session	Week 26 th Jan	TBC	Teams
Mentee group sessions	Tuesday 10 th Feb	10:00-11:30am	Platform94
	Tuesday 10 th Mar	10:00-11:30am	Teams
	Tuesday 14 th Apr	10:00-11:30am	Teams
	Tuesday 12 th May	10:00-11:30am	Platform94
	Tuesday 9 th June	10:00-11:30am	Teams
	Tuesday 25 th Aug	10:00-11:30am	Platform94
1 -1 Session	Week 1st Sep	TBC	Teams

Session Content

1. What does Proactive HR Leadership Look Like?
2. Building Strategic HR Capabilities
3. Anticipating Organisational Needs
4. Influencing with Insight and Impact
5. Creating space for Strategic HR
6. Proactive HR in Action – Reflections and Commitments

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Deadline for Submission:
12th December

Colman Collins

 ElevateHR Mentor Profile

Colman is a Non-Executive Director with Collins McNicholas Recruitment & HR Services Group and GCIL. Formerly founder and CEO of Collins McNicholas, he also held senior HR roles at Nortel Networks and Westinghouse. Colman mentors through University of Galway and Bizmentors and is author of How to Succeed in Your First Job, delivering talks at universities and third-level institutions.

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Programme Timeline

Theme: HR's Role in Performance & Development

	Date	Time	Location
1 -1 Session	Week 27th/28th Jan	AM	Teams
Mentee group sessions	Tuesday 10 th Feb	10:00-11:30am	Teams
	Tuesday 10 th Mar	10:00-11:30am	IDA Offices
	Tuesday 7 th Apr	10:00-11:30am	Teams
	Tuesday 12 th May	10:00-11:30am	IDA Offices
	Tuesday 9 th June	10:00-11:30am	Teams
	Tuesday 7 th July	10:00-11:30am	IDA Offices

1 -1 Session	Week 1st Sep	AM	Teams
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Session Content

- 1.Enabling Effective Performance Management Across the Organisation
- 2.HR as a Role Model for Performance Practice
- 3.Creating a Culture of Timely and Honest Conversations
- 4.Performance Management as a Tool for Retention and Success
- 5.Embedding Strategic Performance
- 6.Strategic Performance in Action - Reflections and Commitments

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Deadline for Submission:
12th December

Eilish O'Sullivan

 ElevateHR Mentor Profile

Eilish is Head of People & Culture at Coffey Group, with extensive senior HR leadership experience across MedTech, software, and professional services. She specialises in organisation design, people strategy, and large-scale transformation and holds a master's in HR management and advanced qualifications in organisational development. Eilish is passionate about mentoring HR professionals and shaping agile, innovative cultures that drive sustainable growth.

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Programme Timeline

Theme: HR Leading Organisation Design

	Date	Time	Location
1 -1 Session	Week 26th Jan	8:30-10:30am	Teams
Mentee group sessions	Tuesday 10 th Feb	5:30 -7:00pm	IDA Offices
	Tuesday 10 th Mar	5:30 -7:00pm	Teams
	Tuesday 7 th Apr	5:30 -7:00pm	IDA Offices
	Tuesday 12 th May	5:30 -7:00pm	Teams
	Tuesday 9 th June	5:30 -7:00pm	IDA Offices
	Tuesday 25 th Aug	5:30 -7:00pm	Teams

1 -1 Session	Week 1 st Sep	8:30-10:30am	Teams
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Session Content

- 1.What is Organisation Design and Why Does HR Lead It?
- 2.Diagnosing Organisational Effectiveness
- 3.Designing for Agility and Accountability
- 4.Leadng Change through Organisation Design
- 5.Measuring the Impact of Organisation Design
- 6.Organisation Design in Action – Reflections and Future Focus

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Deadline for Submission:
12th December