



RAY MURPHY FUND: A Case Study

Ruairi McKiernan

Ruairi McKiernan is founder and CEO of Community Creations and SpunOut.ie. The organisation was established 7 years ago and currently employs 8 staff and reaches 500,000 young people online each year. Recognising the need for leadership training and development for himself, Ruairi applied to the Ray Murphy Fund.

For his leadership development Ruairi chose to be mentored by the former CEO of a large and well-established National charitable organisation. This provided him with expert support from somebody who was both familiar with the sector and knowledgeable about the various specialism and relationships that are particular to the work of a CEO and the sector.

A practical and structured mentoring support was agreed on and put in place. This involved a number of 2 hour peer-to-peer coaching sessions, email/telephone support as well as strategy sessions and a development session which involved the Board and staff of SpunOut.ie.

The leadership mentoring and support helped Ruairi specifically in areas such as:

- **Staff management and HR issues**
- **Board liaison and relationships**
- **Strategic planning**
- **Fundraising**
- **Funder relationships**

Reflecting on the process and his experience, Ruairi said “(It)..... produced huge dividends in terms of increasing my own leadership confidence and technical ability, providing me time out to reflect and consider my own vision and methodologies, which is an essential part of successful leadership.