

**CONTRIBUTIONS**

**Leadership Coaching**

**NZ Psychological Society Annual Conference (Christchurch, 30 Aug): Practising Coaching Psychology Workshop** was well-received:

- *It was really helpful to learn about the coaching framework*
- *Really valuable opportunity*
- *It got me thinking and helped me clarify what a coach brings*
- *Sam's an awesome facilitator. I understand coaching more and am more aware of my strengths and areas for development*

**100 Day Manager<sup>®</sup> Course** – Developed and produced in partnership with <http://www.hma.co.nz>. A useful refresher for all Managers, this course covers the four essential focus areas that a New Manager encounters in their first 100 days:

- Managing Personal Brand
- Managing Work-Based Relationships
- Managing Time
- Managing Performance

Click the link below to find out more:

<http://hmalearnonline.com/mod/scorm/view.php?id=3899>

You know to **contact me** to find out more about any of the above.

**LEARNING POINTS**

**Leadership Coaching**

**Diversity:** Working with clients from diverse perspectives who work with and lead others within greater complexities of diversity, I need to discover more about their contexts. I have therefore sought out people and conversations to stretch my understanding. The questions and reflections that their gifts or koha have provided include:

- Why is the issue of diversity important to me?
- What are clients already doing to engage with diversity in their workplace?
- Discover how diversity fits within clients' talent strategies
- How does an organisation's physical environment encourage and retain service-users and staff?
- What organizational initiatives are there to support individuals to be themselves?
- How do I create a safe space for my clients so that their coaching/ learning experience is the best that it can be?

**Email:** Instead of writing an email to a colleague, try going to talk with them. It enhances one's ability to:

- Take a break
- Take some exercise
- Improve social connection

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*Thanks for your referrals and recommendations – always appreciated.*

## CONTRIBUTIONS

### Psychosocial support

- **Book Review – on How Emotions are Made: the secret life of the brain (L.F. Barrett)** which debunks myths about the universality of emotion and reinforces the idea many emotions are learned, rather than pre-wired:  
<http://www.europecounseling.eu/volumes/volume-1-2017/volume-1-article-8/>
- **Applying Acceptance and Commitment Therapy in the Field –** presentation at Médecins Sans Frontières (Netherlands) Staff Health Unit Annual Conference (Amsterdam, 15 Sept). Also emphasised the benefits of using the whiteboard for illustrations, rather than text – and kinaesthetic techniques – to enhance learning in a multi-lingual context.

### Supervision

After recently joining the NZPS Mentoring Scheme, I am enjoying the responsibilities and learning opportunities of this new experience.



## LEARNING POINTS

### Psychosocial support

**Sexual (and other) Harrassment:** In the high emotional impact environment of the humanitarian context, staff operate, and often live, in close and intense proximity. The pressure to work collaboratively and compassionately together is considerable. Yet, even in apparently cohesive teams, individuals may experience harrassment and discrimination. Security may also be compromised as a result. Addressing such issues without upsetting team equilibrium requires considerable sensitivity.

**Learning Point:** one hypothetical question that can engage open discussion and increase the likelihood of surfacing issues is:

- If there were an instance of sexual harassment, how would you address it? For instance, if someone said/ did ..., how would you manage them/ it?

### Supervision

Through reflection and consultation with my own Supervisor, I am learning that my approach to Supervision is to provide an environment that: is safe, structured and stretching; creates a reflective, challenging space for professional development; and that encourages accountability and boundaried purpose.

Quality Relationships | Meaningful Work | Inner Harmony

COACHING

PSYCHOSOCIAL SUPPORT

SUPERVISION