

CONTRIBUTIONS

Leadership Coaching

Wellington Growth. Whilst I continue to operate across and outside New Zealand, it has been great to find myself increasingly working with leaders and their teams in the Capital.

Reviews

More time to think: the power of independent thinking (Nancy Kline, 2015). Exhortational, but useful, tips to create powerful thinking if: the context is safe; Listeners just listen for at least two minutes; Thinkers are purposeful in their verbalised reflections, knowing that they won't be interrupted. (My review:

<http://www.europecounseling.eu/volumes/volume-2-2018/volume-2-article-5/>

Peak performance: elaborate your game ... (B Stulberg, S Magness). A long title but a surprisingly motivational book that reminds the reader of the core elements of self-directed improvement. Key takeaway:

Stress+Rest=Growth

Headspace. A very humble Mindfulness App that you can match to your needs. And the first 10 sessions are free!

LEARNING POINTS

Leadership Coaching

Core leader competencies are regularly described, disputed and updated across academia, the media and other tableaux. The best of these discourses include the importance of context and time.

In the contexts in which I work in the time that we currently live, my observation is that, notwithstanding some of the more obvious qualities of leaders, there are some core internal processes that are often under-rated:

- **Clear and Strong Values** – the ability always to reference these in key decisions, particularly when the way forward is unclear or others question and/or reject our decisions
- **Self-acceptance** – (/forgiveness) helps build self-compassion for our faults. This cannot truly exist without its sibling – self-doubt
- **Self-doubt** – is a gateway to hear from others; to be prepared to do better for ourselves and for others
- **Self-care** – is perhaps the hardest yet most important internal process, and which needs to be modelled to others (especially family/loved ones). We often allow ourselves to blame our context for how we find ourselves. Good leaders constantly remind themselves of, and act upon, their responsibility to care for themselves so that they can effectively pursue what's important to them. For most leaders, self-care includes connecting with others
- **Social Connection** – which helps us to maintain humour, perspective, and love

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Thanks for your referrals and recommendations – always appreciated

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Psychosocial support

Field Trip – Kurdistan, Iraq is gradually recovering from the impacts of the extreme brutality it experienced recently. Providing psychosocial support to expat and local staff and their leaders is an important part of re-establishing compassion, hope, justice and predictability.

From the office – I continue to provide: remote support to people in the field; psychosocial support for recent or resurgent trauma and distress; simple debriefing e.g. for *youth ambassadors* returning from sponsored trips as they begin their humanitarian careers.

Workshops – are available for teams who value support to prepare for, sustain themselves during, and debrief from, working in the field. Contact me to discuss how we can tailor these for your organisation's specific needs.

Supervision

One of my supervisees privileged me in agreeing to co-write a brief contribution to *The Heart of Coaching Supervision*:

<https://www.routledge.com/The-Heart-of-Coaching-Supervision-Working-with-Reflection-and-Self-Care/Turner-Palmer/p/book/9781138729773>



LEARNING POINTS

Psychosocial support

- When all is destroyed or taken away – home, neighbourly trust, healthcare, loved ones, education, services – those who survive tend to prioritise:
 - What is important to them
 - Focusing and adapting to the present
 - Maintaining a positive outlook
 - Connecting with others
- Stress, trauma, feeling low, and emotional numbing are frequently endured by humanitarian staff. However, it does not necessarily mean that there is something “wrong” with you. Allowing for the possibility of these experiences and being prepared to talk about them with a professional is an important part of growth
- We have a duty to be very concerned and do better about protecting the world's young from persecution and exploitation
- We don't need to be afraid to engage and encourage those youth who come from a position of safety and privilege, and who aspire to improve the world that we are leaving them. We can learn from them.

Supervision

A Straw Poll of some colleagues and peers about supervision reinforced to me the importance of:

- Taking time to agree a clear, formal, written and signed contract – accountable to the relevant Code of Ethics
- The increasing responsibilities relating to electronic data security
- Regular review of Learning Objectives
- Ensuring that the conversation is in service of the supervisee's client



*The past has its rightful place here in the present,
And colouring our true future is dependent
Upon how we choose to show up now resplendent.*

*Ensure you take and make good on a chance to rest
This December, as you know that is for you best.
Then for your 2019 to leave you most impressed
Ensure your flight has plumes tinted to shine brightest!*

**THANKS FOR ALL THE CONTINUED CONTACT AND
OPPORTUNITIES IN 2018. I LOOK FORWARD TO
CONNECTING WITH YOU AGAIN IN 2019.**

**BEST WISHES
SAM FARMER**