

CONTRIBUTIONS

Leadership Coaching

EFL "BRIEFLETS" are short and succinct (2-sided) brief leaflets to provide easy-to-refer-to ideas about how to engage with common and sometimes difficult workplace situations. Towards the end of last year, I posted "Engaging with Stress" to my [LinkedIn](#) page. Over the coming months, more will be posted. If you would like me to send you an EFL Brieflet directly, please don't hesitate to contact me:

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Current and forthcoming EFL Brieflets are:

- [Engaging with Stress](#) – defines stress and gives some ideas to engage with it constructively
- [Engaging with Engagement](#) – provides some definitions of engagement and tips on how to establish and maintain staff engagement
- [Engaging with Conflict](#) – re-frames work-based conflict as a challenge and provides a flow-chart to follow when confronted with interpersonal challenges
- [Engaging with Emergency](#) – provides information about how to lead teams to prepare for, engage with and grow from traumatic incidents.

LEARNING POINTS

Leadership Coaching

i. [Positive Priming](#)

[Carol Kauffman](#) reminds us that positive emotions can lead to increased cognitive flexibility, speed, accuracy and improved team functioning. She refers to Losada's 1999 research where high performing teams were those that recorded three positive emotion/ supportive statements to every negative emotion/ critical one. In such teams, behaviour and discussions were more wide-ranging, fluid and flexible. Their environments facilitated robust and challenging discussions where problem identification inspired executives to clarify arguments. **Learning Point? A mixture of positive and negative is fine, but the balance is crucial and needs to be weighted to the affirmative.**

ii. [Leaders as Politicians](#)

In the [Chartered Management Institute's](#) Executive Summary, Leading with Political Awareness (UK, 2007), the significance of the political dimension of leadership was highlighted, particularly in relation to large/multi-national organisations where there are numerous internal and external stakeholders. Effective leaders need political awareness to: provide a "strong vision and sense of direction for their organisation"; understand the marketplace; and anticipate the future in a way that facilitates collaboration AND remains competitive.

Interestingly, [Marshall Goldsmith](#) calls leadership a "contact sport", referring to the need for leaders to engage external, as well as internal, stakeholders to elicit "feedforward" about their areas of strength and development. **Learning Point? Leadership depends upon the political process of canvassing, understanding and connecting the support of the people who sustain your position.**

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Thanks for your referrals and recommendations – always appreciated.

CONTRIBUTIONS

Psychosocial support

- Remote support to National/ Expatriate staff working with survivors of sexual/ other extreme violence in Tari and Port Moresby – Papua New Guinea
- In-field support to National and Expatriate staff working in South Sudan

Supervision

- Ongoing provision of supervision for individual professionals
- Continue to receive professional supervision from two individual supervisors and two peer supervisors, as well as consultant support as needed, to ensure that my practice areas of coaching, psychosocial support and professional supervision are supported
- Provision of group supervision coaching for supervisors, and training for supervisees



COACHING

PSYCHOSOCIAL SUPPORT

SUPERVISION

LEARNING POINTS

Psychosocial support

Three weeks after I left Juba, military conflict broke out within barely 2-year-old South Sudan. Though there was some concern, with general security being upgraded because of specific non-military attacks/risks, there was little indication of an anticipated civil war.

It is to the credit of the organisation, to which I am privileged to consult as part of a team, that they provide proactive, as well as reactive, psychosocial support to their staff.

Learning Point? Maintain 100% vigilance, commitment, focus and positivity in identifying factors and simple tools that support and strengthen individual/ team resilience – as if it will be the last chance to do so.

Supervision

Every April, registered psychologists are required to conduct a competency self-assessment as part of the Continuing Competence Programme. I am grateful to my strength-based supervisors in supporting me always to enhance my practice.

Over the past year, I focused upon enhancing: brief intervention skills for professionals experiencing trauma; learning about Acceptance and Commitment Therapy which emphasises: making space for, rather than resisting/getting over-attached to, tough thoughts/feelings; recognising and committing to one's values; leadership coaching knowledge. Building upon last year's objectives, my foci for this year include:

1. Advancing workshop and presentation repertoire
2. Expanding techniques to engage diverse cultural perspectives within the workplace (including those requiring higher mental health support)
3. Maintenance of a good lifestyle balance
4. Maintenance of clarity in supervision

If there is anything, from your experience of me, that you would like me to consider, please let me know.