

CONTRIBUTIONS

Leadership Coaching

Action Learning Group for NGO CEOs –

It was a real privilege to work with this group of leaders last year. Their innovation and tirelessness to engage with our so-called disruptive world is exemplary. I am honoured that they have asked me to facilitate their group again this year. And I am doubly privileged in that another seven CEOs of large, Auckland-based, NGOs have engaged me to facilitate a second ALG cohort. In addition, I acknowledge the support of Kevin Richards at Charities Services, who have also provided seed funding to support the process this year.

Please **feel encouraged to contact me** if you want to find out more about ALGs.

Coaching Model In the coaching field, there is often a lack of discussion and mentoring about coaching frameworks. As a result, on 21 July, I am facilitating a **“Practising Coaching Psychology”** workshop which focuses on outlining the important elements of a Coaching Model.

Please **feel encouraged to contact me** if you want to find out more about the workshop.

LEARNING POINTS

Leadership Coaching

I have appreciated clients’ responses to my requests for feedback over the past 6 months or so.

For those in the ALG, apart from giving an overall Value-for-Money score of 4.7/5, I learnt that they appreciated having:

- *An ‘iron sharpens iron’ experience with equals*
- *Space to discuss difficult issues in a trusted environment to gain more perspectives*
- *[Opportunity to] develop myself in tough, honest conversations with other CEOs*
- *Connection, support, challenge*
- *Honesty ... range & diversity ... effective facilitation ... humour ... complexity*

For individual clients, concerning being given an Initial Summary of my understanding of their context after our first meeting, one client reported that it:

- *Helped me work out where I was and the final objective upon which [to] focus the best strategy ... a good document to refer back to*

And, in working together, clients appreciated that I was *“very empathetic”* and that the coaching process helped:

- *Me move forward with my goals*
- *Setting goals & taking action towards them*
- *[so that] Momentum built up and things just fell into place when the time was right*
- *That you let me drive the experience and worked as a facilitator ... I owned my course of action ... it was driven by myself*
- *[That it] challenged my thinking ... always focused on the long term objective*
- *Practical applications of concepts*

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Thanks for your referrals and recommendations – always appreciated.

CONTRIBUTIONS

Psychosocial support

- In-field support to National and Expatriate staff working in Pakistan and Afghanistan
- Support of individual clients based in New Zealand.

LEARNING POINTS

Psychosocial support

In an article by Helen Nissen-Lie et al (*Love yourself as a person, doubt yourself as a therapist? 2015*), it is suggested that self-confidence can be a good quality for therapists to have. However, it needs to be accompanied by a good dose of ongoing reflection to self-question and invite feedback in order further to improve oneself. It reminded me of the importance of the ability to eat humble pie. Case in point:

Sometimes I am so busy finding out what stressors clients and teams are experiencing that I can lose a sense of perspective. It took a manager in the field to suggest to me, quite innocently, to ask his team what it was that they enjoyed about their work.

So, in relation to his team, who had seemed reluctant to admit to any stressors at all – which was unusual, given the context – I decided to start out with this manager’s question.

Asking “What do you like about working for your organisation?” created a very different atmosphere in the room. It was upbeat from the start – optimistic and energised. From this base, we could discover more effectively what they do to overcome stressful experiences, as well as unpack some of the causes.

Learning Point? I’m glad that I was able to listen to that manager and still feel confident in myself. My thanks to him.

Supervision

- Ongoing provision of professional supervision
- Brieflet Update – The developing list includes: Sleep Hygiene; Self-Management; Procrastination. Any others?

Supervision

I attended a workshop on Systemic Perspectives in Supervision facilitated by Elizabeth du Preez and Jackie Feather. It focused on how our role, position and relationships in our families of origin can have a significant impact upon our adult relationships. This can be true in both our relationships with our partners, and the families we develop with them, as well as in our work relationships. And for “people professionals” these factors can influence the way that we interact with our clients, including our supervisees – as well as how they interact with us.

Learning Point? There is a labyrinthine layer of influences in all our relationships. It takes skill to notice and engage effectively with all of them. For me, it’s a work in progress for sure!



Quality Relationships | Meaningful Work | Inner Harmony