

CONTRIBUTIONS

Leadership Coaching

- Action Learning Groups – Continued for two groups of NGO CEOs throughout 2016. In 2017 a third is starting, for Senior Leaders from across the corporate, state and not-for-profit sectors
- Coaching Psychology Workshop – Following explication of my Coaching Model, I have initiated conversations with a number of parties interested in the increased professionalisation of Coaching Psychology
- Continuing to connect – with some large NGOs and a leading NZ Information Technology firm to discover areas of common interest for more efficient operationalisation of systems and community engagement
- On-line Coaching – Development of web-based learning for new managers. Suggestions from your experience are appreciated!

Please **feel encouraged to contact me** if you want to talk more about any of the above.

LEARNING POINTS

Leadership Coaching

Some quick gifts from others that I want to share with you, include:

- Spot Coaching: *“an on-demand coaching conversation with an independent professional external coach, which is made available to all employees in an organisation”*
- Human Rights are everyone’s responsibility – whatever and wherever your organisation is; and whatever your role. Look and listen carefully; ask difficult questions; check out your stakeholders. Take courage in standing up for human dignity
- Disruptive Innovation – *“a process by which ... a service takes root initially in simple applications ... eventually displacing established competitors.”* Some NGOs are courageously interpreting this concept within their sector by questioning the validity of current values and practices in a way that is responsive to the changing needs and demands of their funders and beneficiaries
- Authentic Leaders – have self-awareness; an internalised moral perspective; (genuine) relational transparency; balanced processing ([Fusco et al, 2016](#))
- Maori Women Leaders – aspire to: connect with whanau (family) and Papatuanuku (Mother Earth); give back; engage others; find a peaceful space ([S M Ruru](#))

Reflecting upon your year – what resonates with you most?

Sam Farmer

www.enhanceltd.co.nz

Email: sam@enhanceltd.co.nz

Mobile: +64 274118522

Thanks for your referrals and recommendations – always appreciated.

CONTRIBUTIONS

Psychosocial support

- Invitation to write an article on Sleep Hygiene for the new [International Journal of Stress Prevention & Wellbeing](#)
- Ongoing support of individual clients based in New Zealand
- Developing a Wellbeing Programme for NGO Staff working overseas

Please **feel encouraged to contact me** if you want to find out more about any of the above, or in relation to the adjacent Learning Points

Supervision

- Provision of professional supervision
- Reminding supervisees of their professional responsibilities to their Codes of Ethics



LEARNING POINTS

Psychosocial support

Sleep Hygiene – Whilst there are sleep-promoting behaviours that are helpful for most people, any sleep hygiene intervention needs to:

1. Assess all of an individual's 24 hour behaviour cycle (not just sleep), e.g.: diet, exercise, work, leisure, use of toxic substances (including sugar, alcohol, caffeine, medication, nicotine)
2. Understand that one type of intervention does not suit all individuals. For instance, if someone uses caffeine to manage stress, suddenly stopping may lead to *increased* stress and even more disturbed sleep – despite research indicating that caffeine can disturb sleep for some people. Intervention will therefore need to address stress management, as well as sleep hygiene, strategies

Attending to the present – a re-focusing technique, from [ACT](#), that I have found to be useful at a time of intense recalled stress or feared future, is to pay close present attention to the five senses: sight, sound, touch, taste and smell. Then (if it helps) move attention from the smell-sense to the breath. Then focus on what requires your present attention.

Supervision

It's great to be informed by (and inform clients about) the NZPsB Code of Ethics, and Guidelines. For instance:

- Record Keeping – how long client notes need to be retained
- Use of Social Media – what information can be used, viewed, when and under what circumstances
- Psychometrics – ensuring clients understand that questionnaire debriefs are delivered with caveats and with reference to other contextual and cultural factors (e.g. organisational situation; ethnicity, language, nationality or socio-cultural heritage of the client)

Quality Relationships | Meaningful Work | Inner Harmony



Thank you for the work and encouragement that you have given me during 2016. I hope that you manage to make some time for yourself and your loved ones as you transition to 2017.

Happy New Year! I look forward to working and corresponding with you in 2017.

Sam 😊

Sam Farmer, Director. [Enhance Facilitation Limited](#).