

**CONTRIBUTIONS**

**Leadership Coaching**

**Respect & Inclusion** – Alongside some of their own champions, it's great to be one of a small group of consultants co-facilitating one of Aotearoa/ New Zealand's leading first responders' pilot programme to enhance psychologically safe workspaces that embrace the increasing diversity of its work force, in often highly emotionally demanding environments.

**Action Learning Groups** – Three groups for CEOs were facilitated in 2019. In addition to continuing these, a fourth is scheduled for non-CEO, "C-Suite" Senior Leaders, in 2020. Let me know if you/some you know would like to be one of the participants.

**Supervision**

**Coach Activism** – I am appreciating the opportunity to have recently started providing (pro bono) Supervision to Coaches of Volunteers working with Refugees in Europe:

<https://www.coachactivism.org/home/about>

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**LEARNING POINTS**

**Leadership Coaching**

Where it is appropriate, a core element of my Coaching Model is to include a "Triad" Meeting with the Coachee and their Manager/Sponsor at the start and end of our Coaching Engagement. These two meetings ensure that:

- I have a greater sense of: the Coachee's working context; their relationship with their Manager
- We can all share our expectations, particularly the Manager who can significantly contribute to the provision of useful "stretch" goals (cf. Grant, 2019)
- The importance of the Manager's support for the process is recognised (cf. Whyte & Lawrence, 2012)
- Levels of reporting, accountability and confidentiality are clarified
- The Coachee can lead the review process at the end of the Coaching Engagement

And, where Triad Meetings have happened, the Coachee and their Manager/Sponsor have indicated that they (and their organisation) have valued them.

**Supervision**

**Studying** – for a Professional Certificate of Advanced Study in Coaching Supervision (Oxford Brookes Univ), I notice how differences in Supervisee professional background can influence whether Supervision is used primarily to focus upon their: own professional development; or work being done with Coachees. The reasons for addressing related expectations at the Contracting stage are compelling.

*Thanks for your referrals and recommendations – always appreciated*

## CONTRIBUTIONS

### Psychosocial support

**Self-care** – Triggered by an annual trip to a conference in the Netherlands, I prioritised a month’s break in the second half of the year and started a 12-month sabbatical from providing psychosocial support overseas.

**From the office** – I continue to provide remote support to those working in high-emotional-impact contexts where isolation, rapid changes in resourcing, loneliness, unpredictability and existential challenges are faced alongside multiple and significant daily humanitarian demands.

## LEARNING POINTS

### Psychosocial support

**Resilience** – *“the capacity ... to adapt successfully to disturbances that threaten ... function, viability or development”* (Masten, 2014). Theron (2019) continues that, whereas some professionals over-emphasise the myth of individual resilience, it is a much more *“complex process that draws on everyday resources that are found in [individuals], their relationships and ecologies.”* As well as our own qualities, who and what is around us are crucial components of resilience. What are the implications for your work and living environment?

**Let go!** – “I’m juggling too many balls in the air” is commonly heard from people who have a sense that they are taking on tasks beyond their capacity to manage them. I really loved the extension of the metaphor provided by Graeme C. He suggested that the important thing is to work out which are the rubber balls (which can be dropped and will bounce back) and which are the china ones (which are the essential ones to be prioritised).

This adaptation gives us explicit permission to LET GO of some things, understanding that we can come back to them. It also encourages us to decide what is really important to us (such as tasks that are deeply in line with our values) and to ensure that we prioritise these.

**Resilience & Release** – So much is said about what we need to DO to take care of ourselves (exercise, connection, diet, sleep). These things are essential. So is NOT doing things.

Think about what you can LET GO. It’s not about giving it up – you can always come back to it – but, for now, RELEASE IT.



Quality Relationships | Meaningful Work | Inner Harmony

COACHING

PSYCHOSOCIAL SUPPORT

SUPERVISION



*Something for your end of year pleasure and cogitation :  
Much effort can be spent 'pon gaining appreciation ,  
But with careful thought, reflection and self-patience -  
“Simple presence can make an awesome difference”*

**THANKS FOR ALL THE CONTINUED CONTACT AND  
OPPORTUNITIES IN 2019. I LOOK FORWARD TO  
CONNECTING WITH YOU AGAIN IN 2020.**

**BEST WISHES  
SAM FARMER**