

CONTRIBUTIONS

Leadership Coaching

AMP – the Adaptive Manager Programme for emerging Next Generation Leaders – has now been delivered to eight different groups of six people. Participants have included those from the corporate, not for profit and Emergency Service sectors. As well as exploring and clarifying the core thinking and skills required to lead a coaching culture, feedback clearly indicates an appreciation of the benefit of working and learning with a small group of peers who bring a great diversity of personal and professional backgrounds, experience and perspective.

A further eleven groups have been scheduled and there's room for more from June. Let me know which programme you'd like to join.

LEARNING POINTS

Leadership Coaching

Self-Compassion

It is inevitable that, with our apparent lack of immunity to, and collusion with, an unstoppable demand for more – exacerbated by a determined pandemic – most of us feel exhausted and guilty by our neglect ourselves and our loved ones.

Platitudes, soundbites, exhortations and worthy blogs about wellbeing can be off-putting. However, researchers such as K. Neff, P. Gilbert and C. Germer humbly provide excellent research and insights about the three core facets of building self-compassion. As well as **mindfulness**, they point to the importance of recognising that we share the **common humanity** of our experiences – we are not alone. And they emphasise the importance of **self-kindness**. Sometimes it can be useful simply to ask ourselves “upon what should I focus to be kind to myself and meet my needs to feel loved, valued and successful in my journey to what’s important to me?”

Global Violence

When I was training to be a probation officer in the early '90s, there was much debate about the appropriateness of asking offenders about their family relationships if they had nothing to do with their criminal convictions. Many instances of domestic violence were missed.

In 2017, Josie McLean wrote *“it appears that the human family are in a state of perpetual denial, unable or unwilling to implement the actions that we know are needed”*.

However, she wasn't writing about family violence, although she might as well have been as this is still an issue which many, particularly in Aotearoa, continue to minimise. McLean was writing about the violence we continue to perpetrate, and with which we collude, in relation to the natural world.

As a Coach I'm learning that part of my responsibility is to engage and encourage my clients to strengthen the roles they play in addressing climate change.

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Thanks for your referrals and recommendations – always appreciated

COACHING

PSYCHOSOCIAL SUPPORT

SUPERVISION

CONTRIBUTIONS

Psychosocial Growth

Three questions for you to ponder toward your psychosocial growth this year (answers below ;-):

1. How long and when is your next break?
2. What is one goal that you will achieve by the end of 2021?
3. Who is your favourite person to be with and when do you plan to meet with them (in-person or remotely)

1. > 4 days, > 3 months away. 2. Needs to be non-work-related and achievable. 3. Multi-choice, within 48 hours

Supervision

Group Supervision – of a telco's Internal Coach group

Peer Supervision – as part of an international group across three continents

Pro-Bono Supervision – of Coaches working with refugee workers

Professional Development – enhancing "self-as-instrument" skills to build greater "reflexivity" in coaching and supervision within systems

LEARNING POINTS

Psychosocial Growth

How have you grown?

Trauma includes significant disruption of one's life, routines, views, sense of control, perspective, thinking, and even values. Many of us will have had such experiences in the past 12 months. How might one grow from trauma?

"Organisational post-traumatic growth [PTG] [is where] organisations are not only restored, but achieve a higher level of functioning as a result of addressing and learning from a traumatic event" (K. Olson et al, '20). This could be a description of individual PTG too. Signs can include:

- Development of stronger relationships
- Willingness to embrace new possibilities
- Improved perception of personal strength
- Heightened sense of spirituality
- Increased appreciation of life

Using **deliberate and deep reflection** one can consolidate and accelerate post-traumatic growth and build preparedness for further potential traumas. If the trauma is ongoing, daily mini-reflections of what relationships have been maintained, values supported, connections and learning fostered, opportunities and optimism identified – however small – are important.



Supervision

Two definitions from T. Bachkirova et al provided 15 years apart – worth pondering for practice:

- A formal process of professional support which ensures the continuing development of the coach and effectiveness of [their] coaching through interactive reflection, interpretative evaluation and the sharing of expertise (2005)
- A human development process that involves structure, focused interaction and the use of appropriate strategies, tools and techniques to promote desirable and sustainable change for the benefit of the client and potential for other stakeholders” (2020)

Quality Relationships | Meaningful Work | Inner Harmony

COACHING

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