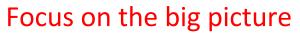




EFL Brieflet: Engaging with Transformation*

It's the repetition of affirmation that leads to belief, and once that belief becomes a deep conviction, things begin to happen Muhammad Ali





HONOUR	
 LEADERSHIP – inspire, seek and engage discretionary effort Think holistically – everything has to be on the table, including new and/ or previously ignored stakeholders Be prepared make big changes (including to policy) Delegate Rebuild capacity Modelling 	 WELLBEING – transformation takes a lot of organisational energy <u>Most people</u> will experience fatigue at some point. Encourage discussion about the challenges being faced and the strategies being used to cope <u>Leaders</u> need to model good health management, including being intentional and open about their capacity to keep working. <u>Monitor and review</u> how you're spending your time – is it adding value? <u>Sleep and breaks</u> are important
 HEARTS & MINDS – people need to understand the rationale for change Compassion – for the attachment that people have to what is familiar Courage – to let go of the old, and start thinking and acting differently 	PATIENCE – old habits die hard. It takes time to see the real benefits of change

Sam Farmer is Owner-Director of Enhance Facilitation Limited and strongly advocates that leadership is a team responsibility. Strength-based and Values-focused in his approach, he is passionate about collaborative coaching. As well as offering professional supervision, he facilitates psychosocial growth conversations with professionals working within high emotional impact contexts. He is a registered psychologist, has regular professional supervision and is bound by the Psychologists' Code of Ethics.

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Coaching Psychosocial support Supervision