

CONTRIBUTIONS

Leadership Coaching

Diversity – and its contribution, impact and experience within Coachees’ wider organisational (and social) systems are at risk of being under-explored within coaching conversations. So it was great to be able to connect Jonathan Black and Bridget Jelley (NZ Coaching Psychology Special Interest Group) with Professor Jonathan Passmore (Henley Business School) who, with his colleague Charmaine Roche, are raising the profile of Race and Coaching. Professor Passmore has expressed a keen interest in working with CPSIG to present on the topic in Aotearoa in 2022. I have no doubt that it will contribute significantly to coaching kōrero/ conversations and surface greater exploration of how western-informed coaching approaches might be better-informed from partnering with Māori.

Climate change – like the importance of diversity, is integral to the development of sustainable and forward-thinking policy and strategy-making. As a result, it is a crucial part of the Contracts that I agree with my individual clients, and is threaded within conversations across my professional practice.

LEARNING POINTS

Leadership Coaching

In comparison with last year, where most were either coping or fooling themselves that they were, leaders with whom I have been working have been acknowledging that they are feeling:

- Tired
- Operating at 80% or less
- Burnt out
- They need a break
- Uncertain about whether they’re in the right role
- Less tolerant
- Physically run-down

This is great news! Because it means that they are more open to the need to think differently about working in ways that are psychologically sustainable and strategically realistic. They are also more likely to be seen as human – and therefore accessible – to their staff. And, many of these same leaders have already put things in place that are working well for them:

- Scheduling breaks at planned intervals (in the day and throughout the year)
- Reviewing expectations – Having clear, meaningful and courageous conversations with their managers, Boards, Chairs, peers and teams about what they – and their organisations – need to work effectively
- Reviewing current strategies and practices to make them relevant to the current context
- Reviewing their – and their organisation’s – purpose and the legacy that they want to leave for future generations
- Being more mindful and planful about the best use of energy relating to: decision-making; travel; meetings; reflection time; personal space; social time; family time; exercise time; sleep time.

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Psychosocial Growth

The amount of work that I have done with humanitarian agencies has reduced this year. As a result, I have been able to connect with a local school to provide information and ideas about how Year 13's can best look after their psychological health as they prepare for exams and the lives that they want to lead afterwards. As those organisations that provide sponsorship know, young people have an insatiable appetite for knowledge and an abundant energy to engage with and apply it.

Supervision

- What is happening for the Supervisee – what do they think about this? So, what do they think they need to ask the Coachee?
- What is happening in the Coach-Coachee system – and what thinking does the Coach need to do, for the Coachee to think better?
- How might story-telling, by the Coachee or the Supervisee, be blurring the important conversation?



LEARNING POINTS

Psychosocial Growth

“Burnout” is being increasingly profiled as people become more fatigued by the relatively new experience of having to adapt their lives to the ongoing pandemic context. Signs include:

- Loss of interest in work that had previously been inspiring and motivating
- Cynicism, intolerance of others
- Headaches, lowered immunity, loss of appetite, unexplained tiredness
- Feeling detached, self-doubt, poor focus and decision-making, trapped, helpless
- Isolation and withdrawal
- Feeling overwhelmed by the workload

Restoring motivation is a fundamental key to suffocate burnout and rehydrate your thirst for vitality. It's therefore important to:

- Establish/ maintain regular interests, hobbies and social connections that are outside work (and not always family-related)
- Break/ sleep/ exercise regularly – obviously!
- Set achievable career targets from which you can change direction if needed
- Keep a clear view of what is really important to you – and do things that support that
- Maintain a realistic view of what you can achieve, versus what you think your team/ mates/ society/ family think you can achieve
- Check in with others in your workplace and sector to reduce the sense of isolation and broaden perspective
- Consider the possibility that you – or your organisation – have unrealistic expectations
- Regularly share how you're feeling with people who are important to you

Supervision

Very proud to report that I have completed all four stages of the **Oxford Brookes Coaching Supervision Programme** and been accredited as a **Coaching Supervisor**.

Thanks for your referrals and recommendations – always appreciated

Quality Relationships | Meaningful Work | Inner Harmony



**Thanks for your continued engagement
Reflect well upon what you've done in 2021
Make the most of your view in 2022
Have a Great New Year**

Banks Peninsular, Aotearoa. Nov 2021