

CONTRIBUTIONS

Leadership Coaching

Mānawatia a Matariki/ Happy Matariki –

The reappearance of this star cluster (also known as Pleiades or the Seven Sisters) around the Southern mid-winter, is observed by Māori to herald the new year. On 24 June 2022, the event became formally recognised as a day's national holiday in Aotearoa/ New Zealand. Kiwis of all cultures: reflected upon and remembered those who had passed in 2022; celebrated and connected with family, community and land; and made plans for the future. Matariki also provides a reflective space for leaders to consider how they are engaging with the people and land that they serve.

Papatūānuku (Earth) – The spasms of this Planet, expressed through its raging temperatures, tremors, fevers and bursting sores are concerning. Earthcare needs to happen in all of the environments and conversations with which we join. I endeavour to give and lead greater thought about what I eat, buy, use and do; and be more curious about the courage needed to challenge the status quo.

Climate change – as with 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.

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LEARNING POINTS

Leadership Coaching

Engaging staff Wellbeing and practising Compassionate Leadership have been recognised by most organisations as very effective ways to secure high performance and sustainable growth into the future. But what do these concepts and practices actually involve? I suggest that they need to include:

- Policies related to wellbeing that are carefully designed and applied, having been developed through consultation with staff
- Genuine kindness – that involves first checking what “kind” looks like with those who are receiving the “kindness”
- Modelling self-compassion – I would rather my manager take the day off and defer my development plan, than conduct it with fatigue-induced poor judgement
- 100% engagement at meetings (even if it's only over coffee or a Zoom catch up) – put the phone down!*
- Allowing yourself to feel fear long enough for your **courage** to know how to manage it

Courage has many dance partners. One of the most loyal, experienced and sophisticated of these is fear. It knows many steps and styles. Rise from your seat and take its hand. Hold it close, feel its rhythm, dance with it.

*Thanks to Chris Johnson for this link to Gary Turk's “Look up from your phone”:

<https://www.youtube.com/watch?v=Z7dLU6fk9QY>

CONTRIBUTIONS

Psychosocial Growth

Refugee Support Volunteer – this is a new role, which has already given me much cause for reflection. On the one hand, it feels great to be a part of literally creating a new, secure and permanent home for a family which has escaped unknown terror and uncertainty. On the other hand, it's just one family out of millions. And that is reason enough to keep looking forward.

Coaching Supervision

12th International Congress of Coaching Psychology (Barcelona Virtual Conference)
I was privileged and proud to have been invited to present "The Benefits of Coaching Psychology Supervision: Cui bono?"
Alongside Supervisees, Coachees and their respective sponsors, I argued that Supervisors also benefit from the supervision process with their Supervisees. In addition, I challenged the audience to encourage organisational leaders to seek out and demand more from their Coaches' Supervisors, and to explore ways in which Supervision can better engage with those people and contexts who and which are currently excluded from coaching.



LEARNING POINTS

Psychosocial Growth

Alessandra Pigni's "The Idealist's Survival Kit"* asserts that "Burnout is not just too much stress":

- It is not "being tired, under pressure, and having to cope with everyday stressors in a job that gives you a sense of significance and where you feel appreciated"
- It is an existential crisis
- Organisations also carry responsibility ... "where incivility and disrespect are coupled with overwork and you're not allowed to ... show emotions"

To take care of ourselves Pigni urges us to:

- Find our rhythm
- Retain the ability to walk away
- Be open to vicarious resilience and learning from others about how to cope – in the same way that we experience others' suffering through vicarious trauma
- Seek meaning in what we do
- Remember Leonard Cohen's observation that "*there's a crack in everything – that's how the light gets in*"
- Consider her colleague's analogous story about wayward Queen bees – get rid of leaders with toxic behaviour before it affects the whole organisation

*Thanks to Keryn McCutcheon for this reference

Coaching Supervision

Coaching Supervision is but just one part of the "Coaching System" and yet it has an immense potential to influence change in areas stressed by the interactions of law, ethics, climate change and risk – not to mention Coachee business development. The more I understand this, the more I realise that current definitions and descriptions of Coaching Supervision are inadequate.

Thanks for your referrals and recommendations – always appreciated

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