

**CONTRIBUTIONS**

**Leadership Coaching**

**Authenticity** – the importance of being pono/true to oneself and presenting a genuine “brand” to others is something that I always encourage with clients. Whilst it shows vulnerability to potential adversaries, it also fosters deeper connection and collaboration with potential and actual allies.

In a one hour podcast, it was Ryan Melton’s turn expertly to elicit from me the journey that contributes to my personal and professional self, as well as a sense of the values that drive me. Check it out:

Audio:

<https://anchor.fm/ryanimelton/episodes/Sam-Farmer-Psychology--Leadership--Pitbull--NZ-Guide-To-Financial-Freedom-Podcast-277-e1lhtuk>

Video:

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

**LEARNING POINTS**

**Leadership Coaching**

**UNFIT → 2C HAPIness?**

**Uncertainty** and self-doubt

**Neutral** or not fully engaged

**Fearful** of making decisions that threaten status

**Ignorant** or lacking information for decisions

**Tired** generally, with the current direction

These are times of significant change and upheaval at the individual, community, organisational, national and global level.

Echoing the state of mind of many of their direct reports, aspects of the above have been common themes amongst many leaders with whom I have been working. This is unsurprising given the pandemic and geo-political environment that has required high energy engagement from all of us, even those still in denial.

Recognising their responsibilities to the next generations and to the wider and ecological environment, it is the disruptive and new leaders who are seizing the opportunities that have been shaken up. Their qualities include an ability to confront and embrace the challenges 2C HAPIness:

**Collaboration** bias – recognising that good decisions are also consultative

**Courage** – to realise that this is the time to stand firm on their values, even if it means a job change

**Humility** – understanding that followers engage well when they feel as valued as their leader

**Activists** – and advocates of value-led and self-care practices for sustainable leadership

**Passionate** – and purposeful in pursuing what is tika/right

**Sam Farmer**

[www.enhanceltd.co.nz](http://www.enhanceltd.co.nz)

Email: [sam@enhanceltd.co.nz](mailto:sam@enhanceltd.co.nz)

Mobile: +64 27 411 8522

## CONTRIBUTIONS

### Psychosocial Growth

**In the face of fire** – the ferocity of self-talk can be relentless. That's why we sometimes dissociate and disconnect from them. For instance by isolating, or drinking, or distracting ourselves in risky activities. *This is not uncommon.*

We can still do these things, but in a more balanced way. In a presentation to a humanitarian organisation, I facilitated consideration of how we can make room for uncomfortable thoughts whilst also: engaging **more consciously** with nature when alone; identifying the joy of being with friends **and** drink safely; managing the challenge of uncomfortable thoughts and emotions and **engaging with the opportunity** to fully participate in valued activities that stretch a sense of meaning.

### Coaching Supervision

Preserving the value of papatūānuku/ Earth, human health, justice and peace I recognise as my ongoing responsibilities. The need and urgency for radical change is inescapable.

An important part of my response, with my colleague [Jane Porter](#), has been to initiate a global forum of diverse perspectives to challenge the current paradigms of Coaching Supervision so that we can better engage with the needs of the multiple industries, sectors, communities and cultures that coaching claims to serve.



## LEARNING POINTS

### Psychosocial Growth

**Manaakitanga** – Giving back is a great way to build one's own mana/ sense of self.

It takes an effort to give time away, but try the following over the next six months:

- Identify **someone** (relative or otherwise) younger than you (child or adult) who is going through a period of change, even discrimination. Explore if there is an opportunity for you to affirm their aspirations. This may simply be some occasional words of encouragement, or intermittent meetings in which you facilitate their thinking
- Go to a garden centre. Walk the aisles. Pick a **plant** that interests you. Check its suitability for your environment. Notice what happens to you and it as you support its growth

If we really believe and are passionate about our work, it can be all-consuming. Changing that focus, **just a little bit, is immensely powerful** and opens us up to many other perspectives.

### Coaching Supervision

Coaching Supervision works with the Supervisee's internal world to develop their self-as-instrument – hunches, biases, vulnerabilities, and useful intuitions – to engage effectively with Coachee vision, self-doubt and purpose. It also needs to be sensitive to the perspectives, needs and strengths of the voice of the community, environment, and the next generation.

For courageous Coaching Supervision and Leadership, there are two excellent (obligatory!) sources to assist us in looking deeply within, outside and beyond ourselves:

- Developmental Coaching (Tatiana Bachkirova, 2022)
- The Climate Coaching Alliance

<https://www.climatecoachingalliance.org/vision-and-purpose/>

*Thanks for your referrals and recommendations – always appreciated*

Quality Relationships | Meaningful Work | Inner Harmony

A vibrant red flower with a white center and dark stamens, surrounded by green foliage. The flower is the central focus, with its petals fully open and showing a gradient from bright red to white. The center is a dense cluster of dark, almost black, stamens. The surrounding foliage consists of various green leaves, some with serrated edges, creating a lush, textured background.

**Good on you,  
You're near  
through  
With 2022**

**In 2023,  
If it's in you to dare,  
May your main focus be  
What grows well, when and where**