

CONTRIBUTIONS

Leadership Coaching

Action Learning Groups

After 9 years of working with a wide range of deep-thinking, committed and courageous CEOs, EDs and General Managers in the not-for-profit sector, now seems a good time for me to move on and for the model to be refreshed.

To be able to pass the baton to my colleague, **Dr Kirsty Agar-Jacomb*** means that I can be assured that whilst the mauri/inner spirit of the ALGs will be preserved, she will bring a different and fresh perspective, informed by her well-established Coaching Psychology practice across all sectors and her leadership reputation in health.

I take this opportunity to thank all of those leaders who paused (or are remaining) for a while to spend time in the ALGs – discovering more about themselves; how best to lead in their contexts; and challenging and affirming the leadership of their peers.

I learned a great deal about the immense and humble commitment of those individuals who are leading a crucially important – and largely unrealised – role in maintaining the health and social safety of our society. Your selflessness is breathtaking. Your curiosity boundless. Your innovativeness beautiful. Your tolerance bountiful. Ngā mihinui.

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LEARNING POINTS

Leadership Coaching

The idea for our Action Learning Groups was sparked during a conversation with a client who was one of its first participants. Their purpose was to reflect with their peers in an environment which would be:

- Safe
- In person
- About the everyday grit, isolation, challenges and loneliness of their roles – as well as quietly to celebrate their successes and individual growth

Our Learning

- Group size of 7, and meeting time and frequency of 2 hours per 8 weeks, is optimal
- For the purpose of this group, apart from during Covid, meeting in person was far more meaningful
- The importance of manaakitanga (mutual support, respect, accountability) was best achieved when Participants:
 - a. Prioritised ALG time – ensuring they had consistent opportunities to meet one another
 - b. Took time to know one another – making it possible to understand one another
 - c. Understood one another – which helped build trust; and provided the environment, manaakitanga and humour; and legends about ginger-crunch and how many CEOs can survive being stuck in a lift together*

* Private jokes; and fodder for abundant metaphors ;-)

CONTRIBUTIONS

Psychosocial Growth

Self-Care

I'm one of many psychologists and other professionals being approached to support organisations in staff care programmes. It's not uncommon that the most psychologically-exhausted clients are those who are caring for others.

Most people, especially carers, know how to, but often don't, prioritise self-care. So, my role is less about education and more about re-galvanising clients' motivation to re-discover and prioritise what else, apart from work, drives their passion.

Interestingly, in a recent pro-bono presentation, as well as being with loved ones and exercise, some participants identified the replenishing role of being and interacting with the natural environment – as well as with their pets.

Coaching Supervision

With **Ann Wright***, I have contracted to **Kingfisher Coaching Services*** to develop and facilitate their individual and group coaching supervision offering. Led by Karen O'Connell-Shea, Kingfisher is a values-informed and progressive organisation servicing all sectors across Asia-Pacific.

It's great working with such a diverse and awesome group of colleagues and clients.

*Ann Wright: <https://www.linkedin.com/in/annwrightcoach/>

*Kingfisher: <https://www.kingfishercoachingservices.com>



LEARNING POINTS

Psychosocial Growth

Why do some of us like scary movies?

I had to do a little revision. Certainly we know that, as we developed, many of us enjoyed: peek-a-bo; a loved one jumping out from behind a tree; "Murder in the Dark"

In a controlled environment where we feel physically and psychologically safe, one of the dominant set of neurotransmitters released by "frights" (that are **NOT** connected to the perceived wider reality of the beholder) are endorphins. These are also emitted to alleviate pain, lower stress, improve mood and enhance a sense of well-being.

Also activated by other pleasurable activities such as sharing a joke, exercise, sex, and eating dark chocolate, it's perhaps easier to understand why some of us might like to be scared by a movie or something else of our choice from time to time 😊.

Interestingly, whilst emphasising the importance of ensuring a physically and psychologically safe environment, experiencing controlled levels of fear as we develop can also help us to become more familiar with how we manage our own emotional experience of it.

Coaching Supervision

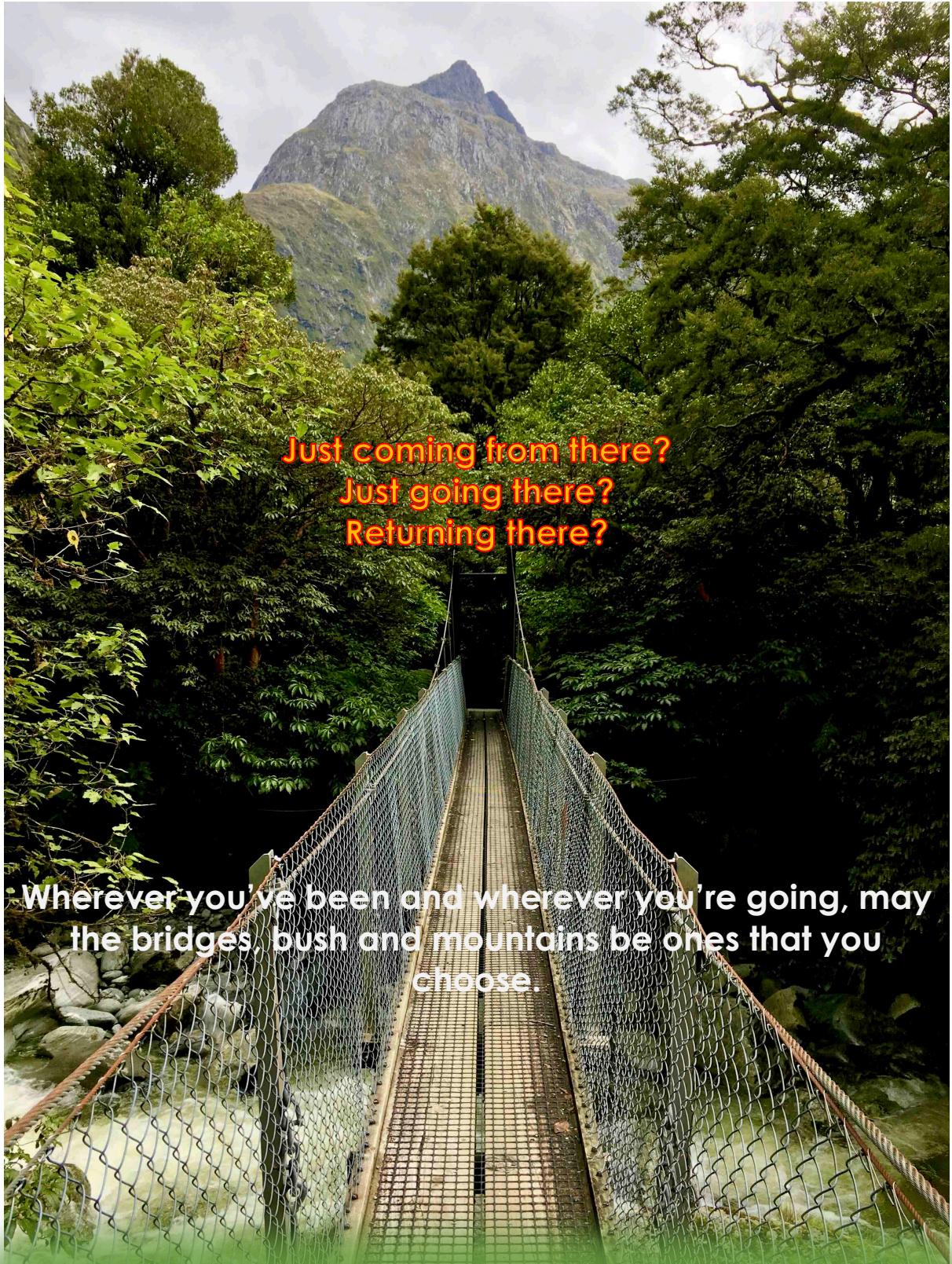
Great to revisit the **European Coaching and Mentoring Council's Supervision Competence Framework[^]**. Updated in 2019, they're very useful – particularly for those who may only have supervision experience in other professions.

The framework specifically refers to:

- Sharing *ideas regarding practice development, business challenges and professional goals* (3.1.d)
- *Appropriate use of 'self as instrument' in their supervision practice* (5.3)
- *The effects of power, influence and relationship within the system/s* (7.4.b)

[^] <https://www.emccglobal.org/wp-content/uploads/2022/01/EMCC-competences-supervision-EN.pdf>

Thanks for your referrals and recommendations – always appreciated
Quality Relationships | Meaningful Work | Inner Harmony



**Just coming from there?
Just going there?
Returning there?**

**Wherever you've been and wherever you're going, may
the bridges, bush and mountains be ones that you
choose.**

**Take a good break as we pass from one year to the next.
Thanks for our contact in 2023. I look forward to those in 2024.**