

A photograph of a white-water rafting team navigating a turbulent section of a river. The raft is red with yellow and black patterns and has the word 'RATS' written on it in yellow. Two rafters are visible, wearing helmets (one red, one blue) and life jackets. The water is churning and white with foam, and there are dark rocks visible in the foreground and background. Overlaid on the left side of the image is a large black hexagonal shape containing white text, and several smaller black hexagonal shapes are scattered around it.

Enabling Leadership

Using the power of coaching, mentoring and supervision to support those stepping up to leadership

Leader
Development \geq Complexity



Coaching Leadership

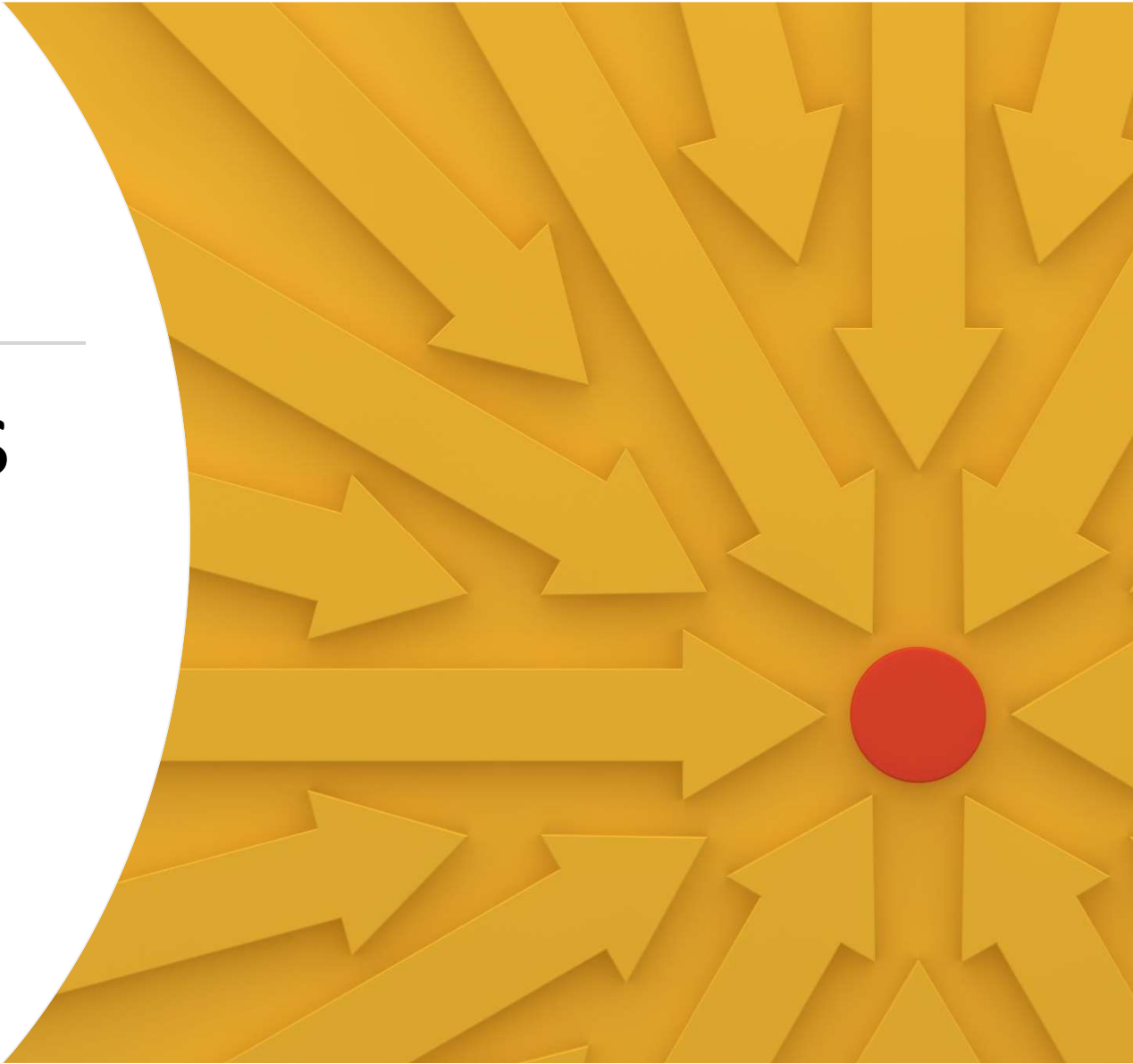
- Leadership that uses coaching approaches and behaviours as the standard way of working together
- Leadership is seen as collaborative, relational and conversational



The plan 3.15 – 4pm

- The changing role of leaders
- Enabling leadership
- How to support people to lead well – using coaching, mentoring and supervision



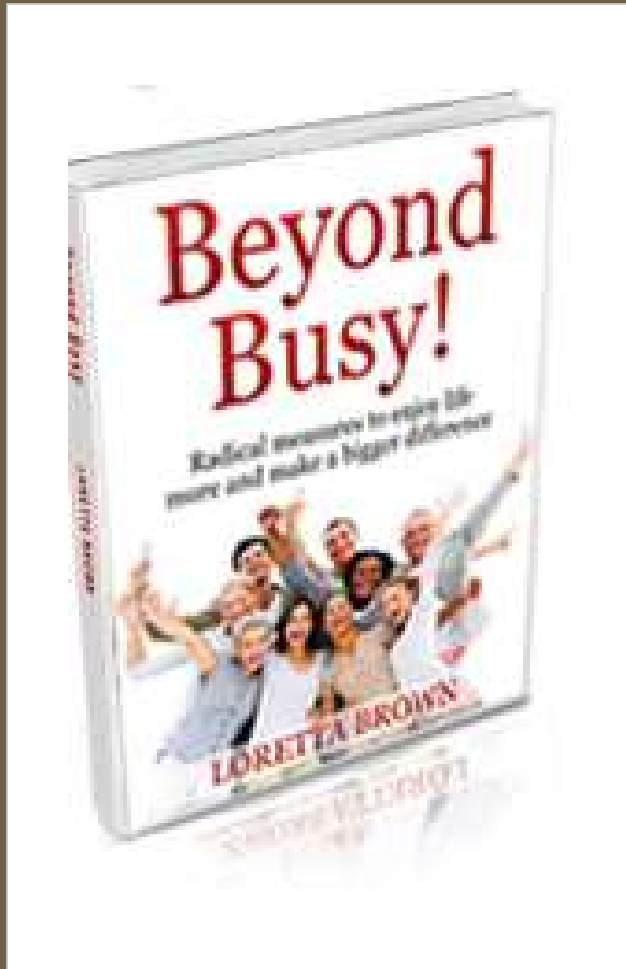


Leadership is
stepping up
and owning
results.

Everyone Leads Paul Schmitz



You need to give
people time to
lead.



Workshop

**Beyond
Busy!**
**Bringing
leadership back
into every day**

www.CoachingMentoring.co.nz

FREE EBOOK

Create cultures of
accountability

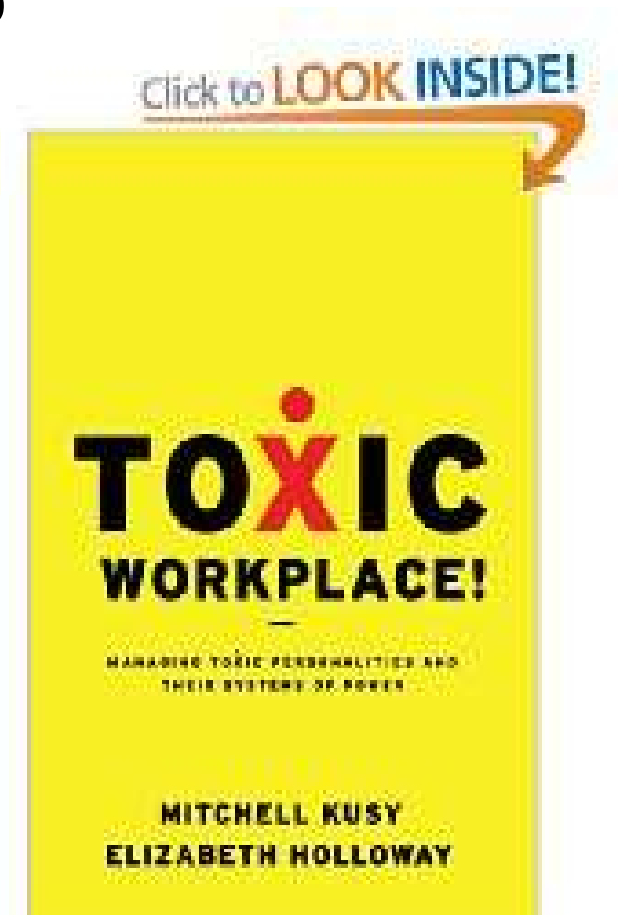


Managing Difficult Personalities & Toxic Behaviours in the Workplace

“Individuals who demonstrate a pattern of counterproductive work behaviours that debilitate individuals, work teams, and organizations.”

Toxic Personalities at Work: A Call to Action for Leaders, Dr. Mitchell Kusy,

Workshop





Civility
Respect
Regard



**NOT
NEGOTIABLE**



Leadership Development Programmes

Leading self

Leading one other

Leading teams

Leading entire organisations

Leaders as Coaches –
developing people,
performance and
potential



Get off of
the dance
floor and
on to the
balcony

Modes of Leadership

Directive

Facilitative



I decide

We discuss

I tell

You decide

You do

You do

I'm responsible

You're responsible

Facilitative Leadership

- Get the **right people** on the bus
- Create a compelling **vision**
- **Values** that live in the hearts and minds of everyone
 - Help people translate these in to action
 - Clear expectations about what is important – what we do, what we don't do and how we do it.
- **Clear goals** and targets for individuals and teams
- **Regular conversations** about performance





Professional Boundaries

Workshop

Clearly
established limits
that allow for
safe and effective
connections
between service
providers and
clients and
stakeholders



Workshop

Difficult Conversations

Tools for talking
when the stakes are
high

Reflective practice is the ability to **reflect** on one's actions and choices so as to engage in a process of continuous learning.



“Life is too short to
make all your own
mistakes yourself.”

Winston Churchill



Coaching

Mentoring

Supervision



Coaching

Coaching is the process of equipping people with the tools, knowledge and skills they need to fully develop themselves and be effective in their role.

Oxford School of Coaching



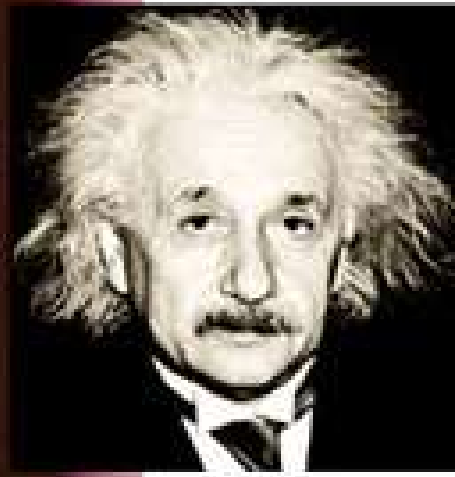


Peer Group Coaching or Supervision

**No one knows as
much as all of us**

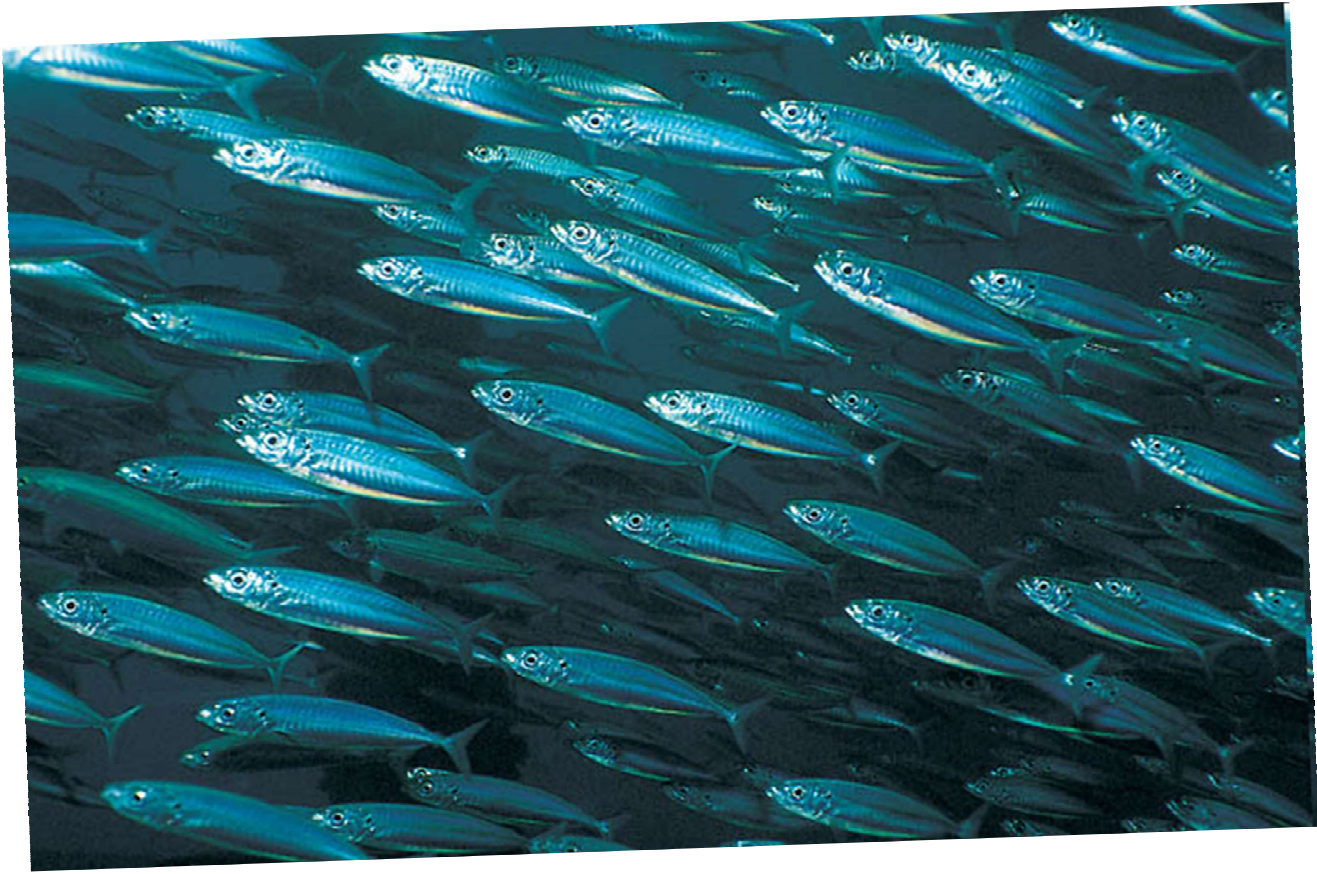
Me mahi tahi tatou
Let us work as one





Under the right
circumstances,
groups are
remarkably
intelligent.

James Surowiecki *The
Wisdom of Crowds*





**Resilience
is the
ability to
adapt to
change**

NZ Coaching & Mentoring Centre

aly@coachingmentoring.co.nz

www.coachingmentoring.co.nz In house workshops or public workshops

- Coaching & Mentoring Skills – virtual May 7th or July 6th, Face to face - AKL May 21, WGTN June 3
- Leaders as Coaches – 1 day AKL June or WGTN virtual June 15 & 22,
- The Power of Peer Group Supervision – virtual Aug 3
- Leadership Programmes – sector specific
- Difficult Conversations
- Professional Boundaries
- Dealing with Difficult Personalities & Toxic Behaviours at Work – virtual 23 June or September
- Supervision Skills for Health & Social Service Professionals – AKL, WGTN, CHCH

Discount using code NZDSN