

Flipbook for Leaders

Designed to accompany coaching conversations and support reflection



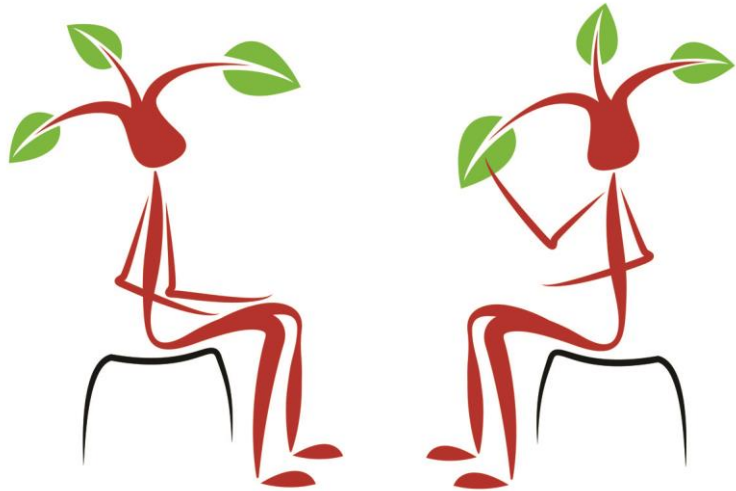
Developing Leaders and Coaches Internationally

Leadership Development
Executive Coaching

www.coachchange.org

Coach Development
Coaching Supervision

What is executive coaching?



Coaching is a powerful form of communication that can change how you think and enhance results.

It can improve the thinking, agility and connectedness of leaders in your organisation. It can help to develop a culture that inspires, attracts and engages people.

We specialise in executive coaching with leaders who have grown up in a culture that values expertise and knowledge. It is widely recognised that a culture shift must happen in these organisations through individual development, to ensure a sustainable future with the modern realities of the world. Relationships, agility and a mindset of inter-independence are increasingly the key to success.

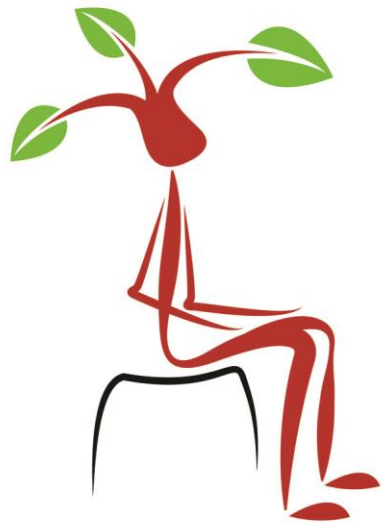
Coaching continues to be a successful way to develop leaders' capabilities, increasing the performance and productivity of their people. It's also popular with leaders: in a study by the ICF in 2016, 96% of those coached wanted to repeat the process in the future.



Transformative, tailored, accredited coaching

We are raising the consciousness of leaders in 3 dimensions:

Breadth – exploration to understand the full extents of their role at their level of leadership; the wider connections, ALL the stakeholders. Proper consideration of the ripple effects of their style of decision making on the people they work with and the world at large

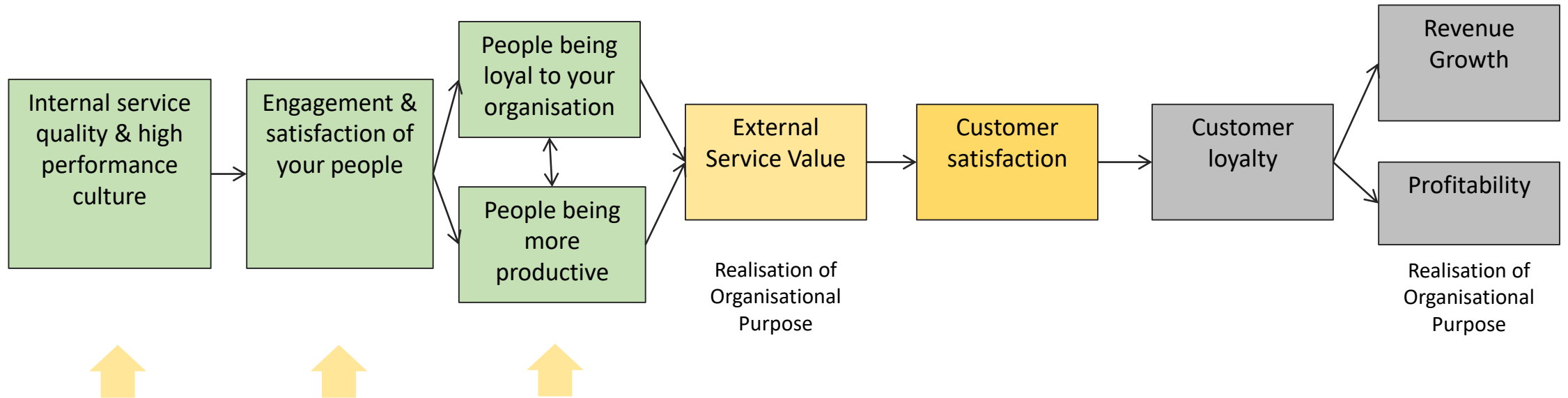


Human depth - understanding self and others (emotional intelligence)
Owning their presence, their power and vulnerability, in order to develop authenticity, resilience and trust. Recognition that intention, language and tone of each contact impacts others for better or worse

Length – exploration of time horizons, learning from conscious and unconscious, in the past, present and projection into the future to create exciting visions. Sense-making and insight are increasingly important to recognize new patterns in the world



How does leadership development add value?



Executive Coaching for Leadership development can have a **huge effect** in lifting a culture and performance through people.

Done well, coaching can completely change outcomes in the service-supply chain.

86% of organisations with a coaching programme saw a return on their investment (ICF study 2016)



The positive spiral – creating game changers

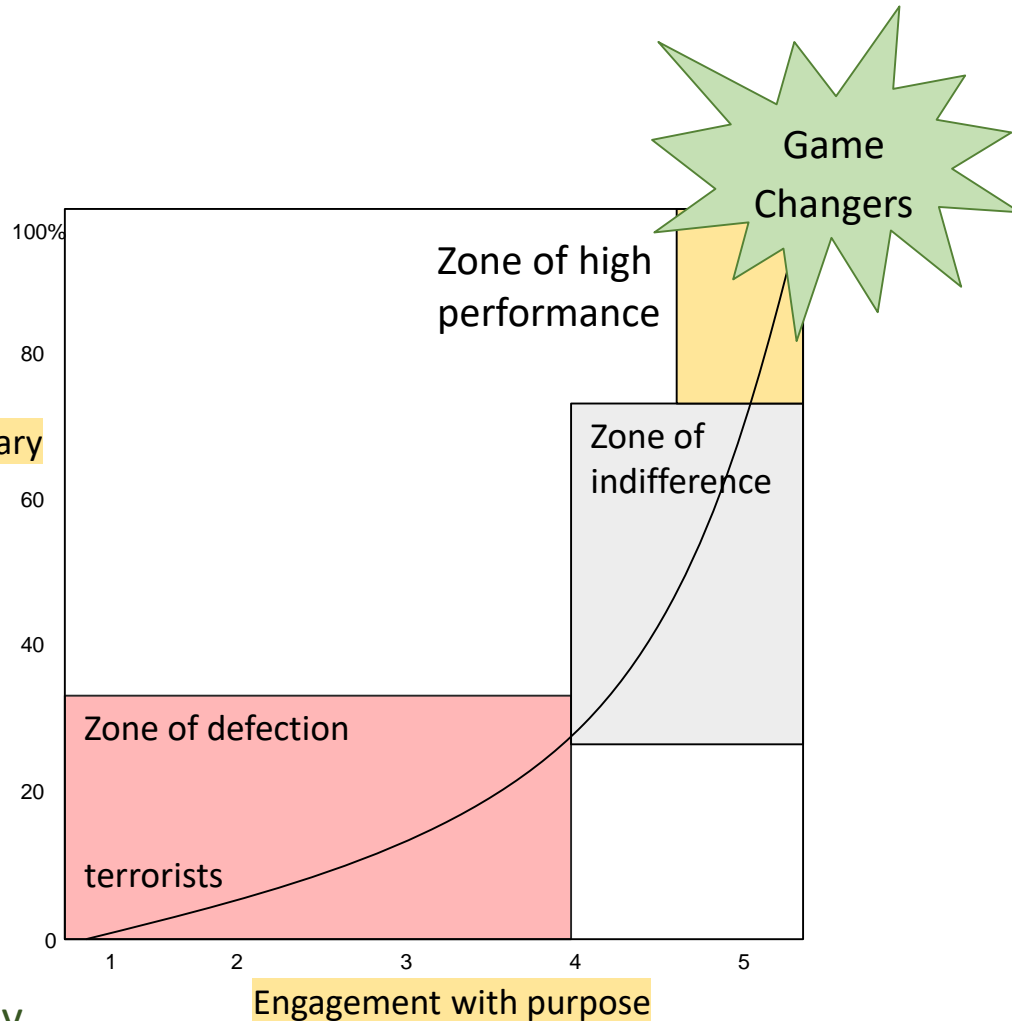
We focus on growing leaders so that they develop the people and ideas that are going to create breakthrough in tomorrow's market, whilst creatively delivering today's organisational purpose.

We prepare you to repeatedly communicate strategy well eg through exploring language and through exploring:

$$D \times V \times F > R$$

You'll find out how to do this positively, working with the way that humans naturally learn and grow, to accelerate shift.

Discretionary Effort

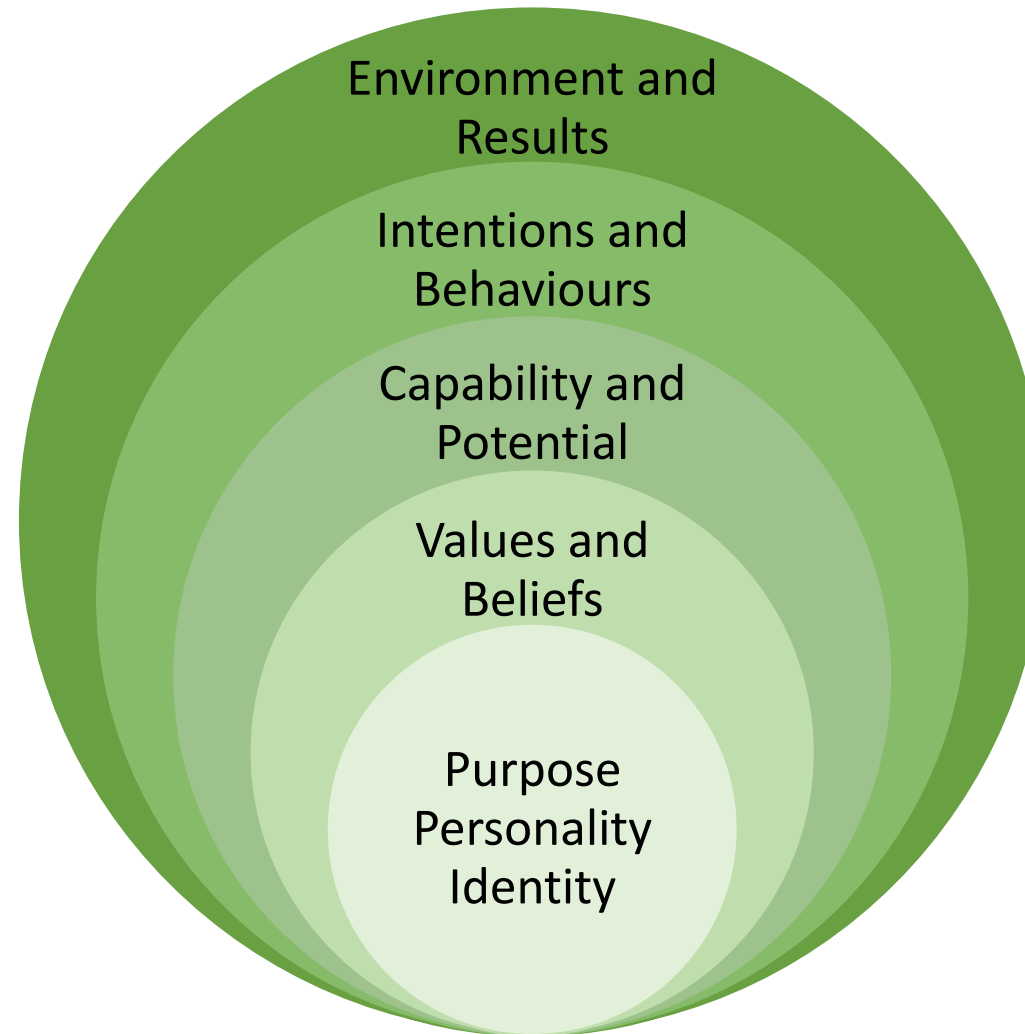


Game changers redefine and realise organisational purpose



Harnessing zones of awareness that impact outcomes

Stepping through the “neurological levels” we can enhance your clarity and self-alignment so that you access more of your potential as you drive toward your purpose and become the person you’d prefer to be.

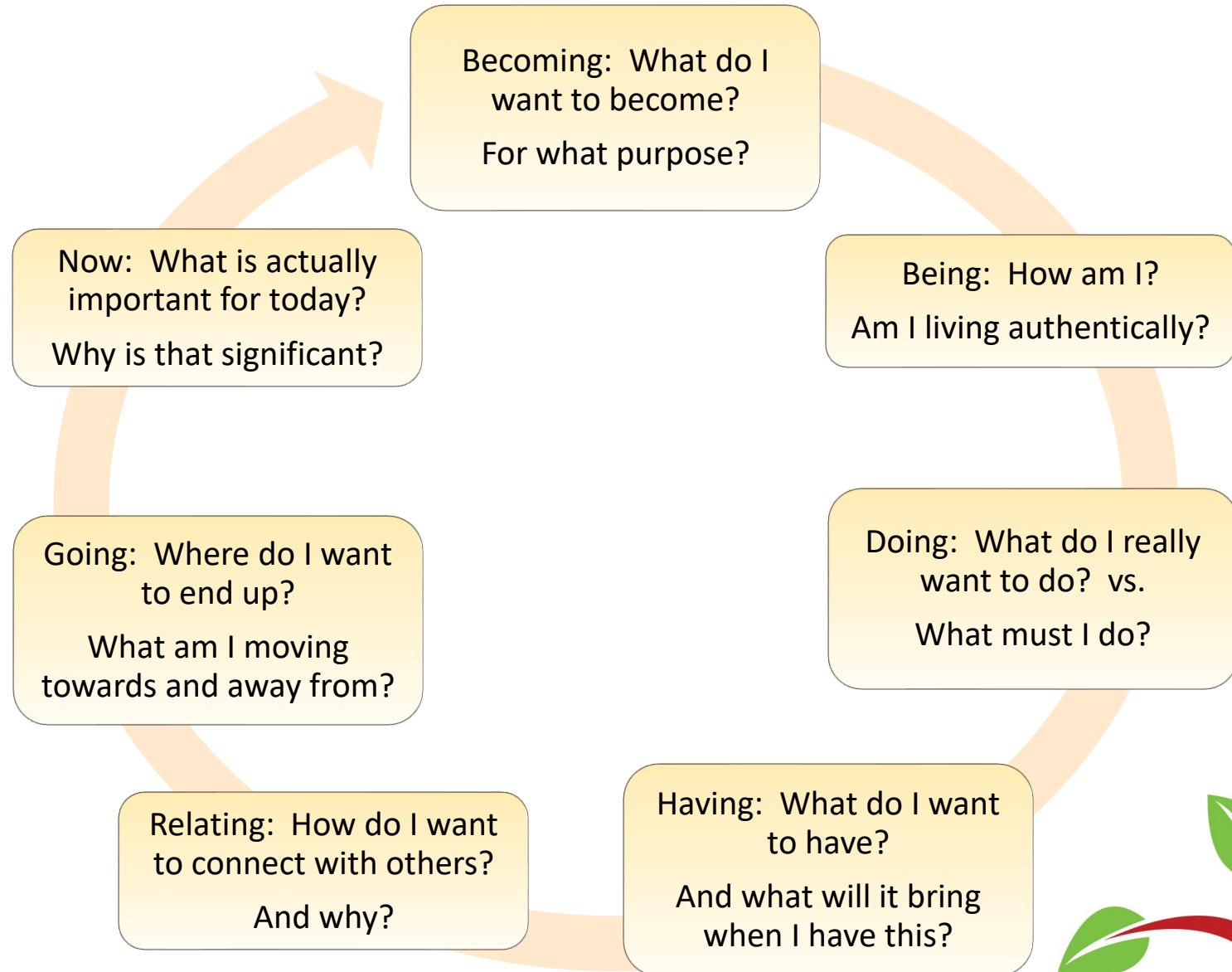


Your goals

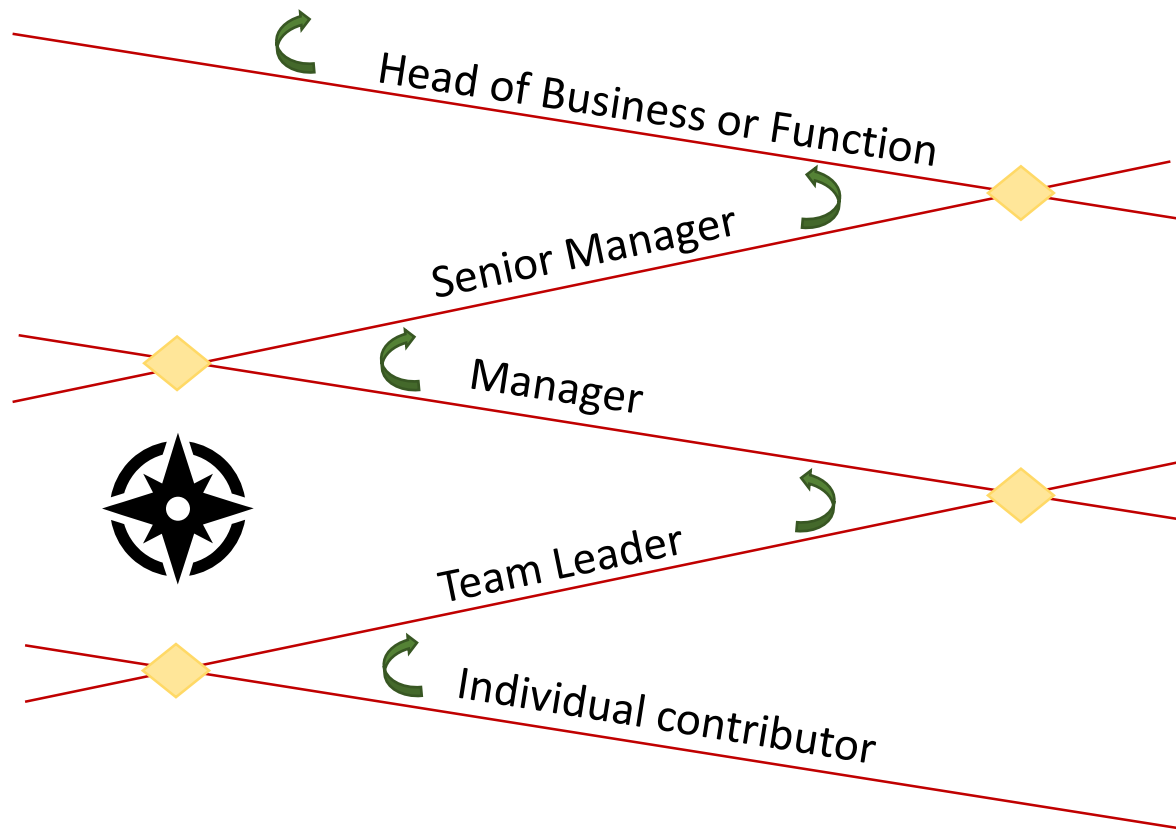
We naturally generate intentions subconsciously and consciously. They change over time, and change priority over time.


If you are in tune with yourself about goals, you choose to focus on what is really important now.

In coaching we help leaders get alignment between their goals and focus on what is most important in different time frames.




Interlocking career lines



A matrix of choice  points, not a pipeline.

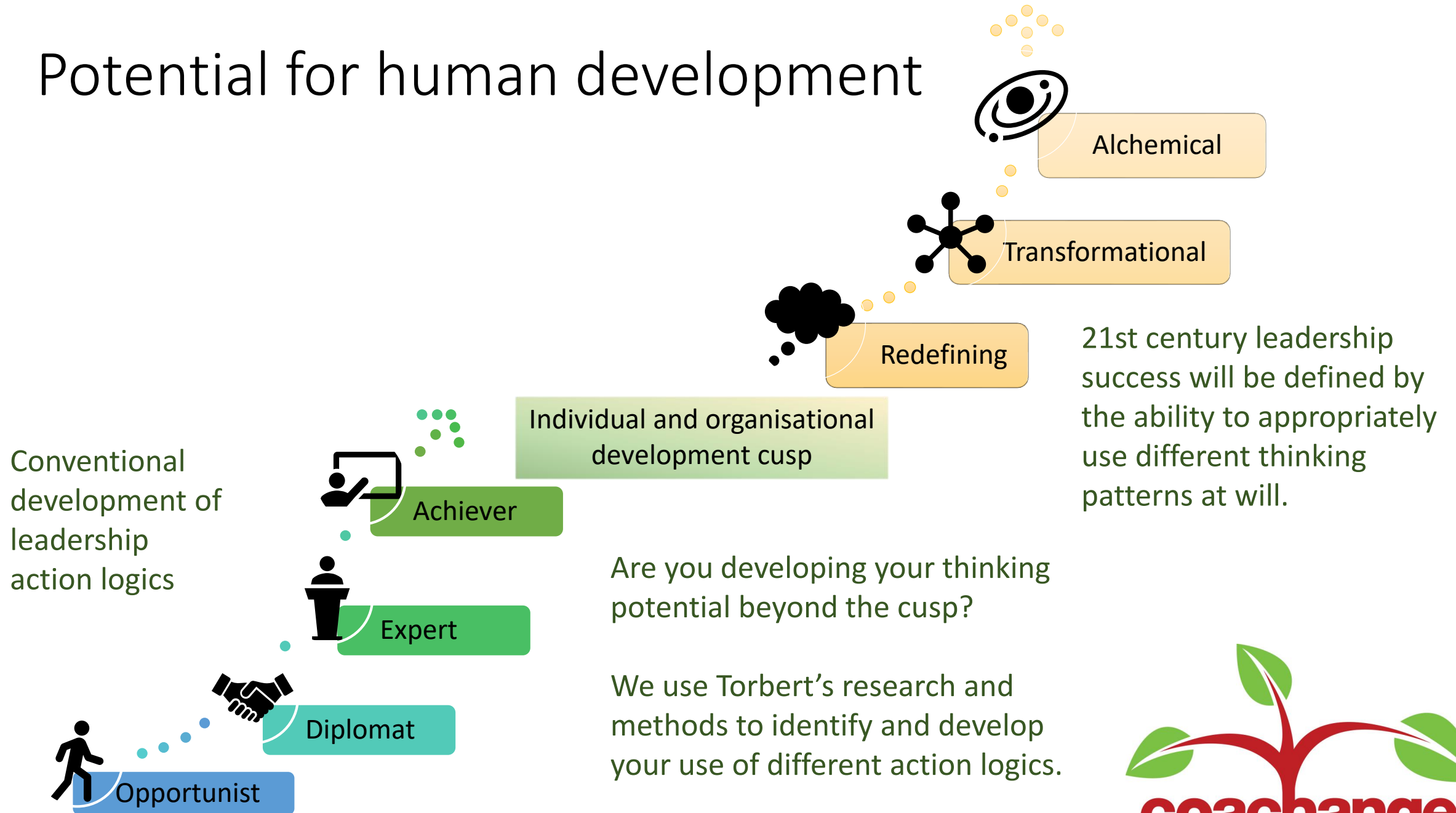
Flexible and changing opportunities / roles.

More knowledge is not enough. At the  transitions, you need development of your thinking patterns to succeed.

Leadership development to pathfind and accelerate progression.
Attend to your leadership career and flourish in your role.



Potential for human development



Transition review – download the development value of experience

Job transitions are all about change:

Identify 5 transitions you have already lived through. What do you already know from these experiences? What is important to you in transitions? What do you want to remember as you go through it? What would you like to have happen in this transition? So what is significant now?

Role models are whole real people: Bring to mind 5 people who were role models: 3 good and 2 bad ones. Write down their names. Now write down what you learned from interacting with each person. Now go beyond the obvious: reflect on the whole person – what was good about a bad role model and what was bad about a good role model. Reflect on what you've written. What's emerging about the leader you are? What do you commit to doing differently?

Power Politics:

What relative position did you have in your role? How would you describe the personal power you are resourced with? Identify what the main channels were for getting things done. Who could veto or derail plans? What does this say about the relationships you need to develop? How can you communicate for better mutual understanding?

Learning about you from setbacks:

Reflect on a couple of times when you faced a big setback. Looking back now, what emotions drove your behaviour? Remember the feelings specifically so you could notice them arising again. What would I have noticed as a fly on the wall? What effect did your emotional reaction have on others?

Non-authority relationships:

Reflect on where you had to make something happen, without relying on people in your own team. This is especially useful in examples where you had no positional power. What did you have to do differently? Collaboration of this sort prepares us for matrix working, or for influencing parties outside our business unit or organisation. What did you learn about working in mutual power scenarios? What relationships will you need to be strong in the future? Can you start now?

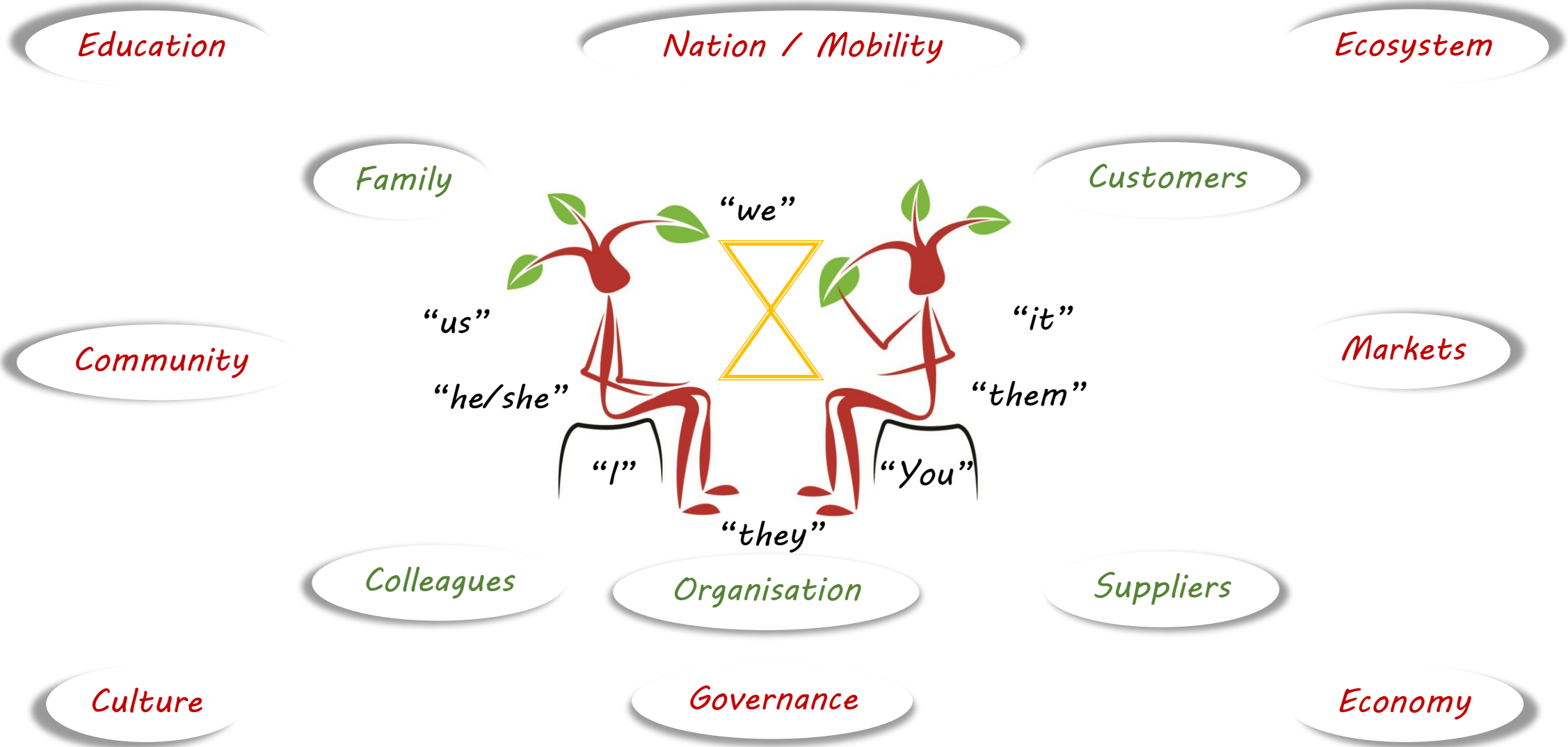
Creating change:

Where does change begin?
No, really, where does it begin before that?
What do you take away from this today?
What difference does it make for tomorrow, and going forward?

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Relational spaces

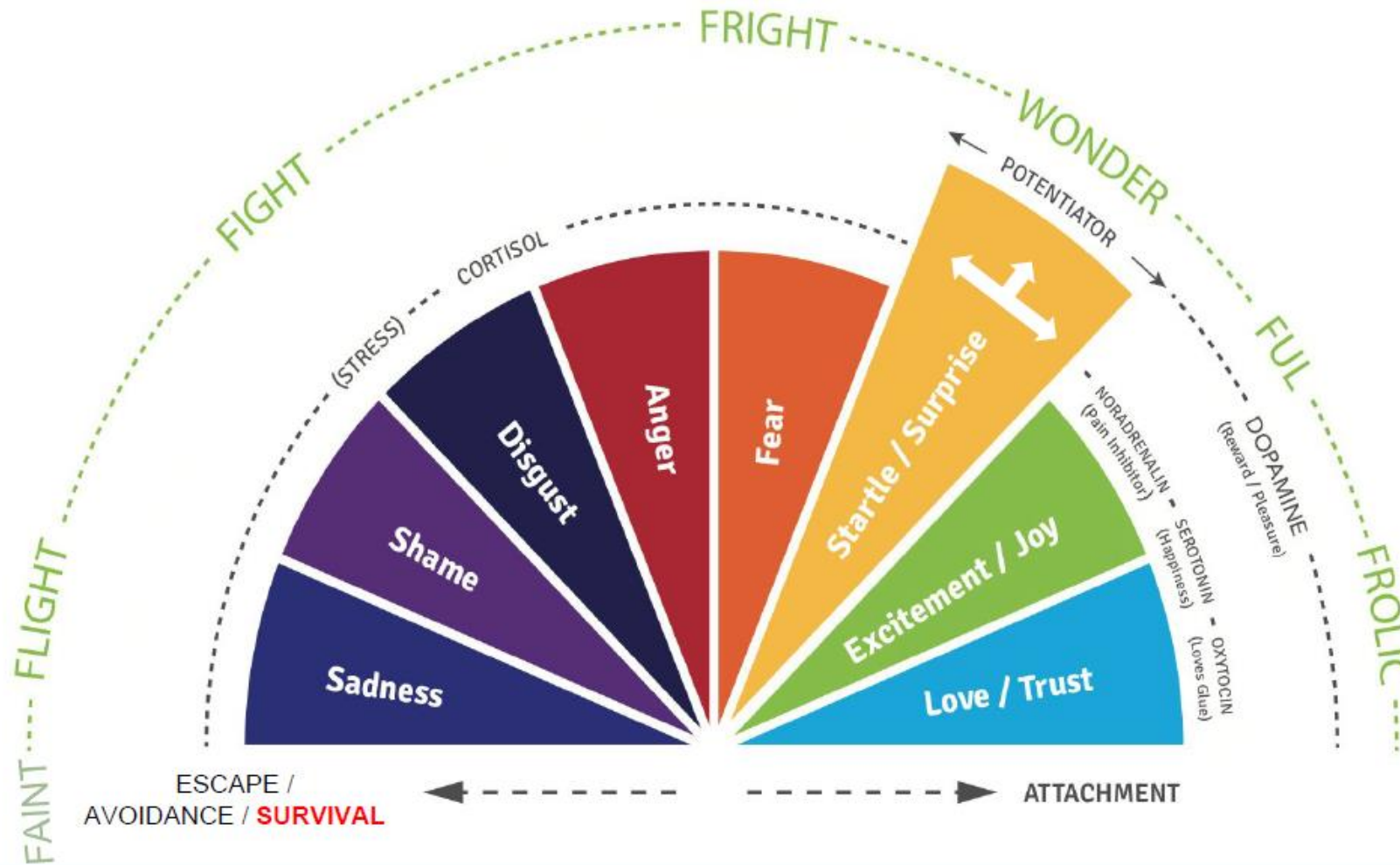


Awareness of emotions

e-motions = Energy for Action = Motivation

Using the work of Dr Paul Brown, AC Global Ambassador in applied neuroscience, we can help you gain understanding and then a degree of control over your emotions at work.

Increase your resilience and emotional intelligence, and protect yourself from mental health problems through greater self awareness and flexibility.



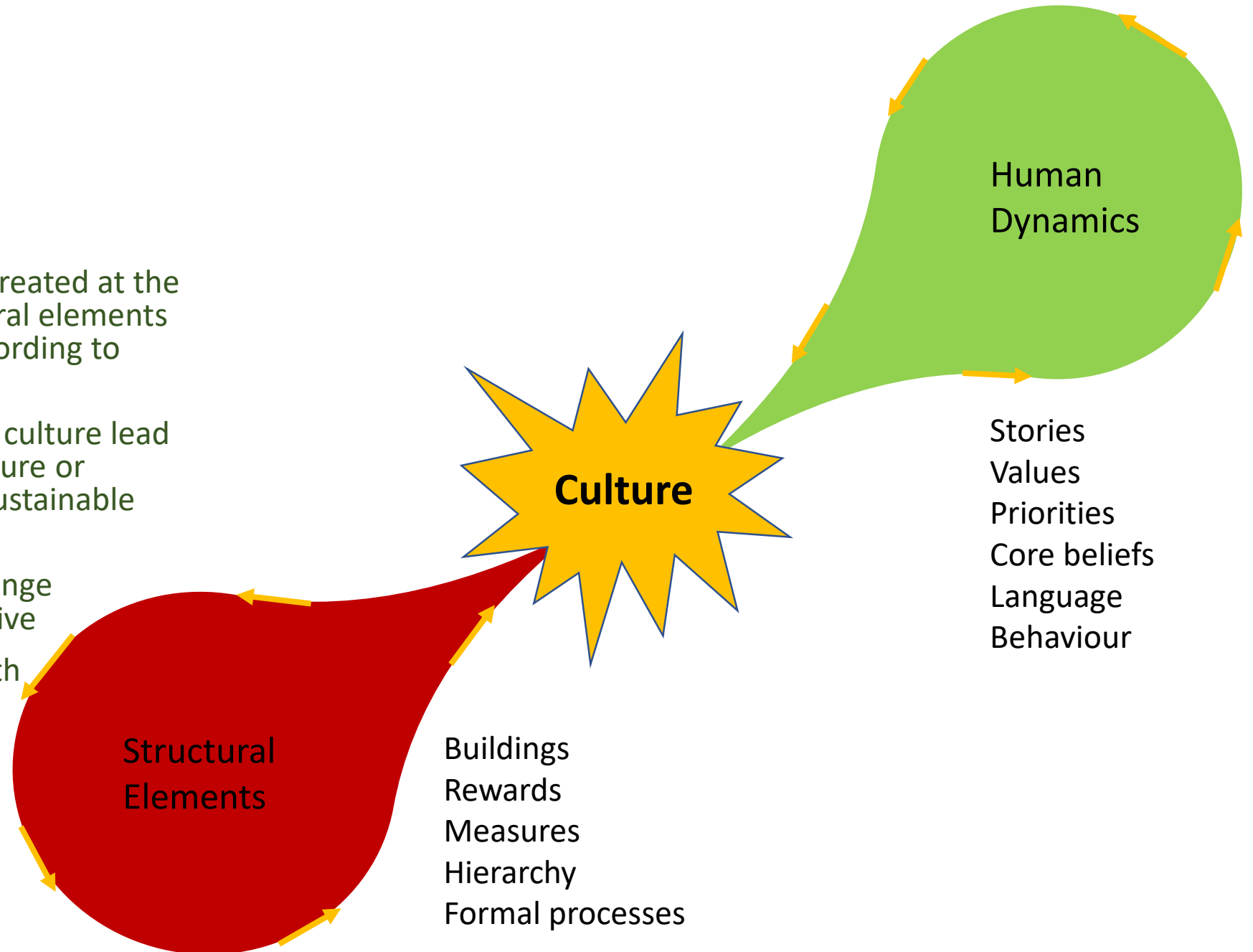
Culture

Culture is spontaneously created at the interface between structural elements and human dynamics, according to Berne.

Direct attempts to change culture lead to lip-service, counter-culture or subcultures, rather than sustainable change.

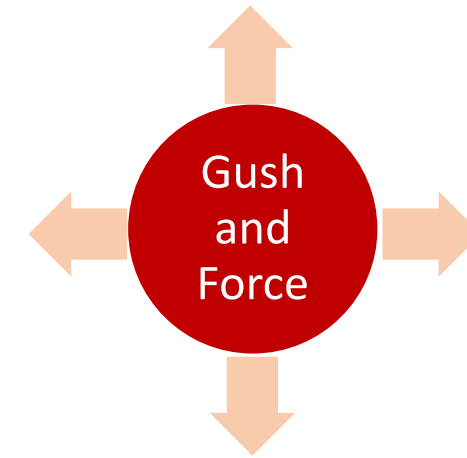
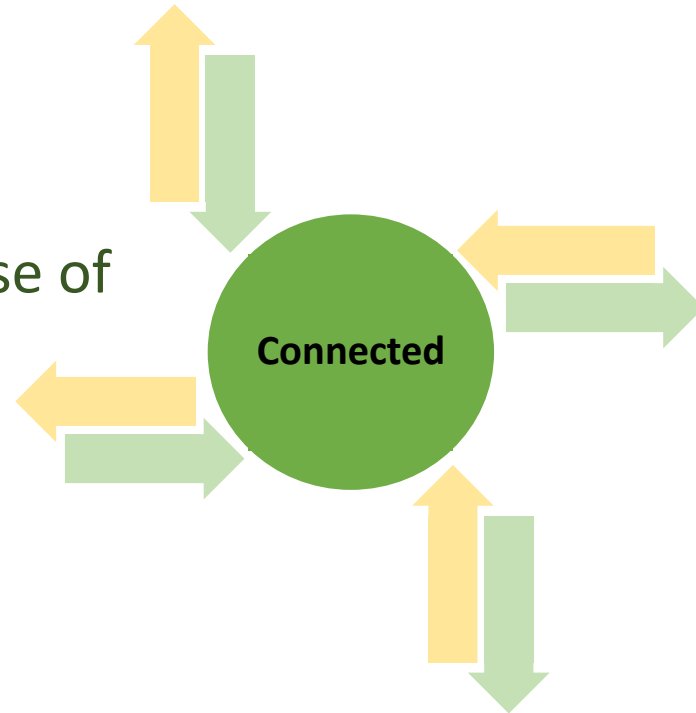
One sided attempts to change culture are also less effective

Cochange works with both sides of human systems through inquiry with leaders and influencers.

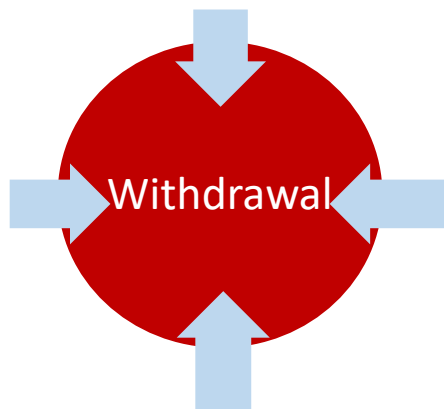


Presence and energy

Are you aware of your use of energy as you work?



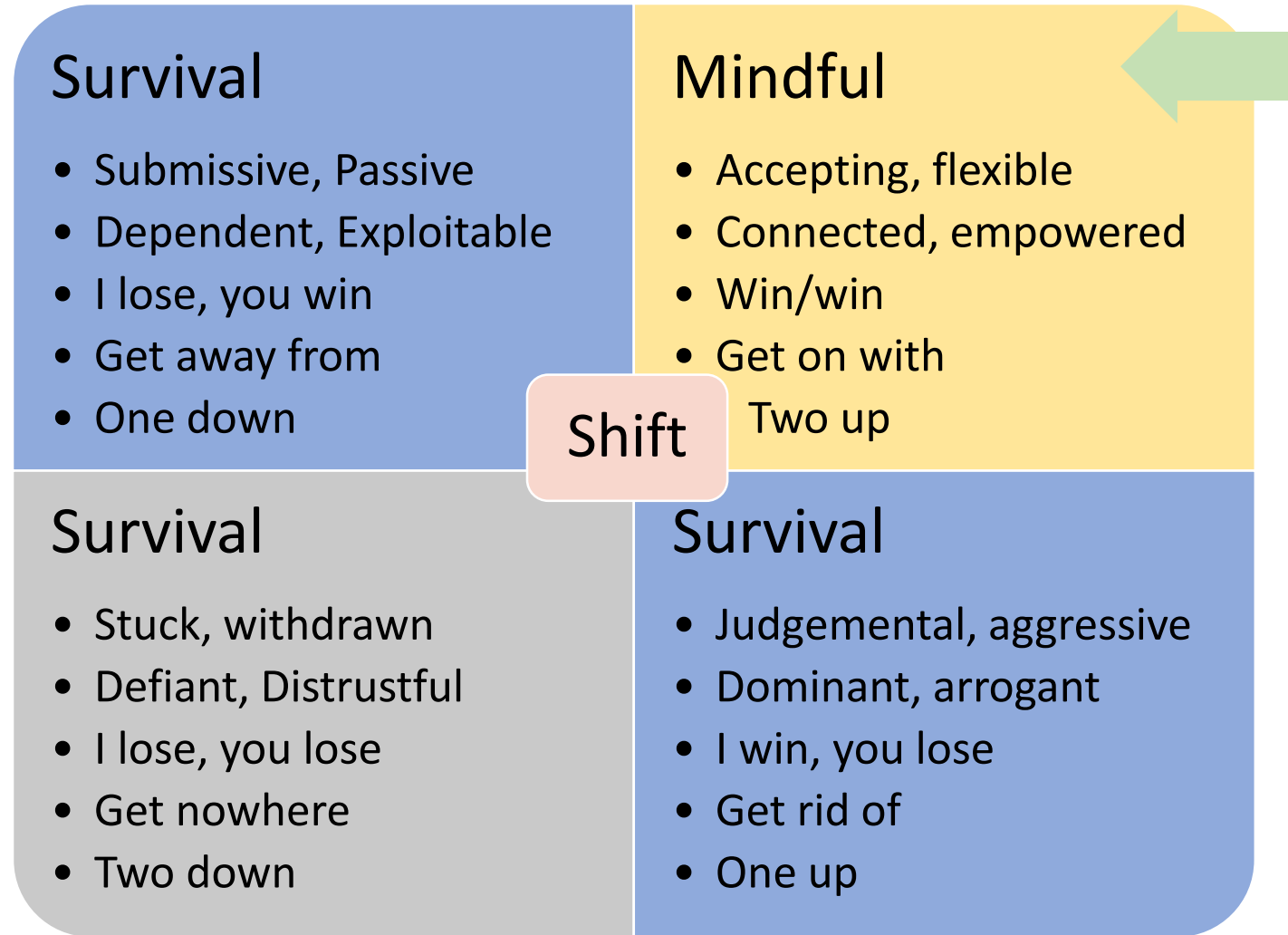
How appropriate is your use of energy for the moment and for the people present?



Which energy habits help you, and which ones hinder?



Can you shift from a survival mindset?

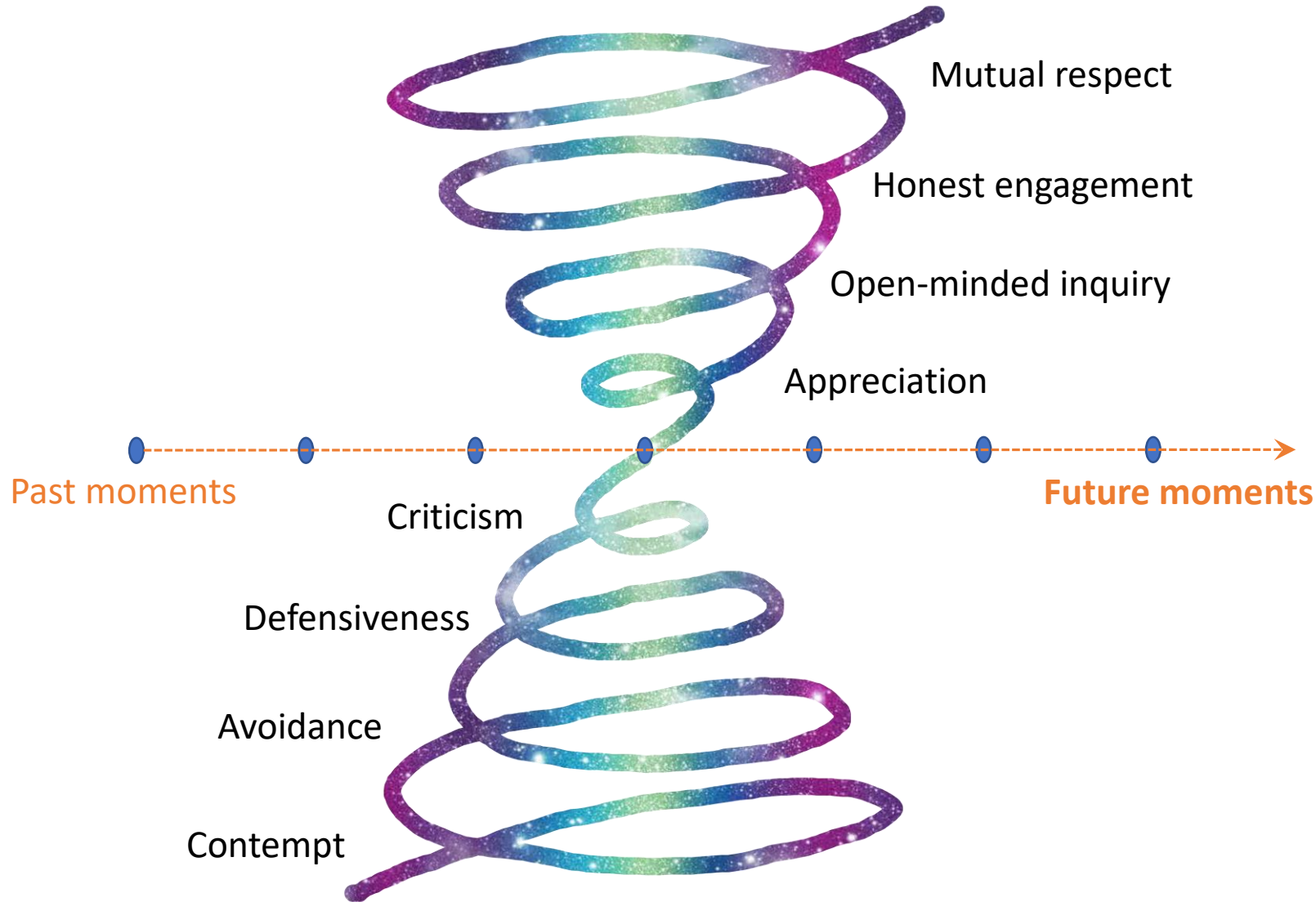


A mindful attitude:

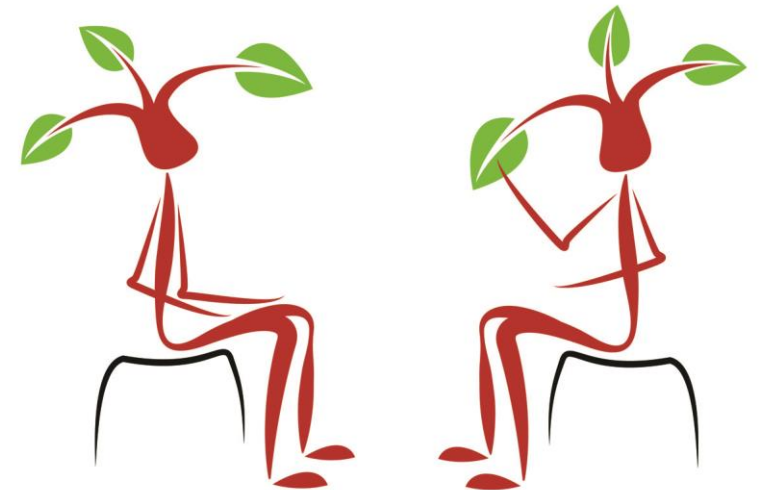
- Tunes in to the context of self and others
- Is authentic, accepting and open, processes emotions for the learning
- Looks for growth through inter-independence,
- Is not perfect, but strives for better



Relationships unfold through our choices



What are you moving toward in each moment of contact?



Daily review

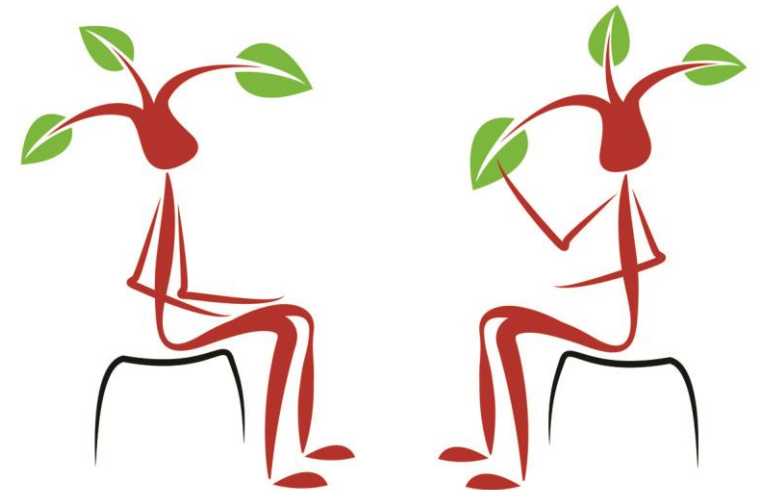
<p>Body: Start with a couple of slow deep breaths “Scan” your body by turning your attention to each part, notice and release tension. Log what your body knows today.</p>	<p>Gut: And the part of you that is witness to all of this. What do you know in your gut today? What are your deeper instincts telling you?</p>
<p>Mind: What is happening in your mind right now? Log what state your mind is in, and what is passing through. If you really don’t like what you find, you can ease your mind and change state simply by fully recalling and remembering a time when your mind was in a different state. However for our review, our purpose is just to notice and ask: what does your mind know today?</p>	<p>Time: Reflect on the past. Each moment you come to, what do you want to keep? Soak it up. What would you get rid of? Rinse it away, let it go. Now, the future. What do you want to have happen? Fast forward to when it is happening. Allow your focus to rest there for a moment and visualise it with full sensation. When you are ready, come back to the present and your breath going in and out in long slow smooth breaths.</p>
<p>Heart: What is happening in your heart? The part of you that deals with connections with others. How does it feel today? And what does your heart know?</p>	<p>Learning: What do you take away from this today? What difference does it make for tomorrow, and going forward?</p>



Principles for getting the best from our time together

based on Nancy Kline's
"Time to think"

1. Listen with respect and without interruption
2. Suspend judgement and be curious
3. Give equal turns and attention
4. Create space for people to speak without rushing
5. Encourage others' ideas, don't be competitive
6. Appreciate that everyone brings a unique perspective
7. Be open minded and experimental
8. Put all technology and distractions away
9. Share all information, don't hold back
10. Respect each others' time



We hope your journal fills up with thoughts and reflections, provoked by our

Flipbook for Leaders

It is just a taster of the wealth to come, starting with a **free 20 minute conversation** to see how our services might meet your needs (subject to availability).

We can convert potential into increased capability, rapid development and innovation for productivity. Book sessions with us, for a series of reflective yet highly pragmatic conversations about your work.

www.coachange.org/book

Need growth?

Need to reinvent to thrive?

Need to become a learning organisation?

It all comes down to human dimensions of leadership..

Let's create shift together

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