

## Coaching Example # 1 – Leadership Development

To empower communities across Tasmania to develop strong leadership and innovation I developed a leadership project that started with a state-wide 2 day forum where community members and young people from rural, regional and city areas shared their vision for what they wanted to create in their community. During the 12 month program participants learned how to create a clear vision, measurable goals and focussed strategies to achieving results. After the state-wide forum, mentoring and half day workshops were used to support participants to gain reach their goals wanted.

**Results:** The results of the project were so outstanding that the communities involved pushed for the program to continue. As a result, an organisation was created and funded obtained to continue to run and develop the programs. Participants could become mentors and facilitators the programs supporting their leadership development/ Through the program community centres have been created, leadership awards won by participants of the program and leadership networks have grown across Tasmania. In rural Tasmania, where isolation is a key factor in the powerlessness and lack of innovation in those areas, diverse networks are vital to support community leaders stay fresh and motivated.

## Coaching Example # 2 - Group coaching

A group of 5 professionals who did not previously know each other started a group coaching process that lasted 5 months. They created goals associated with work and community engagement. They also wanted to develop their leadership skills. Through 16 meetings as a group and weekly individual coaching each person learned how to identify their particular leadership vision, a vision that truly inspired them and supported the direction they wanted to take their career and their lives. Each client created a project that represented fulfilling their vision. Part of the coaching involved teaching participants how to engage and inspire other people to be part of their project. They learned from each other and created a community to draw on to support them to succeed.

**Results:** Each client stepped up into leading their project and learned what is involved in inspiring others to become part of their vision. Every project inspired sponsorship and a team of people who volunteered their time to make it happen. The projects included a fund raiser for Canteen and a men's fashion show to promote self esteem, health and wellbeing amongst men. One client was promoted into a leadership role within his workplace and another started her own business.

## Coaching Example # 3 - Individual Coaching - CEO

The CEO of a state-wide NGO started coaching as she was experiencing high levels of stress within her work. The NGO she was working in had not been able to resolve the communication problems within the organisation and between her and the Board of Directors. It seemed that some members of the board did not want her there, and she did not know how to deal with the issue.

**Results:** The coaching methodology started by working 1:1 with the client to assess the big picture of her career direction and what she wanted in her life. How did this job fit into that picture? Through returning to her values and her commitment to her career she realised that some of the ways she had been communicating with management were emotionally driven and where not effective. She realised that her values included making a positive difference to others and respecting how other people operate. The client created strategies to ensure that her communications with the management were factually and evidence based and took out any emotional reaction. Her focus shifted towards being 'how can I contribute to this being a great organisation' rather than all the reason's it was not what she wanted. She invited some leaders she knew to be her mentors so she would get advice from people on how to manage issues that would support her management and empower the committee.