



Accelerating Leadership

**\$3,499.00 EX GST
PER PERSON PER ANNUM.**



“The model by which you choose to lead determines the quality of the passenger experience, the smoothness of the ride and the speed at which you arrive at your destination.”
John Peachey Chief People Mechanic Course Creator and Facilitator.

We value the experience of others, the quality of research and the support, wisdom and responsiveness of a professional supervision model of leadership development. In effect we understand the dynamic nature of leadership and the critical impact of human psychology that challenges our ability to lead with clarity, kindness and competence.

We interact with participants in several ways. We meet one on one with every participant monthly via zoom for 30-60 minutes (or by coffee where location allows) in a professional supervision coaching conversation, we meet as a complete cohort via a zoom call monthly to unpack and discuss weekly provided content (40 weeks), we encourage and facilitate a cohort participant zoom call monthly to collectively discuss content and share ideas, and we offer an in-person gathering day quarterly for group learning and idea sharing.

Practically, we offer access to an extensive library of content that informs and challenges leaders to consider the models by which they lead, the beliefs they have about their role and about people, and the frameworks by which they shape their organisations.

PLEASE NOTE: Access to content is available via Dropbox, setting appointments for group or individual zoom meeting is done via the Acuity Scheduling app which provides a zoom meeting link and booking confirmations, changes and cancellations.

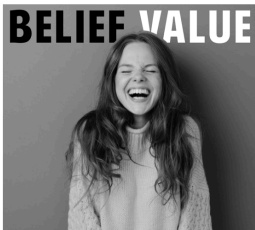
We utilise several different delivery methods;

DELIVERY

- Collaborative Monthly Shared PLG Webinars
- Specific Leadership Topic Webinars
- Monthly One on One Professional Supervision and Coaching Zooms
- Problem Solving Webinars - Participant Contributing Topics
- Weekly downloadable Written, Audio and Video Content
- Rich Content Libraries for augmented support
- Crisis On Call Support by Zoom
- Regional/National In Person PLG Days
- Our content includes access to external video, audio and graphic links.
- NOTE: Zoom Appointments are available from 7.00am until 9.00pm with weekend access by agreement.

The Think Farm content IP is in a constant state of upgrade and update. Our research is longitudinal and learning collaborative therefore we offer new content as thinking and research delivers new and pragmatic leadership tools and strategies.

OUR 6 POINTS OF LEADERSHIP COACHING EMPHASIS ARE:



BELIEF VALUE
THE GREATEST GIFT I CAN SHARE WITH ANOTHER HUMAN IS TO COMMUNICATE TO THEM THEIR INTRINSIC SENSE OF VALUE.

Who loves the lovers of people?



Connection
We will always be smarter the me.

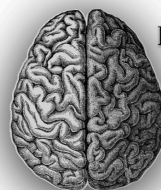


Great leadership and great communication are synonymous terms. It is almost impossible to execute one without the other.

IN ORDER TO GROW PEOPLE, YOU CANNOT SUBSTITUTE TIME FOR SYSTEMS OR TECHNOLOGY.



Intention



How we see peoples potential and value creates belief, tone and action.

MARGIN PAUSE IMAGINE



Leaders are employed for their **imagination** not their **administration** and innovation, change and excellence comes from exposure to ideas.

Behaviour Follows Belief

PROXIMITY VALUE Intention **MARGIN** *Connection* Clarity

WE BELIEVE ORGANISATIONS REQUIRE A BALANCE BETWEEN HIGH PERFORMANCE AND HIGH PASTORAL CARE.

WE COACH LEADERS TO



CAST VISION



INSPIRE TRUST



EXECUTE STRATEGY



COACH POTENTIAL



STOP FIRE FIGHTING



FIND JOY

Acceleration:

- Releasing innovative practices
- Increasing collaboration
- Increased reputation and influence
- Creation of a high engagement culture
- Increased personal and professional health
- Increasing stakeholder engagement
- Increased clarity of role, purpose and meaning
- Releasing of latent skills and unrealised talent
- Increased trust, value and appreciation



Reduction:

- Reducing conflict
- Reducing roadblocks to growth
- Reducing resentments
- Reducing sideways energy
- Reducing pushback against vision
- Reducing miscommunication
- Reducing wasted resources
- Reducing absenteeism
- Reducing insomnia



The ultimate goal of leadership is to increase the skill levels and experience of our teams and we do that by reducing the personal and organisational impediments to speed and by identifying the constraints to outcomes. This is a critical skillset required of leaders. We coach to the understanding that the intangible values we bring to the table determine the tangible outcomes we achieve.



BUT NOBODY WANTS IT TO BE A CIRCUS.

SAMPLE CONTENT

Does character determine your outcomes?

One of the most contentious subjects you will ever wrestle with are the ideas of our leadership **power and authority**. In the ideal world one relates to measured control and the other to inspired trust. Right off the bat we run into the conflict when there are times when firm authority and organisational control is necessary for the objective greater good of an organisation despite the subjective views of the team.

Up to very recently people would associate both words with title and earned position. Each could be recognised by the physical and fiscal rewards connected to the "office or status" to which someone is appointed. The benefits of seniority were obvious. That kind of leadership persona now receives far more push back than has been historically evident.

There are times when the authority we operate in must be enacted standing alone.

People give you permission to lead them and that is often based on the observance of the use of power and authority. That I believe is under pinned by the simple conclusion people make which is "Do you have any best interests at heart?" That is often stacked with the opinion of your competence to understand the scope of the tasks required of staff. Remembering of course that we are now leading people who know more about some subjects that we do. But leadership is about people, not about tasks, we must therefore make way for subject experts without the fear of "knowledge threat" rather, embracing expertise on hand not hiding from it.

POWER AND AUTHORITY. Defining the terms alone can take considerable thought and positioning because each has major cultural, belief and emotional weight associated with them and most often than not peoples good or bad historical experiences.



Stephen Covey "We behave our way into trust and we behave our way out of trust and you simply can't talk your way back in"

Respect is not a... It is a by... of trust.

REALLY WHAT WE ARE DISCUSSING IS TRUST.

If I determine you are "For me", I will be more forgiving.

When you are new, do nothing but drink coffee: people without an understanding of the people assets you have file you may have authority, sometimes the best choice is to leave the room.

Power could be understood as the ability to **impact outcomes**; sitting in a combination (or balance) of authority and influence. I believe Authority is given, influence is earned.

Do we have the influence to change outcomes? What would we like our influence to feel like to others and to ourselves?

However, if we consider free choices made by people, title does in no way infer loyalty or respect or the character issues that should accompany powerful leadership. If you were to watch footage of some asian leaders governmental gatherings, you would observe robotic and fear based responses. Militaristic models may work in militaristic organisations, but in this era of leadership you would be hard pressed to find people who enjoy being led in that fashion. There is of course a reasoned basis behind a Chain of Command blind obedience style leadership. But even then there are safe guards where military personnel can reject "immoral orders".



DOES POWER CAN TO YOU?

ONE OF THE FRIGHTENING ASPECTS OF THE SUBJECT OF POWER AND AUTHORITY IS THE REALISATION THAT WE HAVE CONSEQUENTIAL EFFECT OVER PEOPLES QUALITY OF LIFE. THEREFORE, WE MUST KNOW HOW OUR LEADERSHIP IS RECEIVED.

When you experience resistance to your leadership particularly in the early stages of a new role, what you are observing is the gap, the space before people have given you their **permission to lead them**. It is in effect a trust evaluation period. This is an apprenticeship period where they want to know you can see them, hear them, understand their nuances, and not invade them as so often happens with a well meaning yet abrasive "fix what is broken" attitude. People take ownership of organisations due to their tenure and time in the trenches. We naturally feel threatened when new ideas come to town and the truth is that people must be won over gently.

Do you know the extent of your boundaries when it comes to functional, legal, moral or collegial authority? How far can you push out the boat?

You must know your authority and how it is enabled and is backed. How do you quantify these values, and who do you ask?

I CAN ALWAYS CHOSE TO EITHER IMPOSE POWER OR INVEST IT.

WE GIVE PEOPLE ROLES AND MAKE THEM BOTH RESPONSIBLE AND ACCOUNTABLE FOR THAT ROLES OUTCOMES BUT IF WE DON'T ISSUE AUTHORITY WE EFFECTIVELY PREVENT THEM IMPACTING MOMENTUM IN THAT ROLE. AUTHORITY IS TRUST IN ACTION.



If you want to know if your governance board backs your authority, try suggesting you need to break the law to resolve a problem.

Uncomfortable as it is, my role is one of professional leadership and therefore I am by definition just the leader not the smartest person in the room. Leaders who must be the smartest are dangerous to organisational outcomes as it is a practical impossibility. We observe this danger blatantly in the structure and progress of start up companies. The entrepreneur is rarely the right person to lead through the major growth phases of a business unless they quickly appoint subject experts and them and defer real authority to them.

- What is trust?
- What does trust impact?
- How do you measure it?
- How do you fix it?
- How do you grow it?
- Who determines its value?

- What does holding power mean for you?

- What is the difference between authority and power?

SESSION 22: DEFINING OUR LEADERSHIP

When relationship fails, we default to regulation.

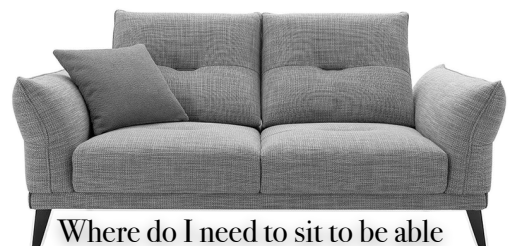
The subject library is extensive and ever increasing.

- Defining My Leadership
- The Four Core Roles of Leadership
- Leading Through Change
- Setting Culture through Values
- The Impact of Reputation and Trust
- The Impact and Value of the Servant Leadership Model
- The Art of Communication
- The Power of Proximity
- Communicating through Crisis
- Becoming A Safe Leader
- Empowering Others
- The Art of Delegation
- Understanding what People Need to Thrive
- Managing and Preventing Conflict
- Effective Feedback Systems
- Mentoring and Coaching
- Problem Solving Culture
- Creating Cultures of Curiosity
- Understanding Power and Authority
- Who Does What
- The Viktor Frankl Model
- The importance of Empathy and Compassion
- Identifying and Releasing Potential
- Measuring Well Being - Understanding Stress
- Why Vision is Important and how to communicate that
- What Drives People Crazy and How to Change It

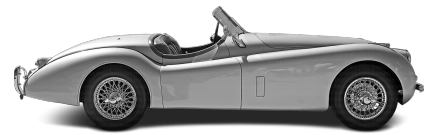
Our topic list is responsive to actual experiences leaders are currently walking through. The vast majority of issues that challenge and face leaders have been faced by others repetitively over their careers. Therefore we facilitate and share knowledge and strategies in real time in response to real impacts of behaviours. Collectively and collegially we apply problem solving ideologies and answers.

The Think Farm does utilise some AI in the creation of audio and video commentaries.

Being seen communicates YOU ARE OPEN TO LISTEN & HEAR.



Where do I need to sit to be able to hear?



Accelerating Leadership

Date:
Participants Name:
Designation:
Contact Organisation:
Contact Number:

Date:
Participants Name:
Designation:
Contact Organisation:
Contact Number:

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Designation:
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Contact Number:

Course: Accelerating Leadership

Course Fee: \$3499.00 ex GST

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