

Case Study – Life Coaching Leadership

ID-LEADERSHIP20080414

Overview

The client presented with the following leadership goals:

- o Young leader needing to establish credibility
- o Filling the gaps of leadership competency
- o Creating a professional career plan

It is also helpful to know that the client is in their early twenties in a senior leadership role for the first time. All of the senior leaders of this youth organisation are in the same age range.

Methodology

One of the first approaches we used was doing a Wheel of Life (Leadership Competencies) assessment where the client was able to rate their performance in the following categories:

- o Planning
- o Organising
- o Monitoring
- o Decision Making
- o Motivating
- o Delegating
- o Adaptability
- o Entrepreneurism
- o Resilience
- o Communication

We also reviewed the internal 360 degree profiling tool available from the client's organisation. Our first coaching session focused on how the individual evaluated themselves as compared to how their peers evaluated them.

We were able to establish some high-levels goals fairly immediately and used the Onboarding Coaching model, which is used when someone has recently "come on board" to a new position.

This model looks at:

- o Clearly define the organisation's goals overall
- o Define the individual's goals overall and for the first 100 days in the new role
- o Maximise the value from the induction process
- o Maximise the value from any handover process
- o Maximise the value from any training processes
- o Create an ongoing personal and professional development plan
- o Increase awareness of the culture of the organisation and identify where the individual "fits" in
- o Learning how to navigate leadership and organisational politics
- o Determine the attitudes, beliefs and behaviours that will best support the individual's success, and commit to changes as necessary and track progress
- o Immediately be able to address any potential conflicts, obstacles or anything else that could possibly negatively affect the success of the individual
- o Ensure a sense of balance, such as work/life balance and not get lost in the new role

We also explored the components of the Six Hats model by Edward de Bono, where we assessed, explored and created plans in:

- o Emotional Thinking
- o Positive Thinking
- o Critical Thinking
- o Factual Thinking
- o Creative Thinking
- o Strategic "Big Picture" Thinking

360 Assessments were repeated at the six month mark with dramatic improvements identified by peers.

We worked together fortnightly for eight months. At that time, due to geography changes, a new coach was recommended. This was also useful timing to provide new perspective and challenge to the coaching.

Outcomes

The client identified that their expectations of coaching were far exceeded by the actual outcomes. They felt they had personal training and mentoring in addition to the coaching and that it formed a critical part of their success learning senior leadership competencies and behaviours at such a young age.

Contacts

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