



THE PARTNERSHIP

RIPPLES

SUSTAINING YOURSELF AND
LEADING CHANGE



**Designed for the
unique needs of
Change Agents who
are at the centre
of tranformational
change.**

WELCOME TO RIPPLES

This document is designed to provide you with an overview of what Ripples is, how it will work and some questions to ponder as you consider joining this program.

RIPPLES... SMALL GROUP COACHING

Ripples is a small group coaching program designed especially to meet the unique needs of change agents who are at the centre of ripples of change within their own organisations or communities.

EXPECTED BENEFITS

As change agents ourselves, we understand what it takes, personally and professionally, to be at the centre of transformational change. This program is designed to meet both sets of needs. We want to ensure that you take care of yourself in a way that enables you to be the very best version of yourself in the service of others. We also recognise that new frameworks, tools and techniques are emerging all the time – and especially now that the world is in need of vast social change. We employ many of these new approaches in our own work and we will also be sharing our learnings from other thought leaders.

You can expect this program to deliver you:

- Personal development and leadership development;
- New frameworks and techniques to try out;
- Different ways of viewing change and the world; and
- A 'systems' or 'complexity' perspective on your specific challenge.

THE METHODOLOGY OF GROUP COACHING

“Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

This means that coaching is more a process of enquiry that enables you to explore ideas, identify unconscious assumptions, develop new strategies and tactics, learn new skills and find out what works best for your unique personality and style.

Group coaching is a little different to individual coaching. It works best when the people involved have a common challenge – and in this case, the commonality centres on your transformational leadership challenges. It also has a little more structure than individual coaching may have. In Ripples, I will be sending you video's and articles to read that we will discuss in our coaching sessions together. I will choose these from my observations based on what is emerging within the group and the types of issues you are facing. So there is an element of teaching involved that is often not a part of individual coaching.

ROLES & RESPONSIBILITIES

Coaching works best when we are each clear about and committed to our roles and responsibilities.

YOUR COACH'S ROLE AND RESPONSIBILITIES

As your coach, my role is to ask questions and stand for what you want to achieve. This may mean challenging you from time to time, in a way that you can bear.

I am committed to the ICF Code of Ethics and this Code details the way in which I perceive my role. You can read the detail of that commitment by clicking through to the [ICF website here](#).

As a credentialed member of the ICF, I am required to continuously develop myself and complete a re-credentialing process every 3 years.

Most importantly, our coaching relationship is completely confidential.

Within the context of group coaching, 'confidentiality' means that all participants undertake to abide by Chatham House rules.

The only time I, as your coach, would break that confidentiality is:

- When I become aware of illegal activity, substance abuse or the like; or
- If asked to testify in court (the coaching relationship is not privileged.)

YOUR ROLE AND RESPONSIBILITIES

You have a very active role in the coaching process. In deed the active nature of your role distinguishes coaching from training.

You decide what you want to achieve through your coaching; you help direct each coaching session agenda; and you are active in trying out new actions in-between sessions.

Coaching is a continuous process really, it carries on in-between your coaching conversations.

This means that to be ready for coaching, you must be willing to be:

- Honest with yourself, your coach and other group participants
- Open to new ideas and ways of doing things
- Committed to take action in-between coaching sessions.

SESSION AGENDA

7 x 3hour sessions held monthly from 9.00 AM - 12.00 PM at our office (Boardroom, Level 10, 185 Victoria Square) with morning tea provided.

The nature of group coaching means that it is sensitive and responsive to the participants needs. It's not a training program. But the following is how I think the group coaching sessions might unfold at present. This will change depending on the number of participants in the program. This outline is designed for four participants.

The exact dates of the sessions will be arranged with Ripples participants to be mutually convenient.

SESSION 1 GETTING TO KNOW YOU

Agreeing ground rules for group operation including confidentiality.

Coaching skills as a basic for our interactions together.

Getting to know each other and our leadership challenges.

Identifying and sharing desired outcomes from Ripples.

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION 2 INTRODUCING THE ADAPTIVE LEADERSHIP FRAMEWORK

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

Introduction of the adaptive leadership framework - key distinctions and concepts.

Discussion applying this framework to your challenge.

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION 3 ABOUT ADAPTIVE CHANGE

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

How does transformational change really happen?

Discussion applying these concepts to your challenge.

Introducing the Harvard adaptive leadership case study process and questions about developing your own leadership challenge case study

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION AGENDA

7 x 3hour sessions held monthly from 9.00 AM - 12.00 PM at our office (Level 10 Victoria Square) with morning tea provided.

SESSION 4

FIRST CASE STUDY

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

Presentation of first participant leadership case study and peer consultation process. (1 hour)

What does it take to look after yourself when leading adaptive change?

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION 6

THIRD CASE STUDY

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

Presentation of third participant leadership case study and peer consultation process. (1 hour)

New topic as it emerges from group needs

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION 5

SECOND CASE STUDY

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

Presentation of second participant leadership case study and peer consultation process. (1 hour)

New topic as it emerges from group needs

Self reflection and commitment to fieldwork to be undertaken before the next session.

SESSION 7

FOURTH CASE STUDY

Reconnect with our last session and your fieldwork. Identification and deepening of what you have learned.

Round robin of 'Hot Topics'.

Presentation of fourth participant leadership case study and peer consultation process. (1 hour)

New topic as it emerges from group needs.

Reflections on your development during the program and next steps for you. Feedback from others.

Wrapping up.

What do you really want from your coaching?

It is not often in our lives that we have a dedicated thinking partner. What do you want to accomplish in partnership with this person? Reflecting in your current circumstances as the context, consider these questions to help you clarify which coach may suit you best, what you want to focus on, the value coaching may add for you and if you are ready for coaching at present.

(If you are not able to clarify your vision at this time, just move to the next questions, your vision may be our starting point!)

- 1.** How do you want 'it' (life, work, team) to really be? Imagine this in detail – flesh out a story.
- 2.** What have you already tried to bring this vision into being? What worked well and what didn't?
- 3.** What do you currently think is getting in the way? What do you think you need to learn more about at present?
- 4.** What do you think this might imply about the qualities and background of the coach who would best suit you?
- 5.** If your vision was your reality now, what would that mean that you could do now, that you currently can't do?
- 6.** What value would that (answer to question 5) add to you, your team, your organisation?
- 7.** How committed are you to your vision? Are you willing to feel a bit uncomfortable as you learn new ways of seeing, thinking and doing things?
- 8.** How much time and energy are you really willing to commit to bring your vision into being? How can you create and/or protect some time and space?

NEXT STEPS

So, are you ready to start your coaching? If the answer is 'yes' please contact me and let's arrange to get started!



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