

# Self-Leadership for Results

Helping leaders reflect on where they are, identify and clear interference, set achievable goals, and chart the way forward.

Wherever a leader may be on the leadership spectrum: aspiring, emerging, experienced, flourishing, challenged, or exemplary, time and space for deliberate reflection and critical evaluation is crucial to progress and results. As Socrates said “to move the world we must move ourselves”.

Our Self-Leadership Experience is useful for:

Performance | Potential | Wellbeing | Career Transition | Leadership Development

The Juno Institute’s Self-Leadership Experience is offered to clients in a one-to-one series. Confidential, exploratory, intensive, and at times a little uncomfortable, the Self-

Leadership experience will be safe always, and action-oriented.

We know that the pathway to and through leadership is different for every leader and so our Self-Leadership Experience will tailor to the individual’s situation and needs.

Depending on the individual leader’s situation and needs the Self-Leadership Experience may blend coaching and mentoring. The leader will examine their current context, as well as their beliefs, values, drivers and interests. The leader will be challenged to think and critically reflect. With the guiding hand of their Coach the leader will evaluate options, set goals and chart a path forward.

## The Juno Institute’s approach to Self-Leadership

### Values and Beliefs

We start the Self Leadership Experience with an examination of values and beliefs, in a safe environment, participants will be challenged to reflect using frameworks from some of history’s greatest thinkers.

*“The benefits of introspection and reflection on one’s own character and beliefs receive less attention in a typical coaching session than the benefits of behaviour change... Self-reflection on philosophical issues—such as values, character virtues, and wisdom—is relatively neglected. Executive coaching and leadership development programs rarely include much, if anything, about the power of clarifying one’s philosophical worldview. But there is mounting evidence that they should.” (“How Philosophy Makes You a Better Leader” HBR 19 September 2014)*

### Neuroscience - Inside/Out

Neuroscience supports, that the combination of clear intention with elevated emotion that is heartfelt, moves one to a new state of being. Neuroscience also supports that for insights to be useful they must be generated from within.

Our approach therefore is Self-Leadership from the inside/out: questioning, drawing out, identifying interference, encouraging creativity, suspending judgement, focussing on what is actually happening.

### Content and Tools

Each Self-Leadership experience is different of course, tailored to the individual, but some of the content and tools in use include:

- The Dichotomy of Control from Stoic Philosophy
- Aristotle’s Golden Mean and Practical Wisdom
- The Birkman Method providing insight into Behaviours, Interests and Needs
- Alan Fine’s You Already Know How to be Great, including the GROW method
- Contemporary International Coach Federation frameworks

### Format of the Series

Our experience suggests the one-to-one Program is at its optimum as a minimum of 6 sessions to a maximum of 12 sessions over a pre-determined and agreed period of time.



Is there a more important human connection at work than that of Leader and Follower? Does a Leader have a greater responsibility than to grow more Leaders? Leading well leads to higher levels of trust and engagement, better relationships and communication, sustained performance, and to more Leaders. Trust, engagement, communication, and performance are critical to customer attraction and retention, and organisational results. Our Self-Leadership experience will present participants with insight from some of history’s greatest thinkers to aid self-reflection, provide deep insight into self, and enable the setting of goals and the pursuit of deliberate and intentional results. The aim, to be the best that you can be.

– Peter Godfrey

The Juno Institute’s Associate Director