

# Juno Adaptive Leaders Program

Building your coaching capacity through a community lens



## Developing leaders while coaching Disadvantaged Community Members

Coaching a disadvantaged community member, who is clearly in need of advice and direction, creates a powerful motivation for employees and leaders to overcome their own barriers and start experimenting with new skills and behaviours.

The Adaptive Leaders Program creates a safe – yet challenging – environment outside the workplace where employees acting as coaches enhance their leadership as part of a high performing team.

Outcomes include:

- improved organisational effectiveness through increased leadership contribution
- a highly developed and diverse coaching toolkit
- assisting a community protégé who is supported in gaining employment.

Participant outcomes reviewed after 160 previous programs indicate that employees gain immensely in their practical leadership and communication skills. Being able to practice ‘Off Broadway’ in combination with consistent, ongoing feedback and group and individual coaching over an extended time period produces outcomes beyond what can be achieved in 2-3 day leadership training courses.

In addition to developing coaches in their application of practical leadership and communication skills we use Adaptive Leadership principles from the Harvard Kennedy School of Leadership and Systems Thinking from the (UK) Tavistock and Grubb Institutes to ensure that their leadership development fosters the capability required for leaders to respond to ever more complex organisational challenges.



## Objectives of the Program

Broadly speaking we see a positive impact on staff professional development, especially in leadership skills, confidence, emotional intelligence and more flexible behaviour and communication styles.

- Improved willingness to deal with workplace issues and complex employee situations.
- Show higher levels of motivation in the workplace.
- Confidence in having 'clean coaching' conversations.
- An ability to know when to mentor, when to coach, and when to lead.
- Increased confidence and flexibility in their leadership and coaching skills.
- Improve their individual empathy and conflict resolution skills.
- Show higher levels of tolerance and be better equipped to deal with barriers to change.

## Your Commitment

Juno Adaptive Leaders program requires attendance at:



2-day foundation training program



1 hour face-to-face meeting with your protégé (at place of work) per week for 12 weeks



2 hours facilitated group meeting (during working day) per fortnight for 12 weeks



Graduation event at the end of the program (evening function)

## Contact

For further details please contact Paul Lacey from Juno Institute - 0408 543 320 [placey@juno.in.com.au](mailto:placey@juno.in.com.au)

## Participants gain development through an experiential leadership program

Programs are delivered both in house and in a public program structure in group sizes of 15-25 participants

Starting at \$3995 (+GST) per participant

Training & fortnightly Mentor Meetings take place in a metropolitan centre.

## Our Partners

