



## Leadership Coaching

*Thank you for considering Leadership Coaching with me. Let me share with you a little about myself, my approach and my **raison d'être**.*

Leadership can at times be a lonely and confusing experience with few places for new leaders, and even fewer for experienced leaders to safely explore leadership issues, styles, challenges, ethical dilemmas, conflict, interpersonal problems, sustainability, resilience, work-life-balance, career transition and vocational crises.

My unique approach to leadership coaching ( based on decades of personal experience, research and development), can provide a sufficiently challenging but safe environment to enable guided personal reflection, discovery, and goal-setting whenever these leadership needs arise.

I now work with established and emerging leaders, on both the art and science of leadership. Responsive to where you are at and utilising deep listening skills. I tailor a program especially designed for your needs. Skills-based coaching can also be customised around any of the many leadership and management areas where I have knowledge and experience.

As appropriate, leadership coaching can be provided as part of an integrated Guiding Transformation Program, utilising leadership & personality assessments, prescribed reading, narrative transformational approaches, 360 health coaching, and a facilitated Learning Circle, (a small group peer-learning experience to complement individual coaching).

Drawing on a unique mix of knowledge and skills, I utilise an in-depth understanding of people and organisations to guide you at all stages of your leadership journey. Throughout this process, I provide opportunities for dialogue, exploration, and discovery, with creative use of reflective activities that enable you to gain new understanding about yourself and others.

In sessions, I combine guidance on tangible skills like;

- ❖ articulating a clear vision,
- ❖ setting goals,
- ❖ building a strong team and
- ❖ collaborating with others together.

And, more intangible qualities like;

- ❖ self-knowledge,
- ❖ trust,

- ❖ integrity, and
- ❖ resilience.

### **Life Changing**

I have a longstanding interest in *guiding journeys of transformation*. Nothing lights me up more than having *life-changing conversations*.

### **Healing**

As you probably appreciate first hand, leadership can at times be quite a vulnerable, lonely and wounding experience. Like myself, in my own leadership journey, you might discover that you are required to find your own way. Nothing quite compares to the deep learning that can occur when we explore and reflect on our unique challenges and our behavioural and psychological responses in our life experiences. This is why the *Leadership Coaching* approach I take is experienced by many as *healing*.

### **Reimagining You**

I love assisting as you seek to re-imagine your effectiveness as a leader, discover your true vocation and live a life of meaning, purpose, and value.

### **Experience**

As a Senior Executive, managing >1200 staff with budgets >\$250 million, I have decades experience to bring to the process of coaching and supporting leaders like yourself.

Some things I achieved in my earlier career:

- ❖ *steered significant policy and service reform* in health & human services, including; deinstitutionalisation in disability, mental health and aged care
- ❖ *acted as the principal crown witness in coronial enquiries* that led to major developments in forensic mental health service delivery
- ❖ *led the development and implementation of the State (Tas) Government's strategy* for the management of complex and exceptional needs,
- ❖ *designed the State (Tas) Government's Clinical Engagement Model*, and
- ❖ *developed ten (10) Clinical Networks across Tasmania*.

### **Reputation**

It is quite humbling to acknowledge that I am known as a *global leader in guiding transformational journeys* for leaders at all levels.

I am thrilled to have been able to bring together much of what I have learned on my leadership journey. Over the last few years this has occurred in the design and development of an innovative and internationally acknowledged framework; *The Quinn Model for Guiding Transformation*. This framework is used to guide the design and development of customised individual and team leadership development through private consulting work as well as the design and delivery of tertiary level, transformational leadership post-graduate courses through my work with the University of Tasmania.

## **Authority**

I'm a published author on *Transformational Leadership and Guiding Transformation*, facilitating forums, providing interactive workshops, and giving public presentations on leadership, managing change and transformation.

## **Coaching Structure and Processes**

Your program will always be customised to your individual requirements. Sessions are usually held monthly to enable time for reflection and follow-up activities, but sessions may be held as frequently as weekly, depending upon your circumstances.

Prior to commencing a period of coaching, you can attend a preliminary session to discuss your needs and confirm that our styles will match.

A contract covering agreed goals for a period is confirmed with the client prior to commencement. Where leadership coaching is contracted through an organisation there is provision for a preliminary meeting with the employer and a brief report at the end of the package.

Coaching sessions can be held in a variety of locations depending on your preference, but often occur in the informal setting of local coffee shops where conversation is able to be facilitated in a relaxed and comfortable environment.

Zoom sessions can be utilised if you are residing outside of the Hobart area, or where this is your preference.

## **In Closing**

*I look forward to discussing this further with you. Please feel welcome to reach out to make an appointment.*

*Warmest regards,*

*Weny J Quinn*