



Leadership Learning Hubs

Leadership Learning Hubs are based on group coaching principles and combine professional coaching with a supportive peer environment. The Learning Hubs significantly increase participants' skills and critical self awareness.

Group coaching leverages the possibilities for growth and effective change because participants learn from each other as well as from the coach.

Groups of 5 - 8 participants typically convene around leadership aspirations, learning goals and personal leadership challenges. The Enneagram is the foundational tool that is used as the framework for self awareness. The Learning Hub participants meet for 2 hours once every 3 weeks for approx 4 months (5 meetings), with the exception of the first meeting which runs over 3 hours. Each participant is encouraged to set specific goals that they will work towards throughout the life of the Learning Hub. Personal indicators of success will also be developed, with participants reflecting on these at the conclusion of the Learning Hub.



Between Learning Hub meetings, participants can trade insights and share their successes and challenges via an email group created in house by your information technology department. Group members will be assigned fieldwork for completion between Learning Hubs.

Learning Hub participants would be encouraged to share their learning goals with their Manager and discuss their ongoing progress through their Performance Development Review.

• Working Collectively • Focusing on Possibilities • Inspiring Action •

The Leadership Learning Hubs will be customised to meet the needs of the participants and their specific learning goals. However, generally the program plan will involve:

- Session 1: establishing the group space, individual hopes and fears, the rules of engagement, setting individual learning goals and measures of success.
- Session 2: uncovering individual learning goals, Enneagram type challenges and exploring scenarios
- Session 3: exploring scenarios – uncovering underlying issues, exploring possible courses of action
- Session 4: exploring scenarios continued, review of progress
- Session 5: group closure, evaluation and celebration

Leadership Learning Hubs are exciting forums for deepening the critical self awareness of your leadership talent

Benefits;

For the individual:	For the learning hub participants:	For the organisation:
Opportunity to safely explore the conscious and unconscious process that are helping or hindering their effectiveness as a leader	Opportunity to listen, learn, understand and build deeper potentially satisfying working relationships with leaders across the organisation	
Opportunity to rapidly share their individual/team best practices, for mutual benefit. As a result, great ideas are quickly integrated and distributed	Potentially 100-200 years of combined wisdom from the participants accelerating the transfer of knowledge. As a result, each participant can reach their goals faster	Organisational initiatives are realized more easily through collective commitment and effort. As a result, the bottom line is positively impacted
Enhanced understanding of other areas of the business and Ongoing peer support networks		Enhanced cross organisational relationships that will have flow on effects for the business and the community