



CollectivePossibilities

June 2020

Coaching Overview:

Executive Coaching

Solutions Focused Coaching

Role Exploration

Analytic Coaching



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www.collectivepossibilities.com.au

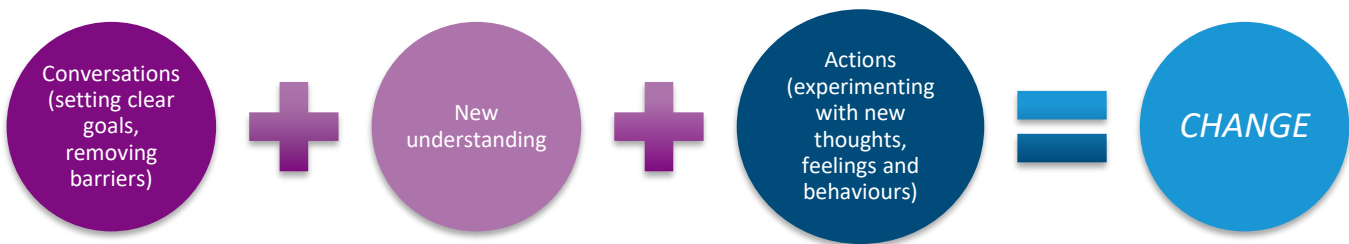
Our Coaching Philosophy



At Collective Possibilities we coach leaders at all levels in communities and organisations step into their potential, and unleash creativity, engagement, and leadership in others.

**Our aim is to build leadership capability
& emotional intelligence in individuals, teams and organisations.**

Our purpose is to coach leaders to act in good faith to create organisations & communities where people flourish and thrive.



When we coach you, we go on a journey together,

we get to know you, your style, your motivators, your questions, dilemmas, hopes and concerns. This helps us put the most practical strategies in place for change

You are in the driver's seat.

Led by you and supported by your coach, we determine your coaching goals and give you support to achieve them. The hardest part of the work begins when the coach "walks out the door". We are partners in your development – however without your discipline and practise, nothing changes.

Our job is to develop trust and rapport with you as quickly as possible

so that you give us permission to challenge your thinking, assumptions, beliefs, and views of the world and how the coachee is driven and motivated to operate in it. The coach will get to the core of what's stopping you from reaching your potential.

Our aim is that you unshackle unhelpful habits that hold you back,

transforming the way you think, feel and act. For you to do this you must be willing to be honest with yourself and be vulnerable with us. So, expect that our work together will be focused, positive and challenging.





All our coaching programs are customised according to client need.

Our approach is shaped not only by evidence based coaching and psychological theory but also by extensive practice in the government, public and not for profit sectors

We embrace the belief that everybody can exercise leadership, not just a few people at the top of organisations. Our purpose as coaches is to discover and foster leadership in unexpected places, to distribute leadership and to enable it to flourish across organisations.

To be the best leader (and the best human being we can be) we must live and work from a place of 'Good Faith'. For us this means to live and work with authenticity, values, compassion, courage, and integrity. Our coaching purpose is to work in good faith, and to coach clients to work in Good Faith, by focusing on self-knowledge, and helping them courageously embrace difficulties, as well as celebrate success, so that they lead with authenticity and grounded confidence.

A range of coaching packages are offered and customized, including:

- Executive coaching for senior leaders wishing to co create a safe contained and rigorous thinking environment to help them develop organisational strategy and successfully lead and catalyse change in their contexts
- Solutions Focused Coaching - short term specific issues-based coaching to support leaders develop the mindset, heart set and behavior to successfully manage staffing and operational issues
- Role Exploration – for leaders wishing to explore patterns in how they have made, shaped and taken up their role, particularly helpful for those facing challenges or those considering a change in role or a step up in their career (more detail on page 4)
- Analytic coaching for those seeking a developmental deep dive –using the AN Coaching framework





Roles are socially constructed.

That is, they are made and shaped by our interactions with others

For leaders this idea has particular saliency, as we are called to work and serve diverse groups (staff, colleagues, clients, stakeholders, communities) that have their own ideas (often unconscious) about how the leader should/should not feel, behave, intervene and support others.

These different groups and their role ideas, coupled with our own, provide interesting territory for exploration.

Through role exploration coaching we explore your what motivates you in your role. Your desires. What you hope to achieve. We then move to exploring the wider influences that support or stifle you.

You will be invited into reflective practice using work role drawings generated during the sessions.

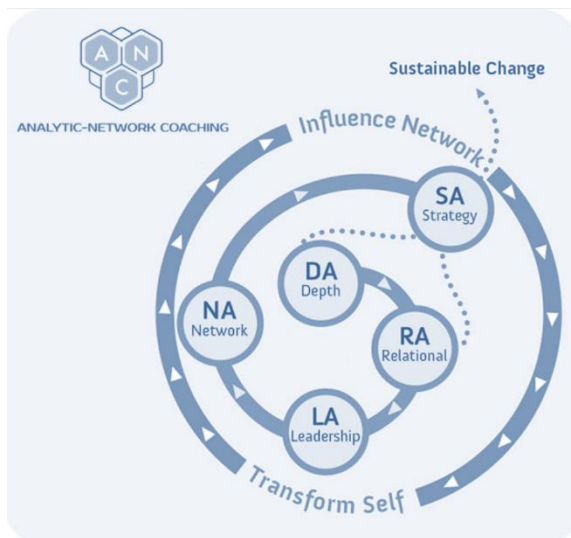
With your drawing as a catalyst, you will be encouraged to explore your deeply held values and assumptions about yourself as a leader and your purpose and offer to the people you serve.

The insights surfaced during exploration are used to:

- ✓ Help you understand explicit and implicit dynamics exchanged between yourself, your team, your clients, and your organisation which may influence the way you make and take up your leadership role
- ✓ Provide clarity and fresh perspective on troubling or challenging situations you may find yourself stuck in
- ✓ Renew a sense of confidence in taking up your role wisely
- ✓ Help you reframe and rethink your role taking and explore other roles that may be more helpful and applicable for the task at hand

“We perceive, enact and respond to leadership, individually and collectively, consciously and unconsciously. Our best chance of improving leadership is to improve our understanding of it. Learning about leadership is as much about feeling, as it is about thinking.”

Simon Western



The AN Coaching system framework facilitates a developmental deep dive into leadership development by supporting the coachee to explore and analyse their responses to five interconnected frames to uncover their potential and possibility. The five frames provide a non-rigid but clear structure for the coaching process, which can be applied in a fluid and adaptive way:

1. **Depth Analysis** helps you identify your key values and discover and work from your authentic self. Conscious and unconscious inner patterns are examined in a way that releases dynamic creativity.
2. **Relational Analysis** aims to improve your relationships through understanding the relational dynamics that exist between you and others. The focus is on small teams/groups, families, and friends, including distant and virtual relationships. Relational patterns and underpinning emotions trap you in certain ways of relating and experiencing relationships. The coach will use their own relationship with you as live data to inform the coaching work.
3. **Leadership Analysis** helps you develop your 'inner-leader' and to exercise both leadership and active followership. Using the WILD Questionnaire and report with the support of your coach you will explore your leadership assumptions, organized into the four dominant leadership discourses as researched by Dr Simon Western (2013), Controller, Therapist, Messiah & Eco-Leader. Using the results from the WILD questionnaire and report, you will work on understanding your personal role and potential as a leader and as a follower within your organisation. You will also explore how leadership and followership takes shape, what basic assumptions affect this process and how you can adapt your leadership to influence wider change.
4. **Network Analysis** uses a network mapping exercise to enable leaders to situate themselves in the networks within which they live and work. The coach analyses this map with you, seeing where power and resources lie, where strong and weak connections are, and how change takes place. This begins a process of identifying connections you need to make, and nodal points of power you need to influence. Leaders inevitably feel empowered through network analysis because it reveals possible opportunities for influence and change, where they may previously have felt stuck.
5. **Strategic Analysis** is the final frame, where the previous four frames are reviewed. This enables you to 'evaluate, consolidate and innovate'. Strategic Analysis focuses on two aspects: an emergent strategy for you as an individual leader and an emergent strategy in your network and workplace. This means evaluating what's working and then identifying strategies to consolidate that i.e. doing more of the same, developing potential and capacity and building on success. You identify where to make personal strategic changes that will be sustainable and how to take strategic decisions in the workplace.

Integrative Enneagram Questionnaire (ieq9)



The Enneagram - A starting place for greater awareness and behaviour change

To set the foundation for our coaching work we often use the Integrative Enneagram Questionnaire (IEQ9), to strengthen your critical self-awareness and stimulate behaviour change.

The IEQ draws on the Enneagram, a system about people—how we are the same, how we are different, and what makes us "tick". Enneagram is a Greek word meaning nine-pointed diagram. Its nine personality types provide leaders and team members with insight into their own personal beliefs, habits of attention, blind spots, and resistance to change.



The IEQ9 enables insight, growth, and integration at a meta level, but also gives durability, depth and scale to the coaching and development process over time. The IEQ9 framework is uniquely positioned to support individuals in understanding their intrinsic motivation, conflicts, anxieties, and self-limiting beliefs, which creates awareness and potential for accelerated, and sustainable professional development.

The Enneagram is not a superficial framework that provides quick and short-lived insight. The depth and layered approach to the Enneagram enables the client to develop over time, guided by a deep coaching process that supports application, rapid results, and deep self-awareness. The IEQ will be administered via an online survey. The survey results are designed to support you to understand your predominant communication and management style, your underdeveloped and defaults styles and how you can best develop your leadership skills.

The IEQ is a personally prepared 40-page report that covers:

- The Main Enneagram Type
- Centres of Expression
- Complementary styles
- Strain Profile
- Working under Stress /Strategies for development
- Expanded Behavioural Indicators:
 - ✓ Communication Style
 - ✓ Giving and Receiving Feedback + Feedback guide
 - ✓ Dealing with Conflict
 - ✓ Decision Making
 - ✓ Leadership and Management
 - ✓ Team Behaviour





QUALIFICATIONS

Professional Doctorate
(Therapeutic Arts Practice –
Organisation Dynamics)

Masters Applied Science
(Organisation Dynamics)

Advanced Certificate Group
Facilitation

Diploma Business Management

Associate Diploma Social Science

Accredited Analytic Coach

Accredited Mental Health First
Aider

Accredited IAP2 practitioner

Accredited IEQ9 practitioner &
coach

Accredited TMS practitioner

CONTACT

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CollectivePossibilities

Dr Lindy Amos

PRACTICE LEADER, FACILITATOR & COACH

Dr Lindy Amos is an inspiring and sought-after consultant, facilitator and coach.

Having been at the forefront of her field since 2005, her company, Collective Possibilities works with individuals and teams to catalyze change, engage hearts and minds and strengthen capability.

Specializing in local government and public sector leadership development and team coaching, Lindy has worked with CEO's, Councillors, Department Secretaries, Executive Directors, Managers and Staff delivering 1000's of workshops in Australia and internationally, and over 1600 hours of individual coaching.

Lindys innovative research focuses on busting myths about leadership and explores vulnerability as an effective systemic motivator of courage and compassion in organisations.

Prior to establishing Collective Possibilities over a decade ago, Lindy has worked in business, local government, and the public and community sectors as a community development worker and change agent.

Lindy has also held management and consulting roles in local government with a people, change and strategic planning focus.

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RECENT ASSIGNMENTS

Leadership Coaching Services – Vincent Care, Melbourne Girls Grammar, Darebin City Council, Hume City Council, City of Casey, City of Greater Dandenong 2010–2020

Dynamic Leadership Program – Maroondah City Council 2018–2020

Strategic Leadership & Culture Change Consultancy – VicRoads/Dept of Transport 2018–2020

Facilitation Ignite & Ignite Outdoor Workers leadership programs – LGPRO 2006–2019

Team Strengthening Program – Peninsula Hospice, Monash City Council, City of Casey 2018–2020

Sustainability & Business Planning – Adult Learning Australia 2018

Our Specialist Expertise

- Flexibility to work constructively with intensity of feelings and challenging encounters in individuals & groups
- High levels of competency in using a range of evidence based methods to bring out the best in individuals & groups
- Strategic foresight and future planning; bringing high level analytical and conceptual skills to anticipate scenarios and think at both big picture and detail levels
- An astute understanding of organisations as social and political systems, coupled with the ability to communicate the impact that these elements have to enable or inhibit change initiatives
- Creating and holding spaces for learning, reflection and self-awareness to emerge
- Maintaining the drive and resilience for achieving quality results under pressure

"Your work with me has made me really evaluate myself as a leader and to look at my relationships and how to better understand different personalities and work with them, not against them"

"Lindy provided a safe and confidential space to discuss complex staff and reporting issues. We often 'workshopped' ideas and possible courses of action. I found this approach extremely useful"

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