

Impactful Workplace Wellbeing

including a snippet
of our SWITCH
“Learning to Ask,
not Tell” approach

Rita Holland
Founder - Director



Shared key principles

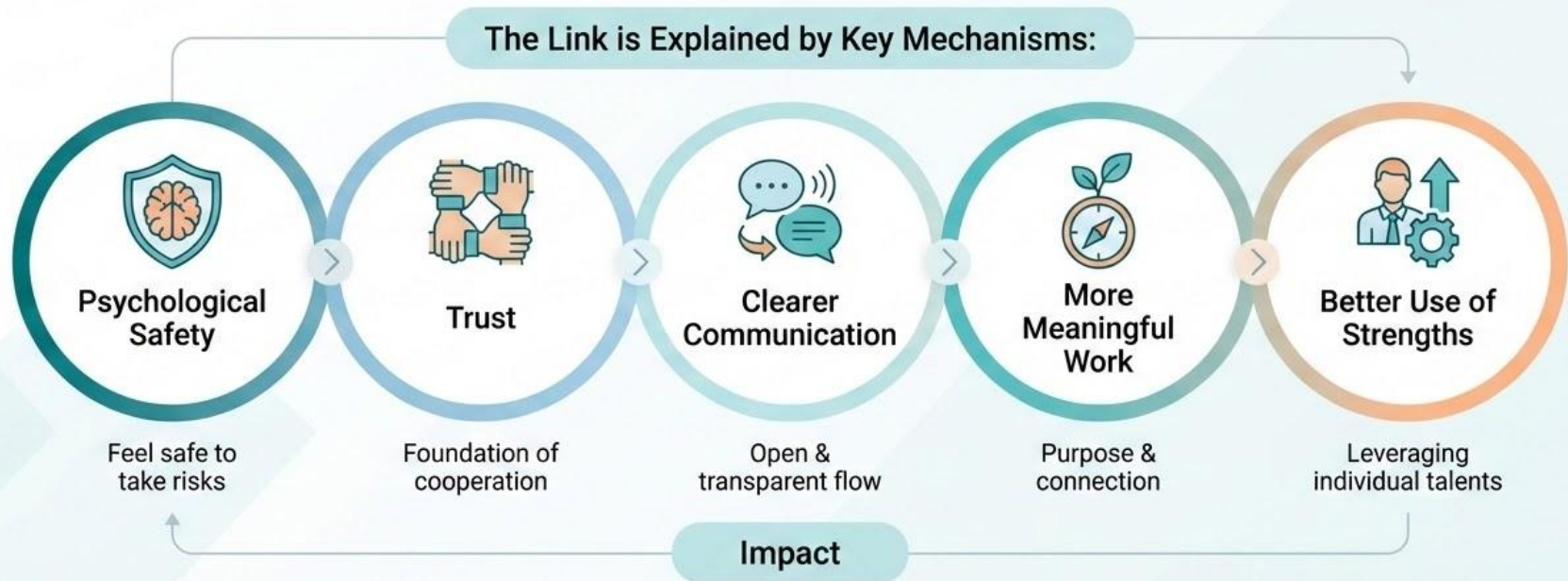


1. Evidence based strategies
2. Protective mental health initiatives
3. Promote positive work factors



Leadership, organisational effectiveness and worker wellbeing

Good leadership supports both effectiveness and wellbeing, while poor leadership undermines both.



What does a day at work feel like?



Strong Managers and Leaders - Luxury or Necessity?



The Structure of Leadership

The Hogan 360 assessment is a comprehensive multi-rater feedback tool designed to gain a better understanding of how leaders are perceived by others.

- Strong technical validity and reliability
- Universal leadership model
- Global and industry benchmarking
- Prioritises development areas with top strengths and opportunities





Coaching explained

What is coaching?

'... is partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.' [International Coaching Federation](#)

Coaching is based on being asked questions in a non-judgemental relationship, and psychologically safe space, to help identify and improve a chosen development area(s). Coaching is likely to augment the learning and insights from a 360 assessment process.

At Capstan Partners, [all coaches](#) have coach-specific training, expertise and experience in the evidence-based science and art of coaching and significant professional coaching experience in complex high-risk settings across all career stages.



Leadership Coaching



Ideal coachees are those that are

- In a good place and want to be in a great place
- Ready to test new behaviours and mindsets
- Willing to take safe risks and develop
- Willing to learn to self-reflect and self-regulate their thoughts, feelings and actions
- Looking for accountability to change

Optional 360 assessments: [sample report here](#), offers real-time snapshot of leadership capability: attitude, behaviour and performance, and reveal strengths and development opportunities.

SWITCH: Learning to Ask not Tell

1. Workshop* Learning Outcomes (in-person/virtual, one day)

Understand Coaching

- How is coaching different from mentoring and other learning interventions?
- What is coach-like behaviour?
- Review ways to apply coaching in the workplace

Build coaching skills and practice

- Active and Reflective listening, Powerful question, Summarising
- EDC(c) Coaching Process
- Coaching skills and applying them at work

2. Optional coaching (virtual, 3x45mins over three months)

- Embeds coaching skills, receive support and challenge on real issues



*Curriculum provided by [AIPC](#).

Options to complete self-paced on-line units of study will be recognised as prior learning for credentialling by the [International Coaching Federation](#) towards a Certificate of Coaching or Diploma of Professional Coaching.

Coaching Principles

- Positive worth of the individual
- Goal-oriented - doing the best they can at the time
- Solution-focused - solutions lie within the coachee
- Learning occurs from feedback - no failure
- Positive intention motivating every behaviour and a context in which every behaviour has value



Listening and Powerful Questions



- Develop deep and reflective listening skills
- Come from a place of genuine curiosity
- Are direct, simple and usually open ended
- Generate creative thinking and surface underlying information
- Encourage self reflection

“Coaching is fundamentally about optimising performance and enabling positive change”

- Positions
- Decisions
- Transitions
- Conundrums

- Individuals
- Teams
- Organisations

Why Coaching?





Leaders can be coached – and learn to coach
Impactful workplace wellbeing



Get in Touch - limited time 5% discount this week.

Leadership coaching agreement
With optional 360 assessment

Find a time to book an anytime
obligation free chat.



**5% discount code SAHRF26 offer ends this week **



For more information

Rita Holland

0413 599 009

rita.holland@capstan.com.au

Director, Capstan Partners

www.capstan.com.au

Thank You