

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.

Our digital delivery model provides organisations with the opportunity to include team members from across Australia, New Zealand and where possible the whole APAC Region. Providing the landscape for individuals to learn from right across the business harnessing a collective intelligence approach.

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 200+ 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 digital attendance at:



2-day foundation training program delivered digitally via Zoom



1 hour digital meeting with your community protégé (via Zoom/Teams/FaceTime/Skype) per week for 12 weeks



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



Digital graduation event and joint celebration at the end of the program

Contact

For further details please contact Paul Lacey from Juno Institute - 0408 543 320 placey@junoin.com.au

Participants gain development through an experiential leadership program

Digital programs are delivered either as a stand-alone offerings for the one organisation or as a multi-organisational offering. Typically group sizes range from 15-25 participants per intake.

Starting at \$3995 (+GST) per participant

Training & fortnightly Mentor meetings will be taking place digitally.

Our Partners

