



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. 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 from over 300 programs show that employees significantly enhance their practical leadership and communication skills. The combination of hands-on practice in a supportive environment, ongoing feedback, and group and individual coaching over an extended period delivers results far beyond what is possible in traditional 2-3 day leadership training courses.

Our approach draws from methodologies such as goal-oriented Coaching, Spiral Dynamics, Cognitive Behavioural Therapy, and NLP to provide a comprehensive framework for leadership development. These tools enhance leaders’ ability to build cohesive teams, adapt to diverse organisational changes, reframe challenges with a growth mindset, and communicate with greater clarity and influence. By integrating these practices, our programs equip leaders to navigate modern organisational complexities with confidence, adaptability, and measurable impact.

Our Partners:



Adaptive Leaders Program

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 behavior 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.

Juno Adaptive Leaders program requires attendance at:



2-day foundation training program



1 hour face-to-face meeting with your protégé (at place of work) per week for 12 weeks



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



Graduation event at the end of the program (evening function)

Our Programs

Participants gain development through an experiential leadership program. Programs are delivered both as in-house as well as in a public program structure for group sizes of 15-25 participants.

Starting from:

\$4,395 ^(+GST) per participant

(based on a program size of 15-20 participants)

Get in touch

For further details please contact Paul Lacey from Juno Institute - 0408 543 320 or email placey@juno.in.com.au