

Growing Leaders

Group Coaching Program for New & Emerging Leaders

This program targets emerging or recently established leaders, staff who find themselves in formal leadership roles for the first time, or who aspire to such roles.

Effective leadership requires you to think clearly and respond appropriately in complex and difficult situations. This program will help you to evolve your unique identity as a leader, by exploring your own thinking, intentions and values so you can be more authentic and impactful in the way you lead.

Program Overview

The program will help you to reflect on your leadership capabilities, your natural strengths and the areas you want to develop.

Each group coaching session has a clear focus and is highly experiential, with an action-learning approach that enables the learning to be applied to solve real work challenges.

The virtual group coaching program comprises:

Identifying your unique leadership strengths & areas for development.

30-minute introductory session

Pre-work before each session

4 x 2-hour group coaching sessions:

- Session 1: Understanding Self
- Session 2: Being Best Self
- Session 3: Understanding Others
- Session 4: Building Better Relationships

Reflection and action between sessions, with supporting resources and readings.

Creation of a personal Leadership Development Plan.



JULIE LINES
LEADERSHIP COACH

The art of growing people

“As active participants, we trusted Julie in moments when she provoked our thinking and challenged our preconceptions and assumptions. Julie took time to listen to us as individuals, to personalise our program requirements, and to check in along the way.”

~ Assistant Principal, South Australian High School, 2019 ~

“The online sessions worked really well, as we still had the opportunity to discuss concepts as a group and then breakaway for one-on-one discussions. These sessions had a level of trust that allowed everyone the opportunity to contribute with no hesitation.”

~ Growing Leaders Program Participant, 2020 ~

Through the Growing Leaders Program
I learned:

“The added confidence and ability to know how to use a range of strategies to deal with the many and varying situations. This was both inspiring, challenging, and reflective at the same time. The check lists and acronyms are also easy to remember are now part of my ‘toolkit’. I feel more confident to deal with situations no matter what skills, abilities, motivation and or challenges that are presented”.

“To consider what is motivating other people’s actions and thoughts as a way to manage relationships with others. Also, the guidelines on how to have tough conversations with others.”

~ Program Participants, 2020 ~



About Julie

Julie is an experienced executive leadership coach and facilitator. She is passionate about developing leadership capability.

Prior to establishing her Adelaide-based business in 2014, Julie enjoyed a successful career as a senior leader in higher education. Having led teams of varying sizes and complexity, she has a deep understanding of the challenges faced by leaders at all levels.

Julie has extensive experience working with education leaders, including Principals/Deputy Principals/Assistant Principals and leadership teams in primary and secondary schools across Australia. She also works with academic and professional staff and whole teams within the Australian higher education sector.

When it comes to running workshops, Julie adopts a highly experiential approach. Each session provides an opportunity for participants to reflect on and apply new learning to real-life issues they are experiencing. With practical tools and engaging activities, Julie’s aim is to ensure everyone has a positive learning experience.



Small Group Coaching

While leadership coaching is traditionally delivered one-to-one, there is increasing demand for group coaching programs which provide an opportunity for participants to normalise experience and learn from the collective wisdom of the group.

Reflective questions give participants an opportunity to explore their own thinking, intentions and values, to see new things in themselves and to be more authentic in their leadership.

Coaching uses an action learning approach and at the end of each session participants will be asked to clarify the action or experiment to which they are committed. Between sessions, participants will be asked to take actions and carry out experiments.

“I feel that my [leadership coaching] sessions with Julie have fundamentally changed my world view. I have a clear idea about what I need to improve on my journey through leadership in an educational setting and an idea of how to make those improvements.”

~ Coaching Client (2020) ~

Program Design

Introduction: 30-minutes	Session 1: 2-hours	Session 2: 2-hours	Session 3: 2-hours	Session 4: 2-hours
Welcome & Way of working together	Understanding Self	Being Best Self	Understanding Others	Building Better Relationships
Pre-work for Session 1	Reflection and Action	Reflection and Action	Reflection and Action	Reflection and Action
	Pre-work for Session 2	Pre-work for Session 3	Pre-work for Session 4	Leadership Development Plan

Program Overview

GROUP COACHING SESSION 1: UNDERSTANDING SELF

Values are extremely important, because people lead from the inside out. In Session 1 we will develop awareness of your personal values – what's important to you and how you want to be in the world. We will also evaluate your strengths and look at how you are currently utilising them, so you can lead with your unique positive traits.

GROUP COACHING SESSION 2: BEING BEST SELF

Personal Leadership is about you at your best – it's not about you being like somebody else. In Session 2 we will be reflecting on what you look like when you are at your best and examining how you need to think and act to consistently be at your best... while also considering your responses when you're not at your best (and how to dial-down these traits).

GROUP COACHING SESSION 3: UNDERSTANDING OTHERS

There are unconscious motivators that drive people to act or behave in a certain way when challenged by others. In Session 3 we will consider how we often assign intent without understanding where other people are coming from. We will consider how seeing things from a different perspective can reduce conflict, frustration, miscommunication, and misunderstanding.

GROUP COACHING SESSION 4: BUILDING BETTER RELATIONSHIPS

Human beings have several fundamental needs: to express who they are; to be recognised/valued by others; and to feel part of something bigger than themselves. As leaders, we have an opportunity in every conversation to build trust and establish deeper connections. In Session 4 we will look at developing better relationships through listening, expressing appreciation, and providing meaningful feedback.

Pricing and Inclusions

You can register up to 8 participants for a total investment of \$4990 +gst.
Averages to \$625 per participant!

The virtual group coaching program comprises:

- Reflection on strengths and areas for development.
- 30-minute introductory session.
- Pre-work before each session.
- 4 x 2-hour group coaching sessions.
- Resources and readings to support ongoing learning.
- Creation of a personal Leadership Development Plan.

Restricting participant numbers to a maximum of 8 allows for a high degree of interaction and individual attention.

Pre-work and other materials will be provided to participants throughout the program.

Group coaching sessions will be scheduled for dates/times that suit the group and normally run over a period of 4-5 months.

Sessions can be rescheduled with a minimum of 48 hours' notice. In the case of cancellation, 7 days' notice is required.

To maintain participant confidentiality, sessions are not recorded.

Available for an additional fee –

Diagnostic Report

This short online survey is completed by participants prior to commencing the program. The report generated provides significant insight into the core motivations that drive our behaviour and reveals the spectrum of our own *Best Self* and *Shadow* behaviours.

Face-to-Face Delivery

Where face-to-face delivery is preferred, this can be arranged.

Leadership Coaching

Combining one-to-one leadership coaching with the group program can be highly beneficial to deepen and personalise the learning.



Further information on the virtual group coaching program, one-to-one coaching and other leadership development offerings is available

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