



COURSE GUIDE

EMERGING LEADERS

AUCKLAND JULY 2018

# WHY PLAY

“You can discover more about a person in an **hour of play** than in a lifetime of conversation” - Plato

Play Contemporary Leadership Colab is a hub of thinkers and doers invested in contemporary leadership. We create future focused leadership initiatives and experiences that fundamentally shift the worldview of people and organisations.

## **Contemporary Leadership**

Leadership development is not new. But the same approaches are leading to the glacial progress and usual outcomes. Why? Because leadership is fundamentally not about style – it’s about substance.

Doing fewer things but at depth is what distinguishes leadership development from management skills development. Often the latter has no real impact because frameworks for thinking and doing are deeply embedded. Unless challenged on a fundamental level, leaders often have an unconscious commitment to the status quo.

Hence Play Colab creates unique, intensive leadership development experiences that raise the consciousness of leaders.



# OUR APPROACH:

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“Leadership is a contact sport”

- Marshall Goldsmith

Play Colab intentionally centres the work around small groups curated by commonality of age/experience, desired outcomes and needs but also diversity of character. Our experience has shown that small group (6-8pp) accelerates growth and development. Just as “the team” is the real unit of transformation in an organization, so is “the group” in development work. How one plays within the group impacts on what is possible for the group itself.

## **Playing the inner game**

While all groups are supported by reflective one on one coaching, the small group is where the real work is done. How the participant navigates this work is actually their development and while in every module the facilitators share the intellectual and practical frameworks on various aspects of leadership theory and practice, they are simultaneously guiding each individual through a development experience.

In other words, it is the inner game that needs to shift in order to leverage learnings about the outer game of leadership.

## **Getting unstuck**

Play Colab programmes are fully participative including on-going feedback, which includes the participants themselves contributing and leading to parts of the programme. It is the reflexive experience of ‘how they show up’ vs the individuals own account of themselves, that usually flushes out where the participant is stuck in their thinking and being.

Hence the experience itself liberates them from their own habitual patterns that may have been the inadvertent handbrake to what is possible for them and their leadership.

This is not prescriptive “pupil-teacher” leadership lecturing. This is contemporary leadership.

# WHAT'S AN EMERGING LEADER?

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You are in your late 20s early 30s and are in an established job where career progression is important to you. Any professional development you have experienced has been limited to your industry or networking events and seminars. While you might doubt your own ability in some areas, you are beginning to realise that you are considered “emerging talent” yet you are still unsure of what leadership might mean for you. And current leadership frameworks or even leaders don't fully inspire.

You also may be stuck due to self-doubt, fear, repeated patterns tripping you up, feedback that has left you flummoxed or simply need guidance on where to go next.

You could do with some sort of “toolkit” for immediate use to enhance how you play with others and perform in the workplace.

## **How It Works**

Six to eight people engage in an evening introductory session (6pm-9pm) followed by two full-day sessions (9am-5pm) held a week apart. Following the full-day sessions, you will engage in three half-day sessions (1pm-6pm) every two weeks until completion. Every session is anchored in a leadership theme and where appropriate, is co-facilitated with a guest expert in the field. Each participant receives two individualised coaching sessions during the course with two different coaches.

## **Desired outcome:**

A more expansive leadership mindset and readiness to play in a far bigger way with a new extended collegial network that's with you all the way.

For dates and more information contact [sandy@playclc.com](mailto:sandy@playclc.com)



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## **Session 1: Authentic Leadership (6pm-9pm, Monday 23rd July)**

The evening before the course begins, the group experiences a facilitated introduction to one another. This session also explores contemporary leadership and where you sit within it considering questions such as: What is leadership anyway? There is a call to be 'authentic' in leadership but what does this really mean in a system that hasn't changed that much? How much is 'being yourself' actually a risk to your progress? Where have you got to in thinking about your purpose?

## **Session 2: The Inner Game (9am-5pm, Tuesday 24th July)**

This session nails the real habits of being that are keeping you both safe and stuck. It explores questions such as: How come certain people and situations trigger you? How do you get a handle on this? This session explores the concept of ego in relation to self, who you really are. This is not about what you are doing as a leader but who you are being as a leader.

## **Session 3: The Leadership Circle Profile (9am-5pm, Tuesday 31st July)**

All participants will undergo a 360 evaluation using The Leadership Circle Profile to understand their leadership strengths and further clarify key de-railers. This workshop unpacks the Leadership Circle so you fully understand which habitual ways of being will potentially propel you forward and which will hold you back.

## **Session 4: Communication (1pm-6pm, Tuesday 14th August)**

When leaders speak, followers have an obligation to listen but while most people consider communications about speaking so others listen, this session challenges you to listen so others can speak. This highly experiential workshop challenges you to be more attentive to how you a) ask b) listen c) tell.

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## **Session 5: Executive Presence (1pm-6pm, Tuesday 4th September)**

This session provides a framework for three critical facets of executive presence – the ability to hold a room, the ability to give powerful feedback and the ability to be fully present in any situation.

## **Session 6: Personal Brand (1pm-6pm, Tuesday 18th September)**

So, at the end of the day – who are you? This session guides your articulation of who you are vs what you do. Pulling the threads of the course together it enables you to be clearer about the where, what, when, and how of leadership.

*NB: There are two one on one coaching sessions for each individual. The first session is in between sessions one and two, the second session is in between session three and four. Any additional coaching is arranged privately with the lead facilitator.*



# DETAILS

Cost per participant - \$5,500 + GST

Cost includes two hours of one to one coaching and Leadership Circle Profile assessment

Note that we speak with all candidates and their executive sponsors before confirming their participation to ensure the workshops are the right leadership development approach for them.

Additionally, this allows us to optimize the alchemy of the group.

Location

AUCKLAND: Auckland, PLAY Colab, 8th Floor, 187 Queen Street, Auckland

For more information give Sandy a call 021 871 699 or email [sandy@playclc.com](mailto:sandy@playclc.com) or Jenny 021 120 7166, [jenny@playclc.com](mailto:jenny@playclc.com)



# LEAD FACILITATORS

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## **Sandy Burgham**

Sandy works with companies and individuals interested in innovation and reinvention for themselves, executive teams or their brands. She has held senior leadership roles in the fashion retail, communications and research sectors both at management and governance level. An experienced strategist and researcher, Sandy is also a certified Leadership Coach, social commentator/ columnist/ blogger, university student, wife and mother of two. She is completing her Uni Studies with a double major in History and Gender Studies. Through her work in brand marketing and social trends, plus her leadership experiences and studies, Sandy has developed a specialty in gender and has a particular interest in how this pertains to leadership. Sandy was the Director of Leadership Development for Global Women where she was instrumental in the evolution of the Breakthrough Leaders Programme leading both the 2014 and 2015 cohorts of 20 and 40 senior NZ female leaders respectively.

## **Jenny Devine:**



Jenny Devine works as an executive and leadership coach and facilitator across a range of industries. Her core area of interest and expertise is Conscious Leadership and how the essence of leadership mastery requires an essential intrinsic shift. She challenges her clients to gain self-insight through understanding their conditioned modes of operating and how to consciously reset their dial. She has an M.A. Consciousness Studies, is a Certified Integrative Coach and is credentialed (PCC) by the International Coach Federation (ICF). Jenny served on the Board of the Australasian Chapter of ICF from 2014-2016 and was President in 2015. Her background is in operational and project management roles across multidisciplinary teams in the public health sector. In 2000 she co-founded Harper Devine Ltd, a health consultancy company focusing mainly on leadership development. She has been married to Stu for many years and has two sons.

# TESTIMONIALS

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"I had the privilege of attending Play's Established Leaders Programme. It was an experience like no other. No textbook leadership doctrines here – instead, a perfectly curated group, content that challenged me to look inside first, and an appreciation of the power of consciousness within leadership.

I use the things I learned at Play every day – both in my professional leadership, but also in the way I manage myself. I have learned to play the 'inner-game' and I understand that mastering that will be a lifetime's work. Thanks to Sandy, Jenny and Peter, I now have the tools to help with that!"

Amanda, CEO, Not for Profit

"I knew I could recognise great leadership but I never realised that great leadership is not something that can be 'taught.' What PLAY did teach me is about myself. I learnt how to recognise who I am, the masks I wear, the persona I strive to portray (and why), and how people react to that.

I learnt how to step outside of my comfort zone and play in areas that I normally wouldn't. I quickly realised how much my team members wanted this from me, and before I knew it I was having courageous conversations that soon opened doors and opportunities. I have noticed a dramatic shift in myself, at a pivotal point in my career, and I couldn't be happier."

Storm Day, Marketing Director, Lewis Road Creamery

"I can personally say I have found this programme so beneficial in helping me more aware of blind spots & recognise what leadership strengths I have. It is, without doubt, one of the best programmes I have been on. The content of modules is extremely high, and the collaborators Sandy works with are first class. What makes it so powerful is the fact the learning is cemented by coaching sessions in between each play session & targets behavioural change. The group numbers are extremely small and encourage you to work closely & learn from one another. Having leaders from other industries outside of banking has been great, you quickly realise we have very similar issues. The style of learning is very much collaborative and encourages participants to play, experiment and journal. Each element of the course really challenges you personally to look at the impact you can have on other people as a leader. The fact Sandy helps you understand "who you are" as an individual and why you behave the way you do, really helps you look closely at your leadership traits. For me, there have been several real light bulb moments that have helped me become a stronger leader. A couple of standouts for me: Stages of adult development including recognising & understanding your Ego (what triggers you & why); Diversity inclusion, this session was so amazing, confronting and really made me think about how well I really understand its importance; Leadership Circle Profile, (multi-dimensional) this is, without doubt, one of the greatest parts of what the programme helps you understand how you can be a stronger leader. As you can probably tell I am pretty passionate about the work Sandy does, it certainly challenges the way we teach/coach leadership at the moment."

Ian, GM, Banking Sector

"I made the mistake thinking doing this course would just help me get my next promotion. I underestimated it totally. This experience isn't a management course in that way. It unpacks you at your very core and rebuilds you into a more conscious and egoless leader in business and more importantly in life. You discover what is real about YOU and identifies the masks you have built along the way. The impact is profound on you and the people around you. Every leader at a senior level should do this despite how confronting it can be at times."

Jane, MD, Marketing Industry

press play

The logo for 'press play' features the words 'press' and 'play' in a dark blue, lowercase, serif font. A thin red horizontal line runs through the middle of the text. Below the 'y' in 'play', there is a red circle with a white dot in the center, and a blue curved line that starts from the bottom of the 'y' and loops around the circle.

# TESTIMONIALS

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“The programme created a profound shift for me mentally in both personal and professional fields. It affected the way I show up to work and gave me the tools and strategies to help me operate effectively within the system. It gave me insight into how I as an individual operate and an appreciation for how others operate as well. Sandy and Peter are both hugely insightful and supportive and knowledgeable and enormously helpful. It was my first experience with a coach and doing leadership development training and I think very highly of them both. It was a hugely positive and insightful experience that I would and have highly recommended to others.”

Jodi Willocks, Managing Partner, Assignment Group

“The programme made me more aware of my leadership style and more reflective. It made me continue to reflect on what I want to be doing and what really drives me in my career. I’ve been on other programmes and this was the best - it made me the most uncomfortable, which was incredibly valuable for my learning. I’m really glad I did it and got a lot out of it. I’d definitely recommend the programme to others.”

Chris Boggs, Director, Deloitte

“Sandy’s reputation preceded her and even before we spoke I was convinced that I was on board! I was lucky enough (extremely lucky looking back) at being part of the group Play pilot program (a mixture of small group sessions with one on one coaching and a Leadership Circle evaluation). The group work proved more powerful than all involved could have imagined. Peter and Sandy are a perfect marriage of generous personalities that together provide a wide perspective to the group and in the one on one sessions- challenging, enlightening, humorous and incredibly clever are just a few superlatives to explain this fantastic roller coaster ride. Figure out how to make it happen, and make it happen, you’ll never be the same.”

Tony, GM, Construction Industry

“Through coaching with Sandy and more recently through being a part of leadership@play my leadership approach and broader perspective has significantly changed for the better. Leadership@play has helped me think about my personal brand in a different way and how this impacts who we are, what we do and how we lead. As business becomes more competitive a more worldly perspective has resulted in my approach being more courageous and forward thinking from which I am already seeing results. I highly recommend Sandy and the leadership@play programmes, the content, learnings and network of like-minded individuals are hugely valuable both personally and professionally”.

Amy, Marketing Director

