



COURSE GUIDE

EMERGING LEADERS

AUCKLAND 2018
WELLINGTON 2019

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 contemporary 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 in order to raise the consciousness of leaders.



OUR APPROACH:

“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 groups (6-8pp) accelerates growth and development. How one plays within the group impacts 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. It is the reflexive experience of 'how one shows up' vs the individual's own account of themselves, that usually flushes out where an individual 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 a contemporary leadership experience.

WHAT'S AN EMERGING LEADER?

You are in your mid to late 20s or 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 sector and/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", despite you still being unsure of what leadership might mean for you. And current leadership frameworks or even leaders don't fully inspire. You might not even relate to the word 'leadership'.

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

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

Desired outcome:

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

For dates and more information contact sandy@playclc.com.



COURSE GUIDE

Session 1: Authentic Leadership (6pm - 9pm)

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)

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 Impact of Your Inner Game (9am - 5pm)

All participants will undergo a 360 evaluation using The Leadership Circle Profile to understand their leadership strengths and further clarify key derailers. 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)

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.

COURSE GUIDE

Session 5: Group Coaching (1 - 6pm)

This session starts to integrate all the concepts previously covered in one powerful group coaching session.

Session 6: Executive Presence (1pm -6pm)

This final session pulls the threads of the course together, enabling you to be clearer about your purpose and personal brand.

Evening follow up session: IMPACT

We bring the group together 3-4 months after course completion to check in on progress.

NB: There are two one on one coaching sessions for each participant (one with Sandy Burgham and the other with Jenny Devine).



DETAILS

Cost per participant - \$5,500 + GST

Cost includes two 90 minute sessions of one to one coaching, and The 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.

Location

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

WELLINGTON: Venue TBC

For more information contact Sandy: 021 871 699 / sandy@playclc.com

Or Jenny: 021 120 7166 / jenny@playclc.com



LEAD FACILITATORS



Sandy Burgham

Sandy's 30+ year career has afforded her leadership positions in four completely different sectors – communications, research, fashion retail and leadership development. Through these experiences she observed that every sector had patterned approaches to change, strategy, leadership and culture. Moreover, she noticed consistent and repeating behavioural patterns and characteristics amongst those who were typically awarded leadership status usually by default through the usual management processes. This led her to university at mid-life where she studied both Gender and History and in 2017 will complete a BA majoring in both. Her first-hand experience and deep interest in personal reinvention as a leader, morphed naturally into a deep interest in what it takes to drive systemic transformation. She has been a social commentator, writer/blogger and public speaker on social trends, gender and diversity, innovation and re-invention. Aside from years honing her craft as a strategist, Sandy is a certified leadership coach, widely experienced facilitator and 2016 founded Play Colab to ensure her commitment to systemic transformation and collaborative leadership was a lived and shared experience. She considers her ethnic identity and upbringing as a half-Japanese New Zealander critical to her mindset and worldview. Married with two young adult children, Sandy is based in the heart of Auckland City and is committed to contributing to the conversation around the healthy development of this city she calls home.



Jenny Devine:

Jenny Devine works as an executive and leadership coach and facilitator across a range of industries and is a collaborator at Play Contemporary Leadership Colab. 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. Jenny is a Certified Integrative Coach (USA) with over 2000 hours coaching experience and holds a Certified Professional Coach credential from the International Coach Federation. She has a B.A Soc. Sciences (NZ), an M.A. Consciousness Studies (USA) and is a certified yoga teacher (USA). Formerly a NZ trained Comprehensive Nurse (with psychiatric registration), she moved into operational management roles across multidisciplinary teams in the NZ public health sector before co-founding Harper Devine Ltd., a consultancy company to the health sector, focusing mainly on leadership development. She has been married to Stu for many years and has two adult sons.

TESTIMONIALS

"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

"Through coaching with Sandy and more recently through being a part of a Leadership@Play programme 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

"The blend of group and one-on-one coaching that the Play approach offers is unlike anything else I have experienced in the leadership development arena. Play's blend of coaches, theoretical understanding, practical tools, self-examination and group observation allowed me both the sense of comfort I needed to help me on my leadership journey as well as the level of discomfort to affect real change in my thinking. I couldn't recommend it highly enough".

Jill Harrison, Director, Longitude Consulting

TESTIMONIALS

"I was recently nominated as an emerging leader in the New Zealand Women in Governance Awards. Part of the nomination called for my thoughts on the importance and value of gender diversity. From the work we did at Play and most importantly Sandy's guidance and thought provoking challenge, I was able to write an incredibly authentic application on my point of view in this space. I used the feedback from Sandy to hone my thoughts on what leaders of my generation have to offer regarding diversity and the increased awareness of the challenges in this space gained from the specific Play module on diversity gave me a solid basis for my view. I personally gained so much from Play - and apparently the change has been noticed! So thank you! It has literally been life changing."

Karen, Manager, Corporate Secretariat, Public Sector

The past six months has seen me develop more as a leader than I ever expected. I have taken a leadership position on issues that are culturally important to me, driven these, and been recognised for the organisational change I have effected. This would never have been as authentic or clear without sandy, her collaborators and my wonderful peer group on my Play course. This is not some textbook leadership development programme -you will expand your world view, hone your perspective and challenge your inner beliefs. I cannot recommend Sandy and team highly enough.

Jane, Director, Professional Services

"Sandy and Jenny's Conscious Leadership course was the catalyst of a profound, positive change in me. Like an X-Ray, it revealed what was hidden below the surface that needed healing in order for me to move forward. The group dynamic was an integral element to faster diagnosis, and greater insight in to why we're all in this together"

Kathleen, Sales and Marketing Manager, Media Industry



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