



LEADERSHIP@PLAY

ESTABLISHED LEADERS

JUNE/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 groups (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 to and leading parts of the programme. It is the reflective experience of ‘how they show up’ vs the individual’s 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 IS AN ESTABLISHED LEADER?

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You may be a Divisional Head or CEO/MD depending on the organisation and sector and are probably in your late 30's to mid-50's. You may have had some professional development or leadership coaching already but sense the need for something perhaps deeper and more fundamental to shift the way you play.

You are self-aware enough to know that repeated patterns may be tripping you up and may even have had some feedback about your leadership that has left you flummoxed or out of ideas on how to really shift your team's output and impact.

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

And you have a nagging voice at the back of your head that says "so, now what?"

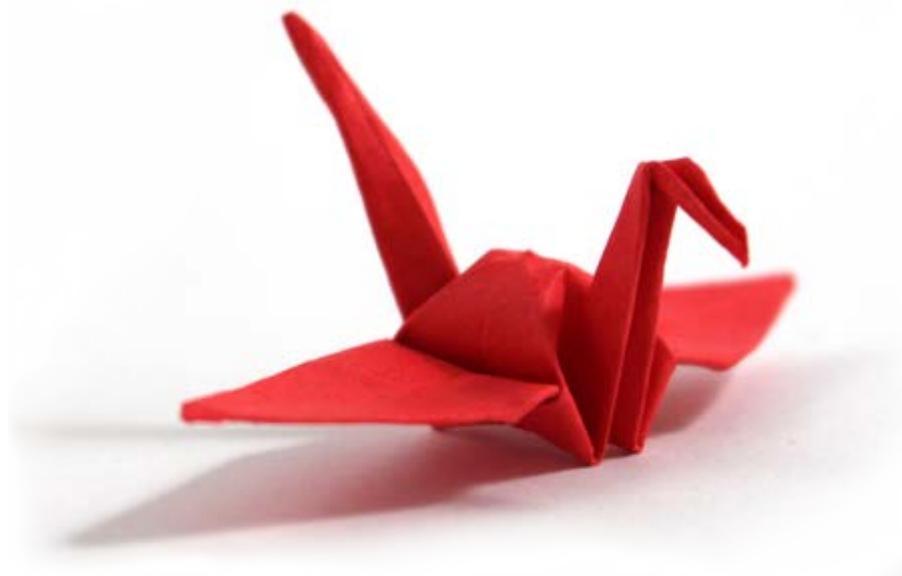
## **How it works:**

Six to eight senior executives engage in a development experience held over a three month period. NB Each group is curated carefully to ensure a commonality in life/career stage and position. While there is commonality in the types of issues faced we also consider diversity of person, personality and industry sector. Every session is anchored in a leadership theme and where appropriate, is co-facilitated with a guest expert in the field.

Each participant receives five individualised coaching sessions during the course with three different leadership 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.



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**play** contemporary leadership colab.

# COURSE GUIDE

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We start this experience with a three night residential where you will stay in a lodge on Great Barrier Island, the outer most island in Auckland's Hauraki Gulf. Exact location details are supplied on course confirmation. Because development takes time and as it is important that your learning is integrated into real world/everyday life experiences the course extends past the residential to four follow on sessions in Auckland that are spaced 3 weeks apart.

## **Days One - Four: 3 night Residential. Great Barrier Island.**

### **Day One: The Beginning 4pm-9pm**

We begin with a course introduction and discussion on our own definitions of contemporary leadership. 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 purpose?

### **Day Two: 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 some 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.

### **Day Three: 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.

**Day Four - morning session only. Integration of all key concepts.  
Fly back to Auckland 12.30-1pm or explore the island and leave early evening.**

# COURSE GUIDE

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## **Day Five: The Outer Game - Communication**

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) tell b) ask c) listen.

## **Day Six: The Outer Game - Team Leadership**

Is it really all down to you as an individual leader? What about your team? How effective are they as one unit? What is the unique function of your Leadership Team and what difference does your team really make?

This session is facilitated by Play Collaborator Dr Peter Blyde from Catalyst4 who will take you through a five part team diagnosis to challenge the way you are considering the impact of your leadership team. It includes some key ways you can enhance its performance immediately.

## **Day Seven: Systems Awareness**

What is your understanding of organisational culture and how do you contribute or indeed limit the development of a contemporary leadership culture? We welcome Play Collaborator Dr Jane Horan to work with the group to deepen the understanding of culture and give a fresh perspective to notions of diversity and inclusion.

## **Day Eight: Executive Presence**

Our final session looks to integrate all concepts explored and challenges each participant to show up and be seen in a far more authentic light than ever before.



# COACHING

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Each participant receives 5 x one hour coaching sessions in between modules which are scheduled before the course begins.

As we believe the experience of coaching is enhanced when the participant has the opportunity to work with different coaches each participant will work with three different experienced leadership coaches.

Coaches:

Two sessions with Sandy Burgham

Two sessions with Jenny Devine

One session with Dr Peter Blyde

Each participant also receives an informal session with Creative Mentor and past Play Colab participant Yolande Dewey who collaborates with Play Colab in a pastoral care type role.

Note that all participants have a session with Play Colab Founder Sandy Burgham before the course starts. This will help ensure the course is the right one for the participant and that the group is curated in a way that enhances the experience for all.



# COURSE DATES

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In June - Sept we are offering two courses, each curated to consider commonality and diversity amongst the group. The right course for you will emerge after a discussion with Play Colab Founder Sandy Burgham.

## **Course One**

Great Barrier Island Residential - 27th - 30th June

On Wed 27th June fly to Great Barrier Island in time for a 4pm start.

On Sat 30th June you are able to fly out of Great Barrier Island from 12.30pm

Day 5 Thursday 19th July

Day 6 Thursday 2nd Aug

Day 7 Thursday 30th Aug

Day 8 Thursday 20th Sep

## **Course Two**

Great Barrier Island Residential - 4th - 7th July

Wed 4th July Fly to Great Barrier Island in time for a 4pm start.

On Sat 7th July you are able to fly out of Great Barrier Island from 12.30pm

Day 5 Thursday 26th July

Day 6 Thursday 16th August

Day 7 Thursday 6th Sept

Day 8 Thursday 27th Sept



# DETAILS

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Cost per participant - \$11,500 +gst

Includes airfares, accommodation and expenses at the Great Barrier Island retreat.

Session 1-4 Great Barrier Island

All other sessions held in AUCKLAND at 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)

Terms and Conditions: Please note - Great Barrier Island flights are occasionally affected by adverse weather. In the unlikely event that your flight is cancelled you will be rebooked on the next available flight. Please note that this would not affect our participants' learning due to the fact that our programmes are flexible, begin when all participants are together and may continue into evening hours, if required. In the highly unlikely event that severe weather makes travel to the Island impossible we will re-locate to Play Colab 8th Floor, 187 Queen Street, Auckland and postpone the Island trip until later in the programme. Other usual terms and conditions are on the course sign-up form.



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# 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 speciality 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.

# GUEST FACILITATORS

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## **Dr Peter Blyde**

With just under 25 years in leadership development including a Phd in executive perceptions in leadership across Australasia, Peter is one of the most deeply respected and experienced thinkers in the field. Peter has been at the forefront of New Zealand's pre-eminent executive leadership programmes including the co-creator and lead facilitator of the Hillary Leadership Programme for the Leadership Institute 2005-2010; the University of Auckland Business School C-Suite leadership development programmes; and in 1992 helped pioneer New Zealand's first 12 month integrated leadership development programme. He also designs and delivers in-house leadership and executive team development for New Zealand's major public and private organisations. Peter has been a consultant with the Hay Group in Sydney specialising in leadership development, executive team development, executive coaching, emotional intelligence and strategy clarification with a large number of global organisations. While at Hay he was the Australasian representative for the Hay Group Global R&D Network, which kept him up to date with global best practice in these areas. Peter is 47 years of age, happily married to Michele and they have two teenagers. He is also Chair of Elders at their local church.



## **Dr Jane Horan:**

Jane is a social anthropologist. Her expertise is in economic anthropology and anthropological perspectives on gender. She is innovating in the applied anthropology space which is undergoing exponential growth in key international markets reflecting the need for businesses to have a deeper appreciation of social change, multi-cultural frameworks and impacts of globalisation on local markets. Jane is on the vanguard of this process in New Zealand and as principal of the research company Plain Jane Research, she works with organisations keen to more fundamentally understand the complexities of markets and the world we live in. Jane is also research associate in the Property Department at the University of Auckland Business School doing research on the Auckland housing market. Play Colab is excited to be collaborating with Jane on social insights research and strategic projects.



## **Yolande Dewey - Pastoral Care**

Living and working across Australasia, Yolande plays a number of roles in her work/life including being a respected TV Producer, flourishing Creative Mentor and trained Lifeline Counsellor. She also is a past Play Colab programme participant and collaborates with Play in a pastoral care capacity. As a fellow cohort who has been through the same experience as you, her role with Play Colab is as an independent port of call who sits outside the programme and can offer perspective and advice based on her own experiences and expertise.

# TESTIMONIALS

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I'm careful what I recommend, and I have no hesitation recommending Sandy and the team if you are looking to be a better version of yourself. She does things differently. Her programmes push your thinking, removing any excuses you have for stepping up. I was totally challenged, had a blast and built a fantastic network on her programme. As a coach she supported me hugely and kicked my butt when required – and now there's no going back. If you want the same-old-same-old leadership development where you go back to your day job without making any change, then Sandy is not the person for you – if you want to make lasting change, then definitely read on!"

*Anna Campbell, Chief People Officer Warehouse Group*

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. 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. 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. 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 - 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*

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*

Jenny has made a significant impact on my life, both from a professional leadership perspective and from an awakening of me, my personal 'self'. After each session with Jenny, I come away with a calmness that feels like I have risen another step in my conscious leadership journey and I am inspired and excited about the potential I have to live up to my full potential and make a difference in this ever changing world. She has a truly magical style that allows you to deep dig into your shadow ego, face up to it and then use it to transform the way you see yourself and the world around you. I consider it an absolute privilege to be able to work with Jenny.

*Wendy Paul, Director, Governance and Representation Review, Fonterra Group*

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# TESTIMONIALS

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I've worked closely with Peter for over 10 years and seen first-hand his work with executives across NZ. Probably the first New Zealander to do his PhD in leadership, he's credible and engaging with senior executive audiences, has a depth of insight into what leadership really is, and has a distinctive ability to design and deliver leadership development experiences that make a difference. Having seen and worked with many people in leadership development, I regard Peter as one of the best and am happy to recommend him.

*Dr Lester Levy - foundation Chief Executive of the New Zealand Leadership Institute, Professor (Adjunct) of Leadership at the University of Auckland Business School, Chairman of Auckland Transport, the Auckland, Waitemata and Counties Manukau District Health Boards and Tonkin & Taylor, independent director of the public listed company Orion Health.*

Choosing to take part in the Playlab Contemporary Leadership course was an essential part of growing my perspective and managing myself into a new and rather challenging role. I have grown through the knowledge and experience that Sandy and her collaborators shared with us. I grew through the conversations, support and wisdom of my peers at Play who, over the six months, became my trusted confidantes. Most of all, I have learnt and responded to the 'no holes barred' honesty and feedback Sandy and her team gave me. Sometimes raw, always reflective, immensely thought provoking and always gifted with my best interests AND the best of 'me' at heart. It has changed the way I think and behave, at work and at play AND for that I am eternally grateful. "The future belongs to those who believe in their dreams"

*Helen, Executive Creative Director, Creative Industries*

For most of my life I have let my ego lead me down some interesting paths and I have achieved some great things because of it but the journey to understand my true self has been a road less travelled – that's until I met my coach, Jenny Devine. She is compassionate, non-judgemental, encouraging and inspirational. She lives her values and is true to herself. Her coaching skills, down to earth approach and experience has helped me to stand in my greatness. I love this journey I am on – thank you Jenny.

*Sandra Kailahi, Freelance Journalist*

*Note: Other testimonials available on request and you might also like to speak to others who have been through a leadership@play course experience. Please let us know.*

