

a peaceful
future.

LEADERSHIP COACHING

Samantha Hardy (PhD)



ABOUT LEADERSHIP COACHING

Coaching is a process designed to support leaders to develop and grow in the ways that are important **to them**.

While we always take into account others' expectations of you, my job as your coach is to support you and your needs above anything else.

As your coach, I will help you to identify what is most important to you and how you can work towards achieving your aspirations.

I will act as your sounding board, your confidant, your accountability buddy, your cheer squad, and your support crew.

The coaching process is confidential and I will not share with anyone anything that you tell me during coaching sessions without your express permission.



COACHING HELPS DEVELOP:

CLARITY: Get clear about what's most important to you right now.

COMPREHENSION: Understand what has created your current situation and what you might want to change or build upon.

CHOICES: Identify and evaluate your choices for moving forward.

CONFIDENCE: Develop your confidence to achieve your leadership aspirations.

COMPETENCE: Increase your leadership skills and abilities.

MY COACHING VALUES

My coaching is based on four REAL values:

REFLECTION

I support my clients to engage in reflective practice in their personal and professional lives. My coaching sessions are, in effect, a process of facilitated reflection, to enable you to learn from your own experiences.

ENGAGEMENT

I support my clients to engage directly with their challenges, rather than avoid them. I support my clients to find the right level and depth at which to engage, and to sustain that engagement in the long term.

ARTISTRY

I encourage my clients to go beyond the ordinary and merely satisfactory. I motivate them to aspire to artistry and excellence in whatever they do. Why not achieve more than you expected and hoped for?

LEARNING

I support my clients to engage in lifelong reflective learning. To develop and grow as leaders and as individuals, we need to continue learning - from our own experiences as well as from formal professional development processes.

HOW COACHING WORKS

I will meet with the client's employer (if applicable) and the client separately for an initial consultation – each meeting will take about an hour.

During this time I will explain to the client and to the employer what is involved in coaching, and assist them to decide whether coaching is suitable for their needs.

All parties will then usually sign a coaching agreement setting out the terms of the coaching contract.

In most workplace situations, clients undertake a program of coaching with a set number of 90-minute coaching sessions.

This program can be adapted to the client's particular needs (e.g. more frequent sessions may be needed leading up to important events; or the client may wish to have fewer extended sessions over a longer period of time).

Coaching can take place in person, by telephone, or over online platforms such as Skype or Zoom.



COACHING IS AN ADAPTIVE PROCESS

Coaching is a flexible process that can be adapted to your changing needs. I will help you design a coaching program that supports your particular situation. We will review it regularly to ensure that you are getting the most out of the process.

OUTCOMES AND BENEFITS

There are a range of potential outcomes and benefits of coaching.

Clients report great value in having an independent support person to discuss their situation with.

They frequently develop a deeper understanding of what is important to them, and what is at stake for them in the choices they have to make.

They report a greater sense of control over their own future, and increased confidence to face the challenges ahead.

They appreciate having time to reflect deeply about their experiences and having someone support them to challenge their own thinking.

What you get out of coaching is directly related to what you put into it - the more you engage, the more you aim for artistry, the greater your results.



DR SAMANTHA HARDY

Sam provides coaching and training in leadership, conflict management and conflict resolution to managers and leaders across the world. Sam has been accredited as a mediator under the Australian National Mediation Accreditation System and is a Certified Transformative Mediator by the US Institute of Conflict Transformation. She is an Enhanced Narrative Coach Practitioner and the founder of the REAL Conflict Coaching System.

Sam holds a PhD in Law and Conflict Resolution, as well as postgraduate qualifications in adult education. Sam is a well known trainer and university educator, holding appointments at a number of universities in Australia, Hong Kong, Singapore and the USA. Sam has also published widely in conflict resolution, including her books *Dispute Resolution in Australia* and *Mediation for Lawyers*.



Samantha has
been described
as a
"practical thinker
and a thinking
practitioner".

WHAT CLIENTS SAY

“

Sam's particular skill of really listening in an open and non-judgemental way and of empowering the person being coached is so valuable in and beyond the workplace.

“

I appreciate the comfort zone and positive vibe Sam creates.

“

Sam provided staff the opportunity to feel at ease with any discussions in relation to conflict - this was useful in both their work and private lives.

“

Thanks to Sam, I am no longer scared of conflict and I feel confident managing it myself.



TO FIND OUT MORE

Book in for a **FREE** introductory consult call and we can talk in more detail about whether and how coaching might support you in your leadership and your life in general.

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