EQUENTI

LEADERSHIP & LEARNING

LEADERSHIP | CULTURE | TEAMS

LEADERSHIP

The most significant contemporary shift in leadership has occurred because of the instant availability of information on the internet and social media. What this means for leaders is that we must be 100% transparent and congruent in both the values we espouse and the values we live through our day to day actions.

The lines between professional and personal development are merging. We expect our leaders to be 'good people'. More than that, we expect their actions to be aligned, consistent, predictable and trustworthy.

All leaders can benefit from improved self-awareness and self-leadership.

LEADERSHIP COACHING IS ABOUT DIAGNOSING AND CHALLENGING THE PATTERNS IN OUR THINKING , SO THAT WE CAN BECOME MORE EFFECTIVE.

ARE YOU READY TO BE CHALLENGED?

VALUES

Values are what we hold to be important. Often, they are shaped by our upbringing and our experience of life. They speak to the core of who we are as individuals and they shape our contribution to the world.

My leadership values are:

_____
_____
_____
_____
_____
_____
_____
_____
_____

BELIEFS

Beliefs are ideas we hold to be true – whether they serve us or not. Many times, we find that our beliefs can support us and our success, but sometimes they are worth challenging because they are holding us back.

So, what is true for you about leadership? It is a privilege or a burden? Is it easy or hard? Do you love taking a position and leading others through uncertainty?

My beliefs about leadership are:

_____
_____
_____
_____
_____
_____
_____

GOALS

What we are trying to achieve, and how we go about it, is determined by our thinking patterns. When we strive to achieve outcomes we believe will be satisfying and rewarding, we are also moving away from things which cause us to feel pain and unpleasantness.

My goals in leadership are:

I WANT LESS OF:

_____
_____
_____
_____
_____

I WANT MORE OF:

_____
_____
_____
_____
_____

TEAMS

Trust is the number one ingredient for effective teams. It helps us feel 'psychologically safe' to bring our whole selves to work, rather than trying to be something different than who we truly are. We know it's safe to try new things, take calculated risks and sometimes make mistakes – and this is how we learn together as a team.

Great teams embrace and leverage diversity – not just demographic diversity, but also differences in how we think, approach problems and all the little idiosyncrasies that make us all unique.

On a scale of 1-10, the climate of trust and psychological safety in my team is:

1	5	10
Very unsafe	Somewhat safe	Very safe
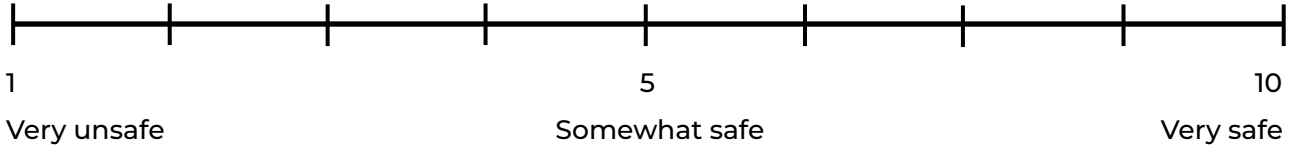
The team is kicking goals here:

_____

_____

_____

What's holding the team back is:

_____

_____

> TEAM BUILDING BRINGS PEOPLE TOGETHER TO CREATE OPPORTUNITIES FOR CREATIVITY, TRUST AND ALIGNMENT.

CULTURE

The key to keeping our company cultures healthy lies in the standards we set for our people. It's the daily work of a leader to set and maintain healthy cultural standards for our teams.

The great standards within our company culture are:	Standards that tend to slip in our company are:	The ways in which I set standards as a leader are:
_____	_____	_____
_____	_____	_____
_____	_____	_____

Realigning culture to support our business requires culture change planning and engaging our leaders and people in the journey. Most of all, the standards we set and reinforce in our business will drive the culture of the organisation.

Need some ideas about how to set and reinforce standards in your team to improve the culture? Reach out for a conversation!

THE GAME PLAN

Based on my reflections, my top three people priorities will be:

①

②

③

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ANGELA KONING

EQUENTI LEADERSHIP & LEARNING

Angela believes that with better self-awareness, everyone can improve their self-belief, change the way they think and reimagine how they see themselves in the world. She brings together 20 years of experience in leadership development, team building and human resource management to deliver insightful programs via experiential learning, equine-assisted learning and corporate workshops.

Angela's formal qualifications include a Bachelor of Business Management, Graduate Certificate in Business Administration, Diploma of Arts (Teaching & Learning), Certificate IV in Competitive Systems and Practices and Certificate IV in Training and Education. Her professional accreditations include the LifeStyles Inventory (LSI), Team Management Systems, DISC Advanced and ProSci Change Management.