

Scott Cunliffe Far East Country Director Search for Common Ground

A young leader new in post who was part of The Coach Initiative SFCG project 2013 – 2014 reflected on his coaching programme.

The 3 areas Scott chose to concentrate on were:

- Improve Listening and Communications skills to be more effective
- How to see the best and potential of all my staff
- Managing time and priorities

which were in line with those suggested by his line manager.

During the first session these were unpicked and explored to get clarity, focus, and specific direction. The overall outcome was discovered to be a great leader with his own style and brand of leadership which was effective with those remarkable results.

Here follows Scott's review of his coaching programme:

Thanks to the Coach Initiative for inviting Search for Common Ground to be part of this great pro bono coaching programme opportunity of which I have been fortunate to be benefit from.

Thanks also to Halina who has been of great assistance to me in three fundamental ways:

1. She improved my awareness of the art and science of leadership. This is something that had not been provided by my employee and as a young and first time Director I really appreciated this opportunity.
2. She coached me to recognize the skills that I already possessed to become a leader
3. She coached me to put these skills into practice, to monitor and update my leadership progress

For this I will be forever grateful. I will be making two recommendations to my employer:

1. for The Coach Initiative to continue assisting Country Directors including myself
2. for Search to provide coaching to all staff

Fri, 2 Aug 2013 I'm writing to inform you of my coaching progress with Halina. While we are not yet completely finished, on Tuesday 30 July we had a wrap-up session which I have summarised below.

I feel that I have gained an awful lot from the coaching sessions with Halina who has been very effective in bringing out the best in me.

Here are some of the ways that I have gained:

Transformation / life change:

The coaching has enabled me to step back, really look at my working and private life. Then re-shape both in a very focused manner. I firmly decided to make a go of this job and change my lifestyle accordingly.

The process helped me to be more serious about things: to respect people more both in and out of the office. It has been a holistic change. The process has also helped me become more settled with who I am and my goals. It is to do with how to treat others; the only way to get results both at work and in social life. Due to this change I feel a lot more confident / organised, at ease with who I am and my own goals. Previously I separated my private and work life; now I don't try to differentiate; sharing more with staff now about me and my life.

This has helped me to build stronger bonds with my team, listen to them more constructively about work and life. In turn I now feel more part of a team and more confident to lead the team.

Organisation and Planning:

another success is that Halina has helped me to become more organized and better planned to deal with my day-to-day tasks and long-term planning. Getting more organised in a practical organisational sense is a major achievement for me. Allows me to create more time for myself, for my staff, for my working partners and senior colleagues.

I now have a more realistic weekly plan and am about to make a 5-year plan for where I want me and my team to be.

Leadership:

Halina has also helped me to focus on what it takes to be a successful leader and tune in to my own leadership style. I now have a whole set of tools and role models to aspire to. We also focused on leadership values and vision which was a big help. I still have more work to do on this. Halina has given me a great framework in which to do so.

Feedback:

A hidden benefit of the coaching is that it has enable me to open up and share. Previously managing had become a lonely experience but having someone there to listen to me every week has put me in the mood to share with others and get feedback.

I am sure you will agree that this is an excellent set of changes which will truly benefit me and my organisation in the future. There is still some work to do though and I am glad to hear through Halina that there is a possibility of extra sessions.

I would be very happy to add more sessions if such a possibility arises. Please inform if and when these sessions can start. In the meantime, I'd like to take this opportunity to thank the The Coach Initiative and Halina for the great service that I have had so far.

Scott Cunliffe Country Director Search for Common Ground

Scott was successful in influencing both Search for Common Ground and The Coach Initiative to enable him to continue coaching for another 6 months during which he honed his leadership style and skills tremendously noticing the significant difference in the development and productivity and initiative of his team. He became a role model for upcoming young leaders. His development was certainly noticed positively by his peers and upward management.