



Extended Disc helps teams grow

I am thrilled with the feedback from the Extended Disc Workshop I ran for the Sydney Harbour Foreshore Authority this month. I love facilitating this workshop – it's so insightful and you can see the lights going on for people. Participants go online to undertake the 20 minute Extended Disc Profile which produces a 23 page Extended Disc Personal Analysis. Each member of the team completes their own Profile and the next step is that all the Profiles are brought together to form a Team Profile.

The workshop covers the Extended Disc behavioural styles with the outcome that participants build stronger relationships and a stronger team that works together more effectively and produces greater results. The Team Profile allows for analysis of how the team works together. They discover their strengths and consider if there are any gaps and what those gaps might mean to team performance. It also highlights if there is a concentration of behavioural styles or if any of the styles are missing and the team can reflect on the impact that could be having, as well as whether there are any blind spots and ways in which they can compensate for these.

Participants have lots of fun – and take away very practical learning, consolidation of their team and steps to strengthen their team and team performance. If you haven't considered this type of workshop previously, log on to my website to find out more, or give me a call on 0411 88 22 60.

Virginia Baker Woolf
Principal

What's 'brave' got to do with it?

We called ourselves 'brave' because of the issues we saw plaguing organisations and workplaces and the people who work in them. Failure to take brave, new steps constantly diminishes performance and results for organisations and all their stakeholders.

When there is no bravery to act, change or adapt, it is not long before issues emerge. The sorts of issues we noticed (and indeed, had experienced) were a tremendous lack of engagement, a lack of vision, a lack of meaning, lots of busy work, people working without purpose, command and control management, hierarchy, red tape, round pegs in square holes and lots of fear.

At Brave Leadership we were overcome by the lack of effective results that these issues generated. We were overcome by the inevitable boredom, frustration, distress and waste.

After long and deep reflection it seemed that what was missing more than anything else was bravery. Bravery to change whatever needed changing, bravery to contemplate the possible, bravery to formulate visions beyond the permitted, bravery to find ways around obstacles. Bravery to have the reflective, brave conversations that needed to be had - sometimes with others, sometimes with ourselves - bravery to step up, bravery to take on difficult challenges, bravery to act (in integrity and with results), bravery to move against the status quo for a better future. In short - a good dollupful of bravery.

And what about leadership – brave leadership?

For a coaching, facilitation and training consultancy like us, leadership is extremely important. How can an individual take

brave steps if they are dogged by fear? How can an organisation take brave steps if its leaders are wizened by fear? Leadership requires bravery – as well as vision, integrity and results.

Brave Leadership believes that people lead themselves in their work and life – that we are all leading ourselves. The question is: Who or what is leading your life? Who or what is leading your work?

The next question is: What position are you leading yourself from? Is it one of authenticity, integrity, vision, values, self-invention?

We coach people to bravely lead themselves forward – from a strong position founded on authenticity to their own engaging vision based on their values, integrity and self-invention.

Brave Leadership fosters and develops leaders who are equipped to lead their staff bravely – with a 'coach approach' and engaging in the brave conversations that lead all stakeholders forward.

We coach and train leaders to bravely lead themselves, in the first instance, and their team forward through a collaborative leadership style, a 'coach approach', underpinned by coaching and brave conversation skills.

Billy Graham said "Courage is contagious. When a brave man takes a stand, the spines of others are often stiffened."

Be brave – be the one to lead yourself and your organisation to a brighter future.

Brave is on Facebook!

Brave leadership now has a Facebook page so you can stay in touch with our latest brave initiatives and gain insight with interesting tips and articles that will highlight how to achieve positive and lasting organisational change! If you're on Facebook, join us 'Brave' souls by typing 'Brave Leadership' in the search bar or alternatively, [click here](#) and make sure you 'like' us.

Also, if you haven't already, don't forget to view our [new website](#). It's filled with a great deal of interesting information, as well as our [Brave Blog](#), which highlights interesting facts about coaching, leadership and organisational development. You can also visit our website to find out about the variety of services and programs Brave Leadership offers.



“ Your passion for coaching is infectious and motivating. Thank you for being such an excellent coach and facilitator. I look forward to using the coaching model you so ably demonstrated to assist me in my dealings with both staff and students. ”

Lindy Clifton
Head Teacher
Business Administration
TAFE NSW, Sydney Institute