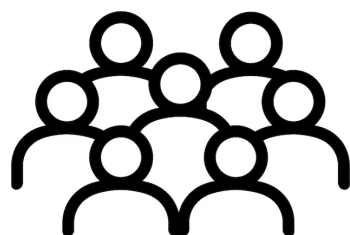




# THE SERVANT LEADERSHIP MODEL COACHING PROGRAMME

---

## GROUP COACHING MODULE



[WWW.THETHINKFARM.ORG](http://WWW.THETHINKFARM.ORG)

Creating organisations that embrace human centred  
leadership, culture & performance.

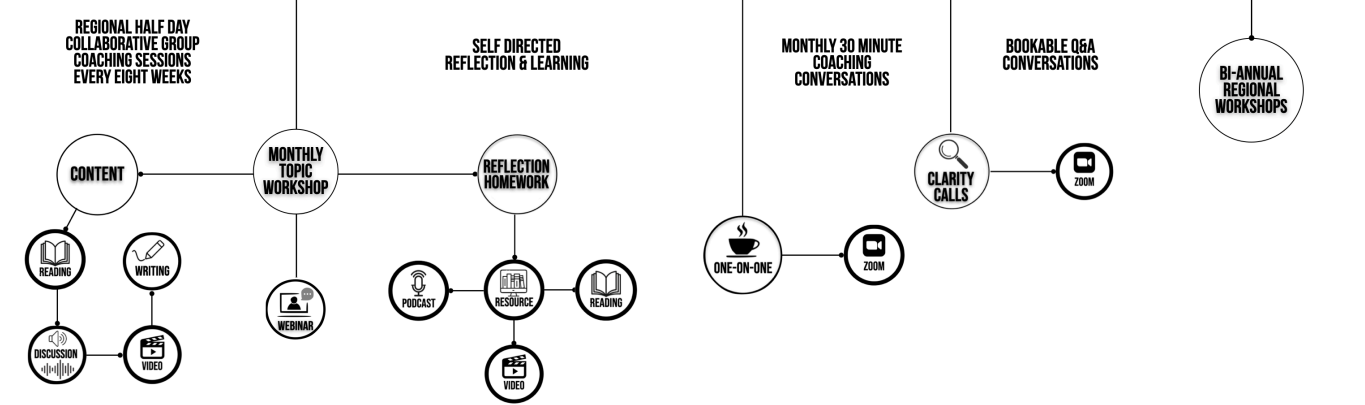
## INSIDE DOMI LEADERSHIP

Leadership Coaching Options for  
Aspiring Leaders, Middle Leaders and Senior Leadership.

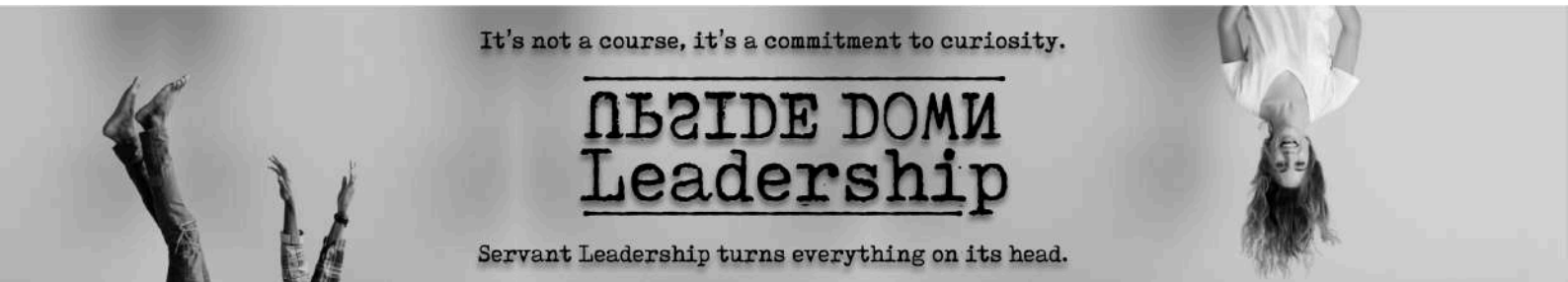


We are in the people business because we love growing people

12 & 24 MONTH PROGRAMME STRUCTURE



[ ← Included → ] [ Optional ]



We unashamedly coach a Servant Leadership model, which in essence, simply asks one question of how you lead others - **How Can I help you Grow and Succeed?**

What I have witnessed is that **this model is transformative.** When we reduce the pain leaders are feeling and direct them into better leadership practice through a servant leadership lens, the result is extraordinary change and **improvement in team and organisational performance, outcomes and wellbeing.**

We offer highly practical and pragmatic approaches to leading people and you will see that our coaching and learning model, which is based around six core subjects, form the platform for leadership success.

What we offer you is a blueprint, a pathway of How. **How do we lead human centred organisations** and obtain the outcomes we are both desiring and required to achieve. We believe that if you follow the experience we have gained from a broad experience and collaboration of minds, that you will achieve a profitability of outcomes in every area of organisational success - **retention, engagement, innovation, wellbeing and, where required, fiscal success.**

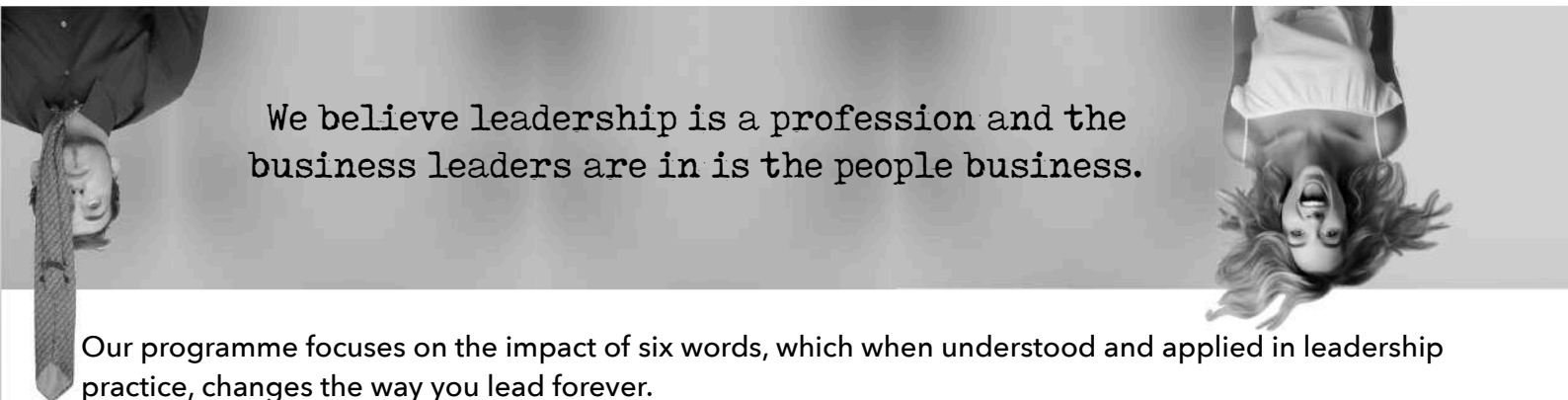


We are in the people business because we love growing people

## Programme Content:

Our sources of content are gleaned from Organisational Psychology, High Performance Leadership Practitioners, Internationally recognised Thought Leaders in Work Place Culture, NZ based Academics in Social Work and Wellbeing, Practical workshop feedback and participant commentary, Crisis Management, Communication Skills and Negotiation Experts. Contributors range from Military to Education, Business, Sport, Government and Faith leaders.

Because we source what we consider to be leading research and content, we reserve the right and feel an obligation to **continually expand, update and refresh our content.**



We believe leadership is a profession and the business leaders are in is the people business.

Our programme focuses on the impact of six words, which when understood and applied in leadership practice, changes the way you lead forever.

***Clarity - Proximity - Connection - Belief - Value - Exposure***

These concepts will dynamically impact your leadership and organisation regardless of where you sit ion the organisation structure.

### ***Our program intentions:***

- Releasing innovative practices
- Increasing collaboration
- Increased reputation and influence
- Creation of a high engagement culture
- Increased personal and professional health
- Increasing stakeholder engagement
- Increased clarity of role, purpose and meaning
- Releasing of latent skills and unrealised talent
- Increased trust, value and appreciation
- Reducing conflict
- Reducing roadblocks to growth
- Reducing resentments
- Reducing sideways energy
- Reducing pushback against vision
- Reducing miscommunication
- Reducing wasted resources
- Reducing absenteeism
- Reducing insomnia

### ***Sample of programme content:***

- Personal, group and corporate communication
- Tackling tough conversations
- Defining leadership at a personal and group level
- Key attributes of leaders and leadership
- Understanding reputation and influence
- How good people become bad leaders and how to fix it
- Clarifying roles and responsibilities
- Conflict prevention and resolution
- Applying highly effective problem solving strategies
- Strategies for building high performance teams
- What people need more than money
- How to ensure people thrive
- Effective and engaging growth based feedback
- Leadership wellbeing and evaluation
- Recognising giftedness and releasing innovation
- Mentoring and coaching your teams
- Succession planning for releasing the next generation
- Understanding complete wellbeing for all staff



We are in the people business because we love growing people

[www.thefarm.org](http://www.thefarm.org)

I have followed John for some 15 years. I have attended John's workshops and found the thought provocation new learnings have inspired me to keep tracking his work. He simply put, makes quality & practical sense. I get such a good, safe feeling when exploring & implanting his ideas & I can confidently say, John has been integral in my development as both a manager and a leader within the education sector. I have just realised that there are very few I have followed intentions as long as I have, John Peachey! Now, that says it all!!

**Lyn Evans**

**RTLB Cluster Manager - Nelson Bays**

I first heard John speak about his principles of leadership a couple of years back. Everything he said resonated with me and the way I endeavour to lead our team at Hutchinsons. But I needed a little more guidance to continue to improve as well as guide the newer leaders within our organisation. We've been working with John for just over a year now and he has driven us to new heights, helping us create a cohesive senior leadership team that has clarity in its vision, direction and execution. He's a fantastic sounding board and quickly adapts to the ever changing issues our industry and people bring us. We are better for his involvement. His mantra "coffee fixes everything" and coaching has helped us engage and connect with our team to really dig into the things that hold us back from being the best we can be.

**Ron Curteis**

**NZ General Manger Hutchinsons Ltd**



What do people say about our leadership development.

I had the privilege of being mentored and coached by John for a year. Every session was insightful and his guidance proved invaluable during period of crises in my organisation. His coaching emphasised the importance of clarity, highlighting how ambiguity can hinder progress. This simple yet profound concept transformed my approach. John played a crucial role in caring for my wellbeing and boosting my confidence to step into a leadership role. John helped me set clear goals to achieve significant milestones and held me accountable throughout the process. As a result, I not only secured a promotion but also witnessed improved team performance. It is difficult to articulate the significant impact that John has had on me. His influence on my life has been profound, and I am forever grateful for John's guidance and support.

If you have the opportunity to benefit from John's coaching, I highly recommend it. Please contact me for a reference– I'd be happy to share more about my experience.

**Christina Johnston - Manager Risk Management - Clutha District Council**

## 12 & 24 Month Programme Leadership Investment

\$279.00 ex GST Per Person Per Month (Includes One-on-One Coaching Option)

\$199.00 ex GST Per Person Per Month (Excludes One-on-One Coaching Option)

To apply and register to join Upside Down Leadership, email your interest to  
[registrations@thethinkfarm.org](mailto:registrations@thethinkfarm.org)

<https://www.linkedin.com/in/john-peachey-803b631a/>



We are in the people business because we love growing people

[www.thethinkfarm.org](http://www.thethinkfarm.org)



WE COACH LEADERS TO



CAST VISION



INSPIRE TRUST



EXECUTE STRATEGY



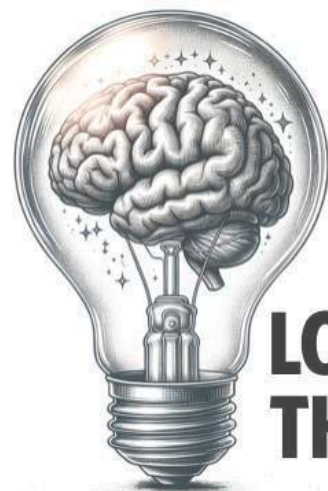
COACH POTENTIAL



STOP FIRE FIGHTING



FIND JOY



LOVE LIGHTS UP THE BRAIN

WWW.THETHINKFARM.ORG

# BELIEF VALUE



THE GREATEST GIFT I CAN SHARE WITH ANOTHER HUMAN IS TO COMMUNICATE TO THEM THEIR INTRINSIC SENSE OF VALUE.

IN ORDER TO GROW PEOPLE, YOU CANNOT SUBSTITUTE TIME FOR SYSTEMS OR TECHNOLOGY.

Who loves the lovers of people?



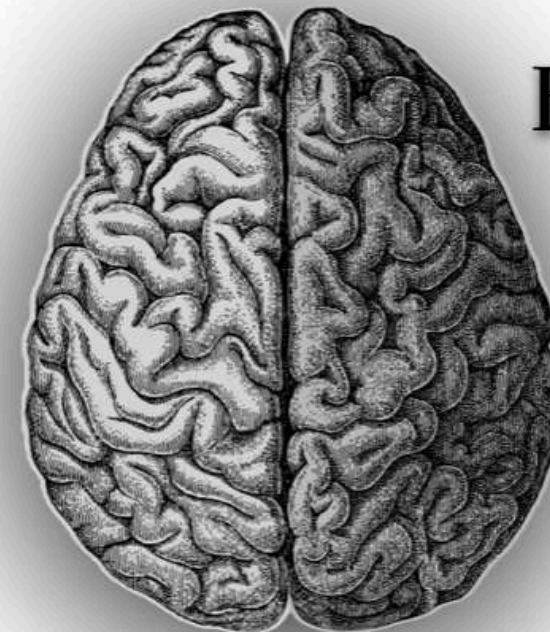
WHEN LEADERS RISE EVERYONE RISES.

## Connection

We will always be smarter than me.



## Intention



How we see people's potential and value creates belief, tone and action.

CLARITY



Great leadership and great communication are synonymous terms. It is almost impossible to execute one without the other.

## MARGIN PAUSE IMAGINE



Leaders are employed for their **imagination** not their **administration** and innovation, change and excellence comes from exposure to ideas, dreams, creativity and reflection.

Behaviour Follows Belief

### THE 6 POINTS OF LEADERSHIP COACHING EMPHASIS

PROXIMITY VALUE Intention MARGIN Connection Clarity

THE BALANCE BETWEEN HIGH PERFORMANCE AND HIGH PASTORAL CARE.



[WWW.THETHINKFARM.ORG](http://WWW.THETHINKFARM.ORG)

*We love the lovers of people.*

# HOW DO WE DELIVER OUR LEADERSHIP SUPPORT & LEARNING SERVICES?

**WE GATHER TWICE A TERM AS A LEADERSHIP COMMUNITY IN A COLLABORATIVE HALF DAY EVENT.**

*We love to help grow great leaders*

We present, challenge, inform, discuss, dissect, laugh, muse, imagine, confront, learn and grow together as a team with food, chocolate and coffee.



We recognise that your time is a valuable and a limited resource. Therefore we offer a minimum of time in on going study but an opportunity to connect with podcasts, recommended videos and reading resources. We value and promote life long learning.



We see that the capacity and competency of leadership is absolutely vital for the next generation of learners and leaders. Setting our sights on a bigger mountain is a critical aspirational foundation for growing your leadership and achieving that level of excellence. Therefore we help set your professional growth journey and we offer a model of leadership that will serve your aspirations, serve your community and underpin your professional career. We recognise Hillary shifted his view from a peak to a people and thereby ensuring his legacy as a servant leader and seeing a whole nation thriving.



Self Reflection and Self Awareness are valuable assets to leaders. We provide questions, statements and content that will challenge, stretch and grow your leadership skills. We further provide ideas of how to regain control of your time and how to maintain joy and a healthy balance between what we love doing and what must be doing in our leadership roles.



There are moments when we face issues in leadership that require an external voice to add perspective or wisdom. We offer participants the opportunity to schedule confidential calls to talk through such issues as and when required.

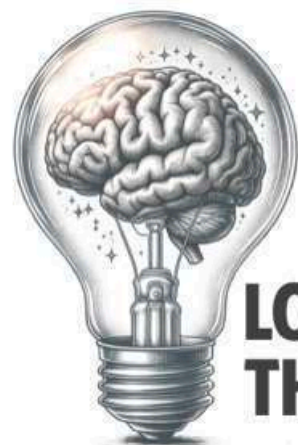
**NEVER STOP HALF WAY UP A MOUNTAIN**



**WE BELIEVE THAT WELL BEING IS NOT A SOMETHING, IT IS A SOMEONE, SO WE ARE ALWAYS HERE TO LISTEN.**



*“Be curious, not judgemental”  
Walt Whitman  
1819-1892*



**LOVE LIGHTS UP THE BRAIN**

Each member of the team is invited to a monthly **Zoom One-On-One Conversation** where we discuss specific topics and issues that impact each team member uniquely. This is a confidential coaching conversation where no topic is off the table. These conversations are booked by you to suit your calendar and buy using a scheduling app link. You can schedule time with us from 7.00am to 9.00pm any day of the week.



Part of our journey is about identifying the connection between your strengths and your practice. We help to ensure that you are deployed to where your greatest potential and skills bring the greatest impact to your organisation. This is so vital to your well being and the longevity of leadership.

