

Discussing Leadership during a Coaching Session

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. MAJGEN Roger Powell (Rtd)

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Transcript details

MAJ David
Stephens

Roger Powell is a very experienced officer, a retired Major General who has served in many different roles in his military career, including here at ADFA. He's also been involved, in more recent years in sort of, executive leadership and coaching. and he's been involved with the Character, Leadership, and Ethics team at ADFA as we've rolled out the leadership coaching program and mentoring programs in particular.

Thanks, Roger.

Maybe focusing on say leadership, for example, can you provide any practical insights into how you could introduce, a conversation with a Training Officer around leadership? And maybe, to give an example myself, sometimes I'll ask a Training Officer to think about, you know, which leaders stand out to them and the reasons why. What are some of the ways that you would introduce sort of discussion about sort of leadership, in a coaching session, for example?

MAJGEN Roger
Powell (Ret)

Yeah. I think that a good question to start with is, how have you exercised leadership, in your journey to date at the Academy? And it's really interesting. In the early stages of the coaching program, (you and I both talked about this in the past), you'll get, in certain circumstances, a third year cadet who says, well, I don't hold a position, so I'm really not had an opportunity to practice my leadership, which is a great way to start, because immediately you say, well, anyone who's, involved in any form of task that involves two or more people, has got to exercise leadership in shaping an influence and influencing their contribution to whatever they're trying to achieve.



So I think that's a great segue into discussing, leadership. And I can think of the opportunities I've had in coaching Training Officers that there is a real light bulb moment when they realize that they've probably not spent the time with either their peers or even TOs in years 1 or 2 that they are familiar with, and I've got to know, to ask them how they are. What journey are they on where are they, you know, excited about what's coming up, leave or whatever, where are they grateful for the opportunity that they've been given to be here. And what are the areas right at the moment where they're concerned about, what's coming up?

And so starting with that sort of style of questioning to my mind, is a great way to enter, relationship with coaching, relationship with as a young person.

MAJ David
Stephens

Yeah. Thanks. That's great.

