

# TO Leadership Coaching Program Feedback

Transcript

## Appearing

In order of appearance:

1. Zak Pernice
2. Andrew Farmery
3. Charlotte Hargan
4. William Elias

Recorded: (date of recording/date recording published)

Location: (if known)

## Transcript details

Zak Pernice	my name is Oscar Zak Pernice. I'm, third year army cadet. And I'm studying a Bachelor of Business.
Andrew Farmery	I'm, Midshipman Andrew Farmery, studying a Bachelor of Arts in my third year at ADFA and I'm training to be a pilot in the Navy.
Charlotte Hargan	I'm Officer Cadet Charlotte Hagen. I'm currently studying a Bachelor of Technology majoring in aeronautical engineering, and I'm planning to be mission aircrew in the Air Force.
William Elias	Officer Cadet William Elias. I'm a third year from Bravo Squadron studying a Bachelor of Business.
Zak Pernice	I didn't particularly have many expectations coming into the program. I was just sort of hoping to get a bit of forward information about what the Army would be. Sort of how I can kind of develop myself towards that. But in terms of what I would get out of it, I wasn't entirely sure what I'd be getting out of it, really.
Charlotte Hargan	I think I was probably a little bit sceptical of the program going in. I was kind of just expecting the sort of same old stuff that we do in JMAT, that sort of fluff pace, that all this is how you be a leader and this sort of just generic stuff you get over and over again in those lectures.
William Elias	I wouldn't necessarily say I had too many expectations. I sort of did it because I had a mate, you know, encouraged me to do it. She was like, I think this could be really good. And so I was like, hey, like, what've... I don't really have anything to lose here?



- Zak Pernice I was able to work with someone who was really understanding of my position. And then also I was able to create a real sense of trust with this person. I was able to really talk about a lot of different parts of myself and my life and sort of, then tailor that, to being able to shape me going forward.
- Andrew Farmery Just hearing about how things operate out in the wider Navy and how important it is to be a leader even within a field that is very technical and skills based, and proficiency based. And sometimes you can forget that leadership is still really important to your sailors.
- Charlotte Hargan I was surprised how individual it became for me, and it really made me accountable for my actions. We identified my weaknesses pretty early, which though I've been really good about identifying my weaknesses, figuring out strategies to overcome those was really useful.
- William Elias I also learned how to reframe how I looked at things and looked at other people, and looked at how to sort of motivate people. I think, I sort of went in, and I was I tried to be very honest with both myself and my sort of coach and go, look, this is how I see issues. This is how I see the world. How can I do better or be a better leader? And I guess the way I learned from my coach, and I guess the things I took from it was just to be a bit more forgiving of others. And rather than sort of, I guess, frankly, get on them about stuff, you know, that they're not doing to the standard I want or the standard I'd expect. Help them and figure out why they aren't there and figure out how to try and help them get there. So be more encouraging rather than demeaning, or they more supportive rather than putting, you know, putting people down, which I thought, you know, that sort of help me reframe the way I looked at people and problems that I worked with. And I thought that was really good. You know, it helped me a lot. Just become a more positive person, a better sort of leader.
- Zak Pernice Definitely keep an open mind. Let yourself be a little bit vulnerable with some things. And try and build that connection with your mentor.
- Charlotte Hargan Definitely be open minded and leverage your leadership coach as much as possible to keep you accountable. That's one of the biggest benefits I got having that one person there on my back saying, "No, You have to do this, you must do this" really made me achieve my goals. I wouldn't have been able to do it without her.
- William Elias Be honest with yourself about where you're at, where your values are, where your weak points are, and the things that you've, frankly, you know, screwed up in the past. Be honest about those things because your coaches have experience in sort of a lot of the stuff you've probably done or will do, and that can help you identify what you're doing wrong. And sometimes those truths, you know, they might be difficult to hear, but at the end of the day, if you actually want to better yourself as a leader and that sort of why we're at ADFA and why you sign up for something like this. If you want to better yourself as a leader, you need to be honest with yourself. That's my advice. I guess.

