



The Leadership Clinic

Most senior leadership groups never learn to work effectively together.

Whilst much has been made of the power of teamwork at the lower levels of the corporate hierarchy, very few senior leadership teams have harnessed the power of collaboration.

Productive engagement arises out of leaders recognising the need to collaborate in order to get their work done. True collaboration requires a sound level of emotional capability in order to make choices in the interests of the whole organisation and not just self-interest.

Juno Consulting's Leadership Clinic helps an intact leadership group (peers) to develop and practice the full power of teamwork at this level. Whether you want to grow as a group or you are currently experiencing conflict or similar issues – the Leadership Clinic is an effective tool for growing your leaders.

Your leaders will gain much greater insight into themselves and each other – creating trust, understanding and the desire to grow as a group.

Simply put, leadership growth will occur through professional supervision and facilitated group coaching.

Leaders are less likely to receive honest feedback, and many executives are honestly unaware of how their behaviour impacts on those around them and their organisation. Improving the leadership skills of your executive team requires a better understanding of the team members, the team dynamics and the constraints set by process, structures, incentives and rewards.

How It Works

The Leadership Clinic begins with 2 days of group work around the Global Executive Leadership Inventory. This diagnostic tool combines self-assessment with 360 degree feedback on actions and behaviours within 12 leadership areas. It was developed by Prof. Kets de Vries, head of Leadership at INSEAD, Europe's most prestigious MBA School, and is considered one of the most comprehensive leadership assessment tools for senior and executive managers.

With the help of 2-3 Juno facilitators your leadership team will explore and discuss their individual assessments. These two workshops will allow us to identify the most significant opportunities for the team and the individuals to grow. We will also be able to identify existing conflicts in the team. Individuals and the team will jointly acknowledge these growth opportunities and conflicts.

At the end of the second workshop individual leaders will commit to making changes in their practice and will be assisted by Juno Consulting in two ways:

1. Through individual coaching as identified during the group workshops
2. Through bi-weekly group coaching sessions of 1.5 hours over a period of 4-6 months

Leadership growth does not occur overnight. At the root of leadership and teamwork lie emotional competencies and relationship skills. Both have been demonstrated to need at least 3 months to develop – provided there is ongoing feedback and coaching.

Depending on your particular situation or existing issues in the leadership team, we may also use additional diagnostic tools that focus on organisational aspects and culture.

For the Leadership Clinic, it does not matter whether your senior leadership team has been together for 3 months or 3 years. What we need is a willingness to participate in the process and the ability to facilitate change that may impact individual roles, responsibilities or structures.

Juno Consulting has been working with leaders from diverse industries for over 5 years. One of us (Sallyanne Miller) has more than 15 years experience in professional supervision and group coaching for leaders. All our facilitators have the ability to quickly identify root causes of conflict, non-productive teams or ineffective leadership. We normally work with 2 or 3 facilitators, depending on the size of your leadership team.

For more information please contact Peter Lanius on 0405 213 264 or planius@junoconsulting.com.au



Facilitators



Lynn Johnson, PhD
Managing Director

Lynn originates from the North-East of England and immigrated to Australia in 1996. She holds a PhD in particle physics and has worked as a research physicist for ICI in the UK before embarking on a journey that led her from career and management consulting to becoming the CEO of Youth At Risk in Australia and setting up Juno Consulting in 2001. In her 5 years as the CEO of Youth At Risk Lynn not only helped thousands of young people to get off 'at risk' behaviours and into jobs, but also realised the value of engaging corporate volunteers in mentoring these youths. This experience forms the basis for the leadership and CSR programs that Juno Consulting offers today.

Lynn also has extensive experience in affecting behaviour change through coaching and action learning. Lynn's areas of specialisation include:

- Creating Competent Leaders through community mentoring
- Building a 'real' context for emotional intelligence development
- Facilitating internal mentoring programs
- Leadership Coaching



Peter Lanius, PhD

Peter originates from Berlin, Germany and immigrated to Australia in 1996. He holds a PhD in particle physics. Peter spent the first ten years of his career as a consultant and project manager in the IT&T industry. He held project management and line management positions in blue-chip companies including Hewlett-Packard, Telstra and Texas Instruments. During this part of his career Peter managed projects and departments in product development, IT, manufacturing, marketing and customer service. Peter also spent a year working for a small start-up company in the IT&T sector.

In 2002 Peter joined Lynn as a director of Juno Consulting. He long held a strong interest in psychology, human development and interpersonal communication.

Within Juno Peter's areas of specialisation include:

- Strategies and business models for Corporate Social Responsibility
- Development of new leadership programs
- Spiral Dynamics and its application in organisational change
- Leadership Coaching



Sallyanne Miller

Sallyanne holds a Masters degree in Organisation Change and Development and is a qualified Somatic Therapist. For more than 15 years the focus of her work has been on developing leadership capability in the workplace. She has considerable experience in organisation development, leadership development, and management education. Sallyanne held roles as Change Manager and Organisation Development Manager in Westpac, leading major change programs. From there she moved to the University sector and spent a decade directing a Master of Business program in Organisation Change & Consulting. This program offered an alternative to mainstream management programs focussing on building the skills of leadership and change management through the development of emotional capability. It was

through this work that Sallyanne continued to witness the importance of self knowledge and relationship capability to the leadership role, and the importance of learning this through real experience over time.

Sallyanne has particular expertise in establishing and facilitating action learning and reflective practice skills in group settings, in parallel with leadership coaching. Within Juno, Sallyanne's areas of expertise include:

- Facilitating programs for developing leadership capability through the daily experience of leading
- Creating and facilitating programs for developing engaged work teams
- Designing diagnostic processes that form the basis of change program design
- Leadership Coaching