

Blogs, Thoughts, Opinions and More

The Moach's Corner: Your Goal Should Be Out of Reach But Not Out of Sight

As a coach, I often share a key idea with leaders and emerging leaders: *Your goal should be out of reach but not out of sight*. What does this mean, and why is it essential for growth?

The idea behind this is that stretch goals should challenge us, pushing us beyond our current capabilities, yet still be visible and attainable with the right focus, effort, and strategy. In coaching, this balance is crucial. If goals are too easy, there's no motivation to grow or change. On the other hand, if they feel completely out of reach, they can lead to frustration and burnout.

Stretch goals, those that feel just beyond our grasp, inspire innovation, resilience, and growth. They encourage leaders to think creatively, build new skills, and embrace a mindset of continuous learning. This is especially important in leadership development, where the ability to adapt and evolve is critical to success.

For emerging leaders, setting stretch goals can help build confidence and clarity in their decision-making. For established leaders, it ensures they stay agile, open to feedback, and always pushing the boundaries of their own potential.

Through coaching, I help leaders set goals that are challenging yet achievable, guiding them to develop the skills, emotional intelligence, and strategic thinking necessary to bring those goals into reality.

Remember, leadership growth isn't about perfection—it's about progress. If your goal is clear and compelling, and just out of reach, it will keep you moving forward with purpose and passion.

The Moach's Corner: Stress Wood: Why Leaders Need the Right Kind of Stress to Grow Stronger.

As an ICF-certified coach, DISC practitioner, and conflict manager, I often work with leaders who struggle to manage the pressures of their roles. Stress is a common challenge, but what if I told you that some stress — in the right context — is exactly what you need to grow stronger as a leader?

To explain this, I like to use the metaphor of *stress wood*, a concept from nature that offers valuable lessons for leadership development.

In the natural world, trees exposed to stress — whether from wind, drought, or changing seasons — develop tougher, denser wood. This *stress wood* is an adaptation that helps the tree survive in challenging conditions. The tree doesn't grow strong because it faces difficulty, but because it learns to respond to those challenges by deepening its roots, adjusting its structure, and adapting to change.

Similarly, leaders need a certain amount of stress to build the resilience, problem-solving skills, and emotional intelligence required for effective leadership. Without challenges, leaders may never develop the strength needed to navigate complex, high-pressure situations.

Just like trees, leaders benefit from the right kind of stress for several reasons:

1. **Adaptability:** Stress forces leaders to adjust their strategies and think creatively in the face of changing circumstances.

2. **Resilience:** Overcoming challenges helps leaders bounce back from setbacks and emerge stronger, much like a tree that weathers a storm.
3. **Self-Care and Balance:** Stress teaches leaders how to recognize their own needs and take proactive steps to maintain their well-being, just as a tree develops protective layers to survive harsh conditions.
4. **Strengthened Decision-Making:** The ability to make sound decisions under pressure is honed through experience, much like a tree's ability to withstand external forces.

While stress is essential for growth, managing it effectively requires the right support. This is where coaching comes in.

As a coach, I help leaders identify their stress triggers, leverage their strengths, and develop strategies for managing challenges productively. Using tools like DISC assessments and conflict management techniques, I help leaders build resilience, improve decision-making, and create sustainable leadership practices.

Stress is not the enemy; it's a catalyst for growth. Just as trees grow stronger through exposure to stress, leaders can develop resilience and sharpen their skills through challenges. With the right support, leaders can manage stress effectively, turning it into a source of strength and growth.

If you're a leader navigating the pressures of your role, a coach can help you transform stress into an opportunity for growth. Let's talk about how coaching can help you thrive in the face of challenges. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership. Website for Contacts. Be and Become. #leadership #conflict #educational leadership

The Moach's Corner: 5 Reasons Why Conflict is Not Always Handled Well at Work.

Conflict is inevitable, but how it's handled can make all the difference. Unfortunately, many organizations and schools struggle to address workplace conflict effectively. Here are five common reasons why:

1. **Lack of a Good Dispute System Design**
Many organizations don't have a clear, structured process for resolving disputes. Without a defined system, conflicts can fester and escalate, leading to greater disruption and disengagement.
2. **Leaders Are Not Well Equipped to Deal with Conflict**
Leaders often aren't trained in the specialized skills required for managing conflict, such as mediation, negotiation, or arbitration. Without these tools, they may inadvertently make situations worse instead of resolving them.
3. **Over-reliance on Industrial Relations Approaches**
Too often, conflict is approached from an industrial relations or "legal" perspective. This typically limits resolution to formal grievance procedures, which can close off opportunities for growth, creativity, and developing deeper conflict management skills within the team.
4. **Fear of Addressing Difficult Conversations**
Many individuals avoid conflict because they fear confrontation or worry about damaging relationships. This avoidance can lead to unresolved issues that erode trust, morale, and productivity in the long term.

5. Lack of Emotional Intelligence in Conflict Situations

Conflict often involves strong emotions. When individuals lack the emotional intelligence to manage those feelings, they may escalate the situation rather than de-escalate it, making it harder to find a productive resolution.

If you work in a school or organization and find yourself facing unresolved conflict, it's time to invest in a better approach. As an ICF-accredited coach, certified DISC practitioner, and conflict management expert, I can help you create a more constructive environment for addressing and resolving workplace conflict. Reach out to me for guidance in building stronger, more resilient teams through better conflict management strategies. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Values and the 4 domains in your life. As leaders, one of the most powerful things we can do is ensure that our core values are aligned across every area of our lives. Whether you're navigating your career, managing your personal health, building meaningful relationships, or cultivating a sense of balance in your leisure time, your values act as the compass that guides your decisions and actions. When your values are clear and consistent in all these areas, it fosters a sense of fulfillment and purpose, creating an authentic leadership presence that resonates with those around you. Values committed action in the 4 areas of 1) Work and Education 2) Leisure 3) Personal Growth and Health 4) Relationships comes with intuitive coaching.

As an ICF accredited coach, conflict manager, and certified DISC practitioner, I help leaders and emerging leaders define and integrate these values into their day-to-day lives. If you're feeling disconnected from your values or struggling to align them across different aspects of your life, it's time to take a step back and get intentional. Together, we can identify the values that matter most to you and create actionable steps to bring them into every corner of your world—ultimately enhancing your leadership impact, personal satisfaction, and overall success. As an experienced coach, I am here to offer that safe space—a confidential environment where you can offload, recalibrate, and reflect on the unique challenges you face. I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently.

The Moach's Corner: The Power of Values-Committed Action for Effective Leadership

Many leaders spend time identifying their values, but too often, that's where the process ends. The real challenge—and opportunity—lies in translating those values into *committed action*. It's not enough to know what you stand for; you must live by it in your decisions and behaviours.

When leaders fail to take action that reflects their values, they risk undermining their own credibility. Values without action are simply empty words. Effective leadership

requires aligning behaviour with values, even when it's inconvenient or difficult. For example, a leader who values transparency but withholds information undermines trust. A leader who talks about work-life balance but overburdens their team sends a contradictory message.

Why Does Committed Action Matter?

Values alone don't make a leader effective. Committed action ensures that principles are not only discussed but enacted. This alignment builds trust, fosters engagement, and drives positive change. Without it, leadership can feel disconnected, disingenuous, and ultimately ineffective.

Leaders must consistently ask themselves: *Am I living my values in every decision, even when it's hard?* Committed action is what inspires teams and fosters lasting impact. It's about showing up authentically, especially in challenging moments.

To bridge the gap between values and action:

1. **Self-reflection:** Regularly assess if your actions reflect your values.
2. **Accountability:** Share your values with others and seek feedback.
3. **Alignment:** Make decisions that reflect your values, even when it's difficult.
4. **Modeling:** Lead by example to set the tone for your team.

Effective leaders don't just know their values—they live them through committed action. This is what builds trust, inspires others, and leads to lasting success. Values without action are mere intentions. But when lived, they transform both the leader and the organization. As an experienced coach, I am here to offer that safe space—a confidential environment where you can offload, recalibrate, and reflect on the unique challenges you face. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership. Website for Contacts. Be and Become.

The Moach's Corner: The Transformative Power of Real Listening:

As an ICF accredited coach, I've dedicated my career to helping leaders like you unlock your full potential. And at the heart of this transformation lies a simple yet profound skill: listening.

We've all encountered the five types of listening: ignoring, pretending, selective, attentive, and empathic. While the first three may seem harmless, they can hinder growth and connection. It's the latter two – attentive and empathic listening – that truly make a difference to leaders.

By attentively listening to your concerns, aspirations, and challenges, I can provide the guidance and support you need to navigate your leadership journey. And through empathic listening, I can connect with you on a deeper level, understanding your emotions and motivations.

Together, we can explore your unique leadership style, identify areas for growth, and develop strategies to overcome obstacles. Whether you're an emerging leader or a seasoned executive, I'm committed to helping you achieve your goals.

Ready to embark on this journey? As an experienced coach, I am here to offer that safe space—a confidential environment where you can offload, recalibrate, and reflect on the unique challenges you face. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Right now, world events can increase our stress levels. In the wake of major political events, the emotional and mental strain on leaders can be overwhelming. The uncertainty, heightened tensions, and shifting dynamics often require exceptional and unpredictable mental and emotional bandwidth. For those in leadership positions, the weight of responsibility only deepens, as they must balance their own growing anxieties with the needs of their teams and organizations.

The ongoing flux and unpredictability of the political landscape can create a constant backdrop of stress that's difficult to manage. Many leaders are grappling with competing priorities, shifting market conditions, and personal concerns—all while trying to maintain a sense of stability and clarity for those they lead. It's a delicate balancing act, one that requires emotional resilience, strategic thinking, and, perhaps most importantly, a space to process the fears and anxieties that are often difficult to express.

If you're a leader navigating this turbulent time, know that you are not alone in feeling stretched thin. It's easy to assume that, as a leader, you must shoulder the burden in silence, but doing so can lead to burnout, overwhelm, and decision fatigue. This is a moment to recognize that it's okay to seek support, to talk through the fears, frustrations, and uncertainties that may be clouding your thoughts.

As an experienced coach, I am here to offer that safe space—a confidential environment where you can offload, recalibrate, and reflect on the unique challenges you face. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership. Website for Contacts. Be and Become.

The Moach's Corner: The Balance Between Perfect and Good Enough: A Leadership Insight

As a leader, the drive for excellence can be one of your greatest assets. But when that drive becomes an obsession with perfection, it can quickly become a double-edged sword. One of the greatest traps leaders can fall into is believing that anything less than perfection is unacceptable. This mindset not only stifles progress, but it can also

drain energy, demotivate teams, and prevent you from making meaningful headway on the issues that matter most.

The idea that "the quest for the perfect can be the enemy of the good" speaks directly to this challenge. It's a reminder that progress often happens incrementally, and that sometimes, the pursuit of flawless results can undermine your ability to move forward at all. As a leader, it's essential to understand that *good enough* is often exactly what's needed in a given moment, especially when resources are limited, timelines are tight, and teams are already stretched thin.

This isn't to say that quality should be sacrificed, nor does it mean settling for mediocrity. It means being realistic about what can be achieved within the time, resources, and constraints you're working with. It's about recognizing that perfect outcomes aren't always possible, and that striving for them, especially when it's unrealistic, can lead to burnout and diminishing returns. It's about knowing when to let go of the ideal in favour of what will still deliver impact and value.

This mindset shift doesn't mean lowering your standards or producing subpar work. It's about balancing ambition with pragmatism and recognizing that the pursuit of excellence doesn't require perfection—just the willingness to take action and adapt as you go.

Ultimately, the leaders who are most successful are those who understand that perfection is often a moving target. They know that steady, sustainable progress is far more valuable than a fleeting, unattainable ideal. By embracing the concept of "good enough," you can unlock the full potential of both yourself and your team, creating an environment where everyone can contribute their best, without the constant fear of falling short. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Go Out on a Limb: The Courageous Heart of Leadership

In the world of leadership, there's a simple yet profound truth: "Go out on a limb. That's where the fruit is." True leadership requires courage—the courage to take risks, to venture beyond the familiar, and to stand firm when the path ahead is unclear. Without this kind of courage, a leader may only be managing, but they will not be leading. Leadership is not about maintaining the status quo or managing day-to-day tasks; it's about envisioning what could be and taking bold steps to make that vision a reality.

As leaders, we are often faced with uncertainty, the unknown, and the possibility of failure. But it is in those moments that the most significant opportunities for growth, innovation, and transformation arise. Leaders who lack the courage to step beyond the conventional boundaries of their role miss the chance to inspire their teams, shift organizational culture, and spark meaningful change.

Think of leadership as a journey through an uncharted forest. The clear paths may feel safe and familiar, but they are also the paths others have walked before. The real breakthroughs—the "fruit" of leadership—are found when we push beyond those

boundaries and take the risks others are too afraid to take. This is where vision comes into play. Without vision, there is no reason to venture into the unknown. Vision is the fuel that drives the courage to step out, to go beyond what is comfortable, and to lead with purpose.

As an ICF coach with over 20 years of leadership experience, I've seen firsthand how the most impactful leaders are those who embrace uncertainty with confidence. They know that true leadership isn't just about having answers; it's about asking the right questions, exploring possibilities, and encouraging others to follow them into new, sometimes risky, territory. These leaders understand that without a willingness to go out on a limb, there can be no true growth. They are not simply managing; they are leading with heart, with purpose, and with a vision that inspires others to take bold steps alongside them.

To lead with courage is to trust that the rewards of the journey—both personal and organizational—will outweigh the risks. It's about having the confidence to fail forward, to learn from mistakes, and to keep moving toward something bigger than oneself. In the end, it is the leaders who dare to go out on a limb, to chart new courses and pursue their vision, who leave a lasting impact on their organizations and the people they serve.

So, if you want to lead, not just manage, take that leap. Step out on that limb. The fruit is waiting for those who have the courage to reach for it.

As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Determining What is Right, Not Who is Right: A Key to Effective Conflict Management

As an ICF-accredited coach, I've learned that one of the most powerful tools in conflict management is shifting the focus from *who* is right to *what* is right. In schools, workplaces, and leadership teams, disputes often arise not from the substance of the issue, but from individuals becoming entrenched in their positions. When we prioritize identifying the best solution over defending our viewpoints, we create a space for collaboration, growth, and innovation.

In any conflict, especially in educational settings or leadership contexts, the goal should always be clarity and resolution—not victory over the other party. When we go '*hard on the problem but soft on the person*', we ensure that the conversation remains solution-focused, while maintaining respect for the dignity of everyone involved. This approach not only resolves immediate issues but builds trust, encourages open communication, and strengthens relationships for the future.

As a conflict manager, my role is to help both parties navigate beyond their positions to uncover shared interests and mutual understanding. I guide leaders and educators through complex conversations by emphasizing the importance of aligning with the bigger picture, whether that's enhancing school culture, improving team dynamics, or driving organizational success.

With a strong foundation in coaching, I leverage powerful questioning, active listening, and empathy to help leaders and teams move beyond "who is right" and focus

on *what* can be done to create lasting solutions. The result? Stronger teams, healthier communication, and better outcomes for students, educators, and leaders alike. Effective conflict management isn't about winning; it's about finding the right path forward—together. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: "Don't allow the practical feel of a mid-week morning at 9am to conceal the complex insights of 3am the previous night" highlights the often-overwhelming worries and concerns that surface in the stillness of the night. As leaders, we can find ourselves awake at 3am, grappling with a knot in our stomachs, ruminating over decisions, challenges, or unresolved issues. These moments of anxiety can lead to significant insights about our fears, motivations, and the areas we need to address. However, when morning arrives, the routine and demands of the day can easily push these concerns aside, leading us to overlook the valuable lessons they may offer.

As an ICF coach, I recognize the importance of unpacking these late-night anxieties. Coaching provides a supportive environment for leaders to confront and explore these feelings, transforming them into actionable insights. By acknowledging and discussing the worries that keep us up at night, leaders can develop strategies to address their concerns and enhance their decision-making. Embracing the emotional depth of these experiences not only fosters resilience but also enables leaders to navigate challenges with greater clarity and confidence, ultimately leading to more effective and authentic leadership. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Being a 'strong' leader is fundamentally about having unwavering moral convictions and a deep commitment to one's beliefs. True strength manifests through the ability to stand firm in one's principles, even in the face of adversity. This involves not only advocating for what is right but also fostering an environment where others feel empowered to voice their own beliefs. A strong leader is willing to make tough decisions that align with their values, demonstrating integrity and ethical behaviour that inspires trust and respect among team members. This type of strength is characterized by empathy, the capacity to listen, and the willingness to support others in their growth, ultimately cultivating a positive and resilient organizational culture.

In stark contrast, the perception of strength as portrayed by some public figures, like Donald Trump, often revolves around a more superficial and aggressive form of dominance. This view equates strength with bullying tactics, intimidation, and a lack

of accountability. While this persona may resonate with certain audiences, particularly young men seeking role models, it ultimately reflects a misguided understanding of what true leadership entails. A leader who relies on fear and bravado lacks the essential qualities of emotional intelligence, humility, and respect for others. This approach not only undermines the morale of a team but also stifles innovation and collaboration, creating an environment rife with anxiety and disengagement.

For leaders aiming to cultivate genuine strength, it is crucial to differentiate between these contrasting notions. Authentic leadership is not about wielding power or enforcing control but about inspiring and empowering others through shared values and vision. By modelling courage in their convictions and prioritizing integrity over intimidation, leaders can create a sustainable impact that encourages collective growth and resilience. As an ICF coach, emphasizing the importance of moral strength, empathy, and vulnerability can help leaders understand that true leadership is about lifting others up, fostering a culture of trust, and driving meaningful change, rather than projecting an image of toughness that ultimately proves hollow. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I can work with you to project real strength.

The Moach's Corner: The Hidden Weight of Everyday Moments

In the hustle and bustle of our professional lives, we often find ourselves bracing for monumental events—big presentations, crucial negotiations, or major career changes. However, it's rarely these defining moments that truly wear us down. Instead, it's the accumulation of countless smaller, attritional moments that gradually take their toll on our mental and emotional well-being.

Think about your day-to-day interactions: the unresolved conflicts, the miscommunications, the small frustrations that build up over time. These seemingly minor events can create a significant burden, leading to stress and burnout.

As an ICF-certified coach, I've seen firsthand how these cumulative pressures can impact individuals and teams. Coaching offers a powerful way to navigate these everyday challenges. Through personalized strategies, effective communication techniques, and conflict resolution skills, we can help you reclaim your energy and focus.

If you're feeling overwhelmed by the weight of everyday moments, consider investing in coaching. Together, we can transform those small setbacks into opportunities for growth and resilience, empowering you to thrive both personally and professionally. Let's explore how you can lighten your load and achieve your goals with greater ease.

As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: In the journey of leadership, the adage "It is better to stumble upwards than to fall backwards" resonates deeply, particularly for school leaders and

emerging talents navigating the complexities of their roles. As an ICF accredited coach, I believe that every misstep can serve as a valuable learning opportunity. When leaders embrace the idea of stumbling upwards, they cultivate resilience and adaptability, essential traits in today's ever-evolving educational landscape. My coaching approach encourages leaders to view challenges not as setbacks, but as stepping stones toward growth and greater self-awareness.

Through tailored coaching sessions, I support leaders in reflecting on their experiences, helping them to identify the lessons within their stumbles. This perspective shift allows them to build on their strengths, while also addressing areas for improvement. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: In the dynamic landscape of education, high-performing leadership teams in schools must not only strive for excellence but also foster an environment of self-actualization among members. Engaging with an ICF-accredited coach and a Certified DISC practitioner can be transformative in this regard. I bring expertise in coaching and behavioural assessments, helping leaders understand their strengths, weaknesses, and interpersonal dynamics. By facilitating open communication and promoting a culture of continuous improvement, I help empower teams to navigate challenges effectively and embrace growth.

Self-actualization is critical for leadership teams aiming to achieve their full potential. It involves recognizing individual and collective capabilities and aligning them with the school's vision. I guide leaders through this introspective process, fostering a deeper understanding of their roles and enhancing collaboration. This journey not only improves individual performance but also strengthens team cohesion, enabling leaders to create an inspiring educational environment. Ultimately, the combination of professional coaching and DISC insights equips school leadership teams to excel, adapt, and innovate in their mission to provide outstanding education. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Focus on the headland not the choppy water. In the midst of life's challenges, it's easy to get lost in the choppy waters of uncertainty and distraction. The daily demands, unexpected obstacles, and external pressures can create a turbulent environment that pulls our attention in multiple directions. However, as a coach I like to remind leaders and others to focus on the headland, the steady, unwavering destination that represents our true goals and values.

Focusing on the headland means keeping our vision clear amidst the chaos. It's about identifying what truly matters and aligning our actions with our core intentions. When

we concentrate on our desired outcomes, we cultivate resilience and clarity, allowing us to navigate through the turbulence with purpose. By anchoring ourselves in our objectives, we can make more informed decisions and maintain our momentum, even when the waters get rough.

What do you aspire to achieve? What principles guide your journey? By fostering this focus, I empower you to steer through challenges with confidence, ultimately transforming obstacles into opportunities for growth. Together, let's navigate toward clarity, purpose, and fulfilment. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: In today's dynamic workplace, understanding the main conflict points is essential for fostering collaboration and productivity. Here's a brief overview of four critical areas:

1. **Power / Control:** Conflicts often arise from differing perceptions of authority and influence. Clear communication and defined roles can help mitigate power struggles, ensuring that team members feel valued and empowered.
2. **Trust:** Trust is the foundation of effective teamwork. When trust erodes, it can lead to misunderstandings and resentment. Building trust through transparency and open dialogue is vital for maintaining a cohesive team environment.
3. **Respect and Recognition:** Employees seek acknowledgment for their contributions. Disparities in recognition can create friction and diminish morale. Cultivating a culture of respect and appreciation enhances engagement and motivates teams to excel.
4. **Values:** Conflicts may stem from differing personal or organizational values. Aligning team goals with core values fosters a shared sense of purpose, helping to bridge gaps and promote unity.

By addressing these conflict points proactively, organizations and schools can create a more harmonious and productive workplace, driving success through collaboration and mutual respect. As a coach and expert in conflict management, I can guide educational leaders to adopt these strategies, fostering a collaborative and supportive environment where conflicts are addressed constructively. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Why bother investing in coaching? Investing in professional coaching offers significant ROI through both tangible and intangible benefits. Tangibly, coaching can enhance productivity, improve leadership skills, and foster team performance, often leading to increased revenue and reduced employee

turnover. Intangibly, it cultivates self-awareness, emotional intelligence, and resilience in leaders, which can transform workplace culture and drive engagement. By prioritizing coaching, organizations not only develop their leaders but also create a more motivated and aligned workforce, ultimately contributing to long-term business success and sustainability.

In addition to immediate performance improvements, professional coaching equips leaders with essential skills to navigate change and uncertainty, making them more adaptable in a fast-paced business environment. This adaptability can lead to innovative problem-solving and better decision-making, positioning organizations to seize new opportunities. Furthermore, the ripple effect of effective coaching often results in enhanced employee morale and collaboration, fostering a culture of continuous learning and development. Leaders who invest in coaching not only elevate their own capabilities but also inspire and empower their teams, creating a more cohesive and high-performing organization that thrives in today's competitive landscape.

As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Here are the 5 main reasons as to why leaders and educators are currently seeking coaching based on the many conversations I have had and are having:

- 1) Many are languishing
- 2) Many are trying to deal with the 'Inner Voice' that destroys confidence
- 3) Many are wanting to manage culture and conflict better
- 4) Many are trying to balance work and life pressures
- 5) Many are considering making a move to another role or position

These are just some of the reasons why talking to a coach helps many get clarity. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your issues. **Running away from a problem only increases the distance from the solution.** DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Are your colleagues in the 'slipstream'? I am someone who could watch the Tour de France and Vuelta a España endlessly. As I watched recently, I realised that (metaphorically) a school and its employees need to function like a peloton. There needs to be collective energy. Collective cohesion. Collective, well-articulated shared vision. Collective understandings of rules, processes and procedures. Shared leadership and responsibility. A metaphorical peloton is a

collective force in any organisation and builds great culture. I can see it immediately when I walk into schools. Everyone should get behind the leaders' 'slipstream'. Schools that have rogue 'cyclists' (employees, staff, Board members etc) who ride outside of the school/company 'peloton' do not therefore take advantage of the reduction in aerodynamic drag (up to 95% if you are at the back) and hence the energy saved. (Birds worked this out before us!). And that often means there is a great deal of expended, unnecessary energy resolving conflicts and getting employees to be part of the team. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your conflicts or if your 'slipstream' is not effective. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Toxic positivity is the belief that no matter how dire or difficult a situation is, people should maintain a positive mindset. It's as annoying as buried empathy. When a leader's empathic statement to a colleague is followed by a pause rather than further talk, the colleague is 18 times more likely to share their concerns, hopes or fears. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your conflicts. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Leaders, how do you manage Conflict at work? Do you manage it with Authoritative Interventions (Prescriptive, Informative, Confronting) or do you orientate more towards Facilitative Interventions (Cathartic, Catalytic, Supportive)? How clear is your Dispute System Design? Managing conflicts and mediating are specialised skills. Let's talk if you need to unscramble conflict. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your conflicts. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Don't allow the practical feel of a mid-week morning at 9am to conceal the complex insights of 3am the previous night! Managing stress as leaders is crucial for maintaining both your mental and physical health. 5 effective strategies to help you conquer workplace stress:

1. **Time Management:** Prioritize your tasks and create a realistic schedule. Break larger projects into smaller, manageable steps and use tools like to-do lists or digital planners. Avoid multitasking, as it can reduce efficiency and increase stress.
2. **Set Boundaries:** Clearly define your work hours and stick to them. Communicate your boundaries to colleagues and supervisors to prevent work from bleeding into your personal time. Learn to say no when necessary to avoid overcommitting.
3. **Practice Mindfulness and Relaxation Techniques:** Incorporate mindfulness practices into your daily routine. These techniques can help you stay calm and focused, even in high-pressure situations.
4. **Seek Support and Feedback:** Don't hesitate to ask for help or guidance from a good coach. Regularly seek feedback to understand how you're performing and where improvements can be made. Building a supportive network at work can also provide a sense of camaraderie and reduce stress.
5. **Maintain a Healthy Lifestyle:** Regular exercise, a balanced diet, and adequate sleep are fundamental to managing stress. Physical well-being significantly impacts your ability to cope with stress, so make sure to take care of your body.

Reach out before you burn out! As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your load. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: The most successful people have a high level of self-awareness. But that involves an internal and external self-awareness process. Even though most people believe they are self-aware, only 10%–15% of the people studied actually are self-aware. DISC assessments and 360's can improve significantly your level of self-awareness. **Become a more self-aware leader / teacher / emerging leader.**

Reach out before you burn out! As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need to get on top of your load. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Time is like money – we are always short of it, and we always want more of it. If you are delving into your social media, paying too little attention to those who matter, frantically managing the email load and ignoring those things that you value and give joy it's time for a realignment. Reach out before you burn out! As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in

schools and organisations. Let's talk if you need to get on top of your load. DISC assessments, coaching and having someone who listens makes a difference. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: 80% of what you do is who you are. Leaders bring many virtues to the role and perhaps a few blind spots. Do you want to have a better insight into you and your colleagues' team dynamics, communication styles, decision-making processes, motivations, general work tendencies? For leadership teams specifically, leveraging these insights fosters a more cohesive, productive, and harmonious work environment, ultimately leading to improved organisational performance and success. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need support in building better dynamics using DISC assessments and coaching. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Is that conflict at work Task, Relationship or Values conflict? Don't always go the legal, IR route. For educational managers, sometimes it helps to take a different approach. Understanding the nature and origin of the conflict and calling on support to help solve it is one such approach. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Let's talk if you need support in dealing with challenging, recurring conflict. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: When looking at our personal leadership style, we have many different ways of expressing it, including participative leadership, charismatic leadership, directive leadership, authoritarian leadership, paternalistic leadership, and servant leadership theory. Each leadership theory promotes a particular approach to running organizations, from involving employees fully in decisions to handing down directives. However, the CONTINGENCY theory of leadership suggests leaders should fill roles that best suit their natural inclinations rather than trying to adapt their style to the situation. The contingency theory of leadership distinguishes between leaders who are task oriented vs. relationship oriented. How do you know what your natural inclinations are? A DISC profile assessment can be a great advantage. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to

work with individuals, leaders, aspiring leaders in schools and organisations. Different assessments can help gain insight and placement of compatible staff. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.

The Moach's Corner: Was that a good hire? After advertising, screening, interviewing, onboarding and then they are either a dud and stay on to the detriment of your team or they leave within the year. Hours of time wasted and generally hundreds spent. Kahneman and Tversky identified many systematic errors in our reasoning that blind us when we make decisions. They noted that job interviews are a common place where faulty impressions skew judgments and decisions. In unstructured interviews, leaders form an impression of the candidate in the first two or three minutes and spend the rest of the interview justifying that impression. DiSC assessments as part of the interview process can ameliorate these problems by giving leaders a deeper insight into the candidate's tendencies. DiSC profiles describe human behaviour in various situations, for example, how a candidate may respond to challenges, how s/he may influence others, his/her preferred pace, and how s/he may respond to rules and procedures. Your employment decisions are too important to leave to chance or bias. A small investment will make a monumental difference. As a former principal, Conflict Manager, ICF Accredited Coach and Certified DISC Practitioner I am here to work with individuals, leaders, aspiring leaders in schools and organisations. Different assessments can help gain insight and employ compatible staff. The process of coaching/mentoring (Moaching) frequently unlocks previously untapped sources of imagination, productivity and leadership.