

FUTURE LEADERS | 2019

COACHING MASTERY

WHY COACHING MATTERS...

CAN WE BE REAL HERE? What if coaching was more than a buzz word or could be more than just ticking a box? What if it was a vehicle for powerful change in our own lives and the lives of others? Humans are built for connection. We thrive on it. Learning to have powerful coaching conversations can take that need for connection to a whole new level. Supercharging, if you will, the trajectory of our lives and careers.

WHY IS FUTURE LEADERS LOOKING FOR COACHES?

Because the challenges facing our sector are forcing us to think differently. The solutions that served us in the past, they are no longer cutting it. We now have a powerful group of Future Leaders alumni and we want to tap into that. We need to explore new ideas, new thinking. We need to provide a platform for collaboration.

FUTURE LEADERS 2019 is an investment into the leadership capability of the future leaders of our wine sector, but we don't want to lose the collective power and wisdom of those that have gone before them. So, we are looking at developing both.

Training the alumni of our sector to be masters in coaching and facilitating them to engage with our FUTURE LEADERS, seems like an entirely excellent way to turn up for tomorrow.

WHAT IS COACHING?

It's more than regular catch ups over a coffee (or a glass of wine!), that's for sure. It's actually a master skill and art form all rolled into one. It's learning how to show up, how to question, how to give and receive honest feedback, how to envisage a plan for the future and break it down into meaningful and manageable steps.

It's the art of empathy, patience, resilience and mental toughness.



IF I ENGAGE, WHAT WILL I LEARN ON THE COACHING MASTERY COURSE?

If you engage in this course, you'll be trained to play a pivotal role in transforming the thinking of the people you coach. This program is aimed at incorporating psychological theory and practice to provide you with skills, tools, tips and strategies for making the process of coaching and mentoring easier.

HOW DO I BECOME A COACH?

Many of you have already registered your interest via Wine Australia. This is great.

The next step is for you to confirm your interest and provide us some profile info. From here, we'll add you to the pool of potential coaches.

This information will be shared with 2019 Future Leader participants at their first session in June. Here, they will have the opportunity to choose their preferred coach based on the information you provide. Wine Australia will then be in touch by 7 June to let you know if you've been selected and to introduce you to your FL2019 future leader.

Even if you are not selected by one of our FL2019 participants we would still very much welcome your participation in the coaching mastery course. If this is the case, we suggest you find someone to coach within your enterprise or within the sector, so you have immediate application of learning.

WHAT'S THE COMMITMENT?

You'll be committing to:

- Six online learning modules between the months of July and October.
- And, if you're selected by a 2019 Future Leader participant to be their coach you will need to agree to a minimum of six coaching sessions with your coachee between the months of July through to November.

The learning modules will be made available to you online so you can engage with the learning in your own time. These modules will train you in how to coach and provide you with invaluable resources for you to use in your coaching relationship.

In terms of the coaching commitment to your FL2019 Future Leader (or other coachee); when you connect for coaching and how you catch up, will be determined by you both based on what works for you both. You can coach face to face, over the phone, or using skype.

We recommend there is a coaching session at least every three weeks, but you can meet more, if that's viable for you both.

Other highly recommended but optional commitments include:

- Attending FL2019 Big Ideas and Coaching Mastery Summit in Melbourne on Wednesday 10th July from 10:00am to 4:30pm. This session will involve FL2019 participants and other alumni-coaches for a day of coaching mastery, project input and networking.
- Coming along to a dinner on the night of the 10th July to further get to know one another.
- Attending the FL2019 graduation event in Adelaide on the 14th November.

WHAT CAN I EXPECT FROM ENGAGING IN THE COACHING MASTERY EXPERIENCE?

The course spans July through to November. By the time it draws to an end, you can expect to have experienced the following:

- A highly engaged and purposeful coaching relationship.
- The development of a solid set of skills that will assist you with coaching conversations in your own leadership practice or workplace.
- Progress on goals and markers set by the FL2019 Future Leader for their own leadership development and industry input.
- Potential exposure to big idea projects, and the chance for input and networking.

WHAT RESOURCES WILL I NEED, TO ENGAGE IN THE ONLINE LEARNING?

Internet access. The course will be delivered online and can be accessed through mobile devices or desktop. Any learning resources or worksheets provided, can be either printed or filled in electronically.

WHAT'S IN IT FOR ME?

- Exceptional, and fully funded professional development.
- The chance to learn a skill that is becoming increasingly valued in the modern workforce.
- Sector networking and exposure to solution thinkers.
- The chance to give back to upcoming, and highly motivated sector leaders.

HOW DO I KNOW THE COACHING MASTERY COURSE IS WORTH THE INVESTMENT OF MY TIME?

The course will be facilitated by Pragmatic Thinking, a highly regarded and sought-after behavioural and motivational strategy company. Pragmatic Thinking have run this program extensively in other industries with great success. Pragmatic Thinking are Wine Australia's provider partner for the 2017 and 2019 Future Leaders program. If you wish to know more about Pragmatic Thinking, visit their website www.pragmaticthinking.com

HOW MUCH WILL IT COST?

All course costs associated with this program are entirely subsidised by Wine Australia.

Coaches will be expected to fund their own costs associated with travel and accommodation (if required) to the FL2019 Big Ideas and Coaching Mastery Summit in Melbourne, the optional dinner in Melbourne (approx. \$120 per head including wine) and travel and accommodation to the optional graduation in Adelaide on 14 November.

Wine Australia will provide a travel bursary to reimburse travel and accommodation costs up to the value of \$800 for coaches from small to medium enterprises attending the Melbourne FL2019 Big Ideas and Coaching Mastery Summit on 10 July. Alumni who meet the following criteria are eligible to apply.

You, or your employer, must be an:

- individual sole-operator/sole-trader/consultant
- independently owned and operated enterprise that is limited in size (less than 15 full time employees)

In addition, if you are from a winemaking enterprise you must meet at least one of the following criteria:

- you produced less than 50 000 9L cases in the preceding financial year
- your sales revenue from packaged wine sales in the preceding financial year was less than \$5 million (does not incorporate revenue from cellar door merchandise, sale of grapes, bulk wine or processing and packaging)
- over the last five years your average annual crush has been less than 750 tonnes

If you meet the above criteria please contact jo.hargreaves@wineaustralia.com to receive an application form.

WHO DO I CONTACT IF I HAVE MORE QUESTIONS?

Please contact Jo Hargreaves; jo.hargreaves@wineaustralia.com