



SWIMMING WA BUILDING EMPOWERED LEADERS

LORRAINE DONACHIE
ONE7 COACHING

Acknowledgement of Country

We acknowledge the **Whadjuk people of the Noongar nation** as the Traditional Owners and Custodians of the lands and pay respect to Noongar Elders past, present and emerging



Welcome



AGENDA



YOU AS A
LEADER



LEADERSHIP
STYLES



HOW YOU
LEAD



THINKING
STYLES

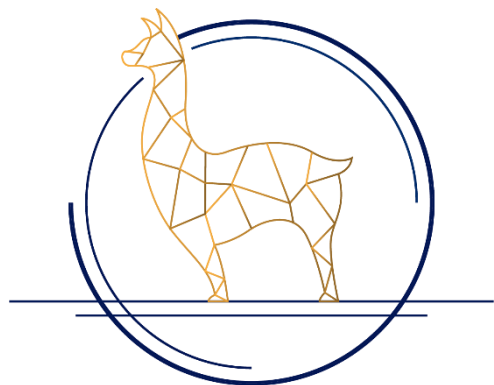


QUESTIONS



Meet Your Facilitator

- Professional Coach and Facilitator
- Leadership and Team Development
- General Manager, Engagement & Business Development, Athletics West
- 20+ year career in sport in UK & Australia
- All started with Swimming !



ONE7COACHING
HOME OF LLAMA SCHOOL



Setting Intentions



YOU AS A LEADER

WHY EMPOWERED LEADERS?

“Whether volunteers continue or not is also associated with how they felt about their experience”

“Volunteers who stated... culture of respect and trust, and who felt they belonged to the organization were more likely to continue..”

“Good leadership is essential..”

Source: Time Well Spent Report (UK)

WHY EMPOWERED LEADERS?

“...we must grow. If we don't grow, we won't be fulfilled. The second is that you must contribute beyond yourself...”

Tony Robbins

WHY EMPOWERED LEADERS?

THE SIX CORE NEEDS

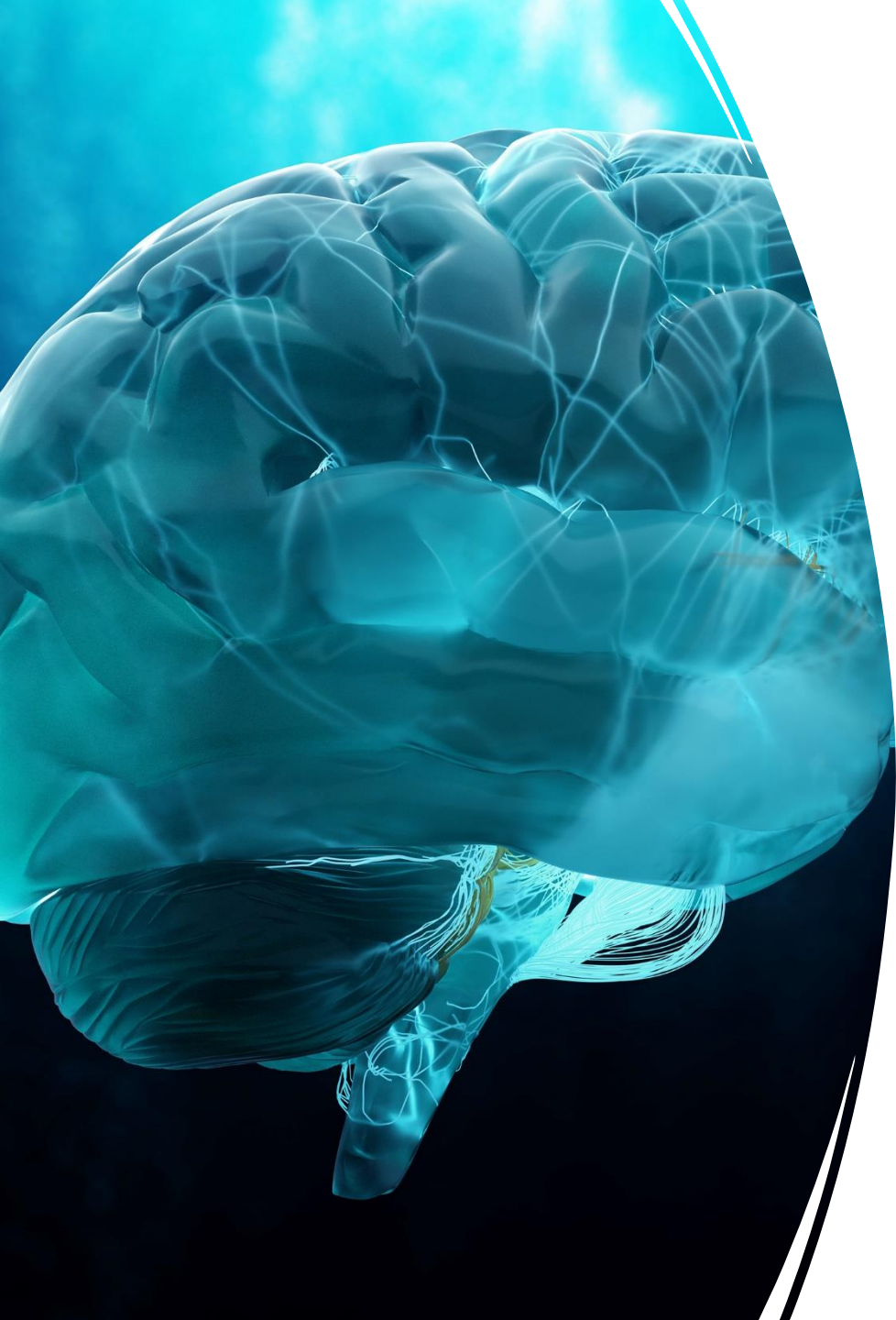
1	CERTAINTY	Assurance to avoid pain and gain pleasure
2	UNCERTAINTY / VARIETY	The need for change and new stimuli
3	SIGNIFICANCE	Feeling unique, special or needed
4	CONNECTION / LOVE	A strong sense of closeness or union with someone or something
5	GROWTH	An expansion of capacity, capability or understanding
6	CONTRIBUTION	A sense of service and focus on helping, giving to and supporting others



CONNECTION

The energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgement; and when they derive sustenance and strength from the relationship.

Brene Brown



HAPPY HORMONES!

OXYTOCIN – *love hormone*

Childbirth and
breastfeeding, hugs, sex

SEROTONIN – *mood stabilizer*

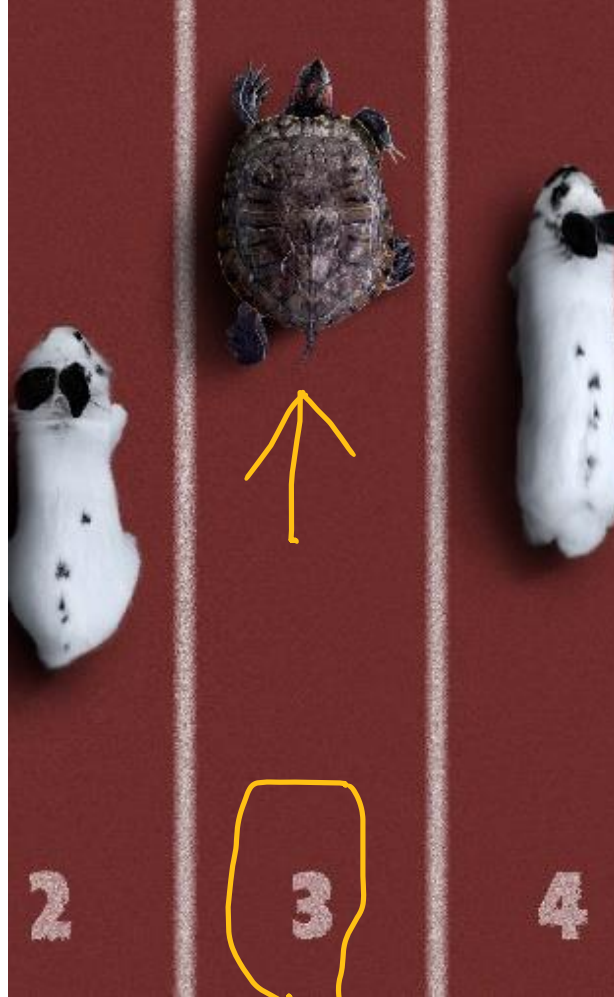
Turns on when gain
advantage, one-up

DOPAMINE – *the instant reward*

Novelty, Motivation

ENDORPHINS – *pain reliever*

Euphoria, laughter best
medicine



Animate Me 😊

ACTIVITY #1

ANIMATE ME!

- CHOOSE THE ANIMAL WHOSE TRAITS YOU RELATE TO MOST FROM:
 - THE OWL
 - TORTOISE
 - LION
 - CHIMPANZEE
- GO TO YOUR CORNER
- TASK: ORGANISE A SEASON OPENER SOCIAL EVENT ONE MONTH FROM NOW FOR YOUR CLUB COMMUNITY (MADE-UP CLUB)





Unpack

WHAT STYLE OF LEADER?



PARTICIPATING LEADER

FACILITATOR



INFORMAL LEADER

A FRIEND



PIONEER OF CHANGE

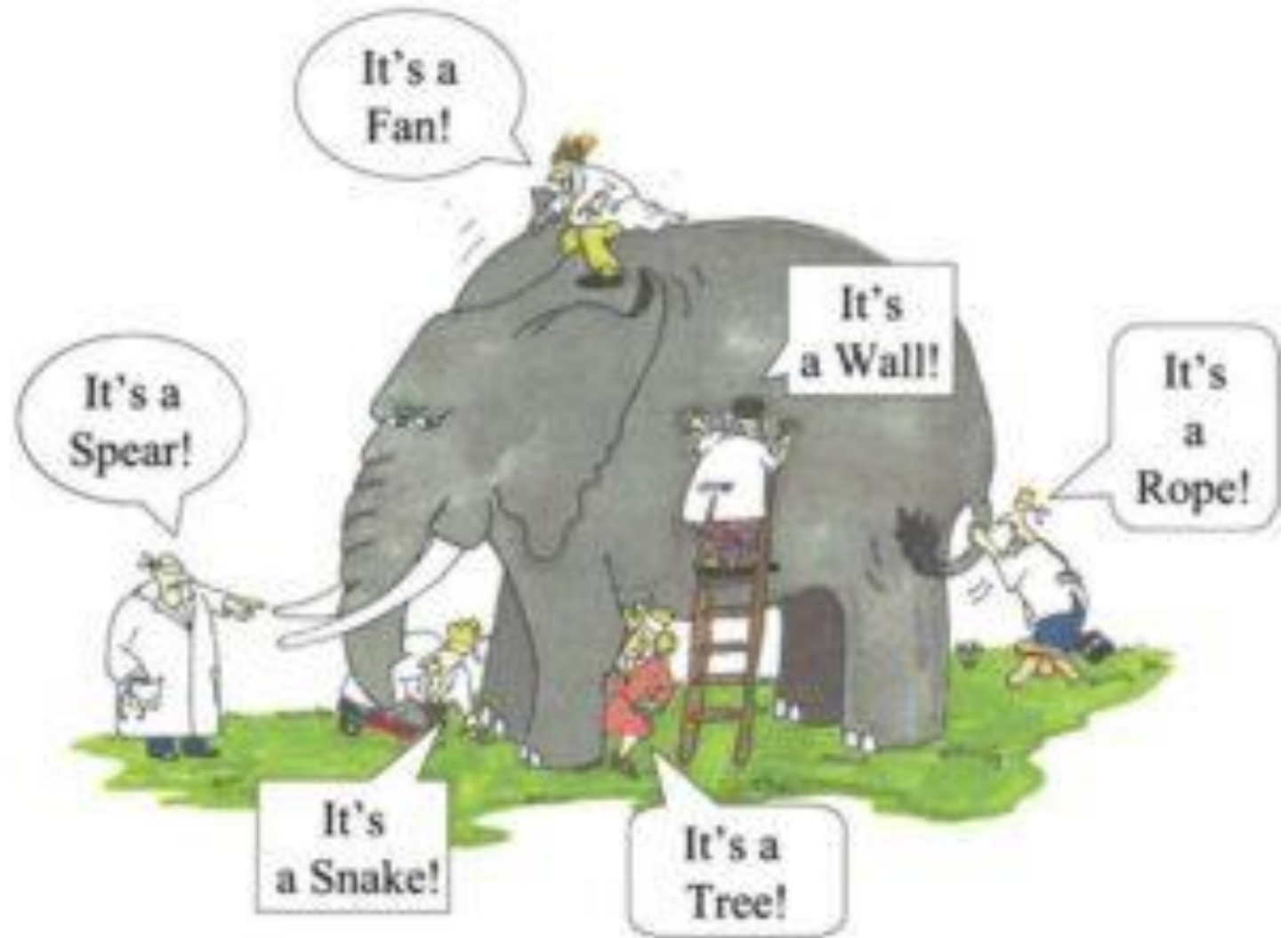
A PIONEER



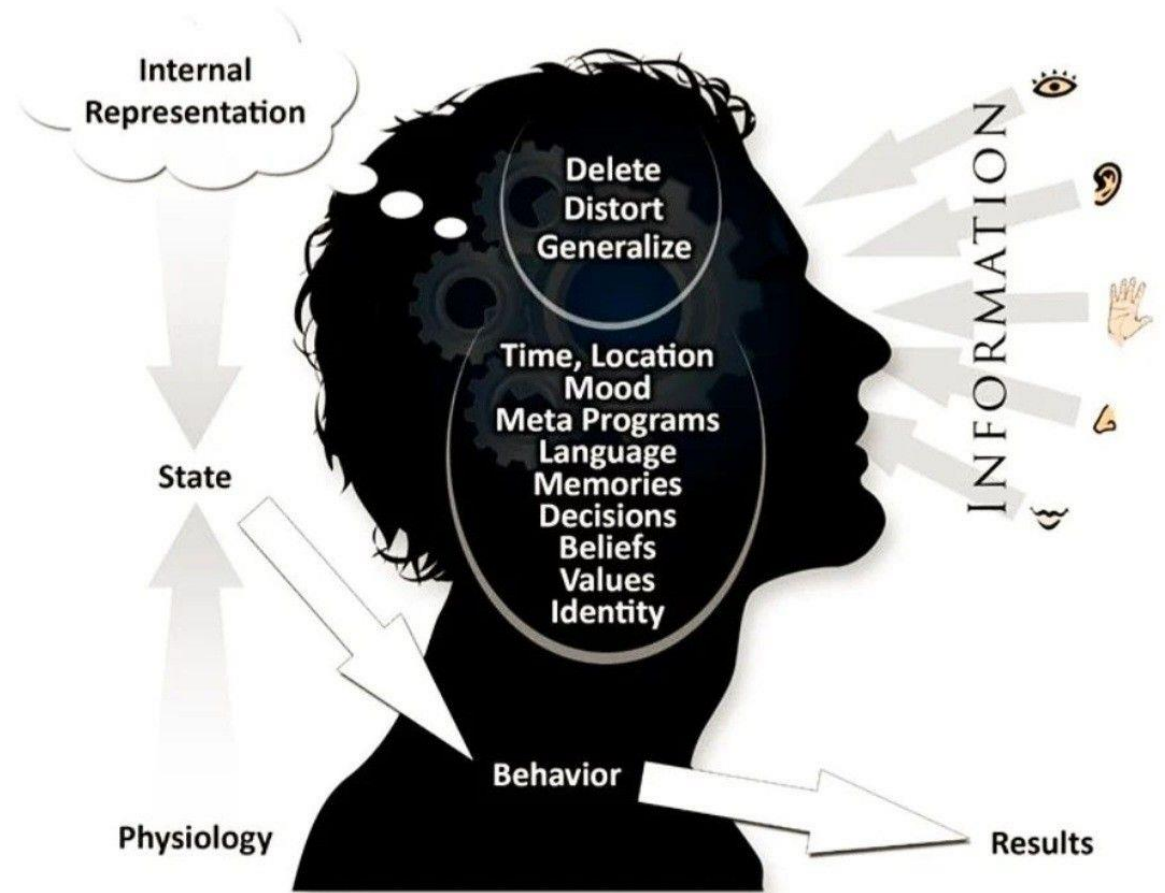
PIONEER OF CHANGE

"It's about leaving self-interest at the door and uniting for a national cause,"

MAP IS NOT THE TERRITORY



COMMUNICATION



Identify the Owl

- Things are in order – neat and tidy
- They focus on the details
- Polite in a diplomatic and formal way
- Generally quieter and more reserved
- Are comfortable with facts and figures
- Emotional conversations can be uncomfortable
- May not hold eye contact long



Identify the Tortoise

- Proceeds cautiously
- Tends to listen and nod to show they're listening even when they are disagreeing
- Is calm on the outside
- Not particularly excitable or animated
- Slower paced
- Won't interject or talk over the top of you
- Discusses opinions only if asked



2



3



4



5

Identify The Lion

- Can interrupt you and can seem in a hurry
- Short concentration span – doesn't listen long
- Doesn't hesitate to make decisions
- Shows emotions on their face as they listen
- Can come across as blunt or overbearing
- Body language is confident
- Can exceed or overstep their authority at times



Identify The Chimpanzee

- Puts people at ease quickly – tells stories
- Initiates friendly, open conversations
- Is animated in their speech and gestures
- Seems to laugh or smile a lot - positive
- Can have sporadic eye contact as they're distracted easily
- Short concentration span
- Fast paced – can be a bit frantic and hasty under pressure



Strengths



**precise, logical,
follows rules**
**careful, reserved,
formal, disciplined**



**calm, steady, careful,
patient**
**good listener,
modest, trustworthy**



**decisive, tough,
strong-willed,
competitive,
demanding,
independent, self-
confident**



**sociable, talkative,
open, enthusiastic,
energetic, persuasive,
inspiring**

Weaknesses



*withdrawn, shy, risk
adverse
gets stuck in details*



*Stubborn, resists new
ideas and change,
doesn't express
opinions*



*aggressive, blunt,
self-centered,
overbearing, exceeds
authority*



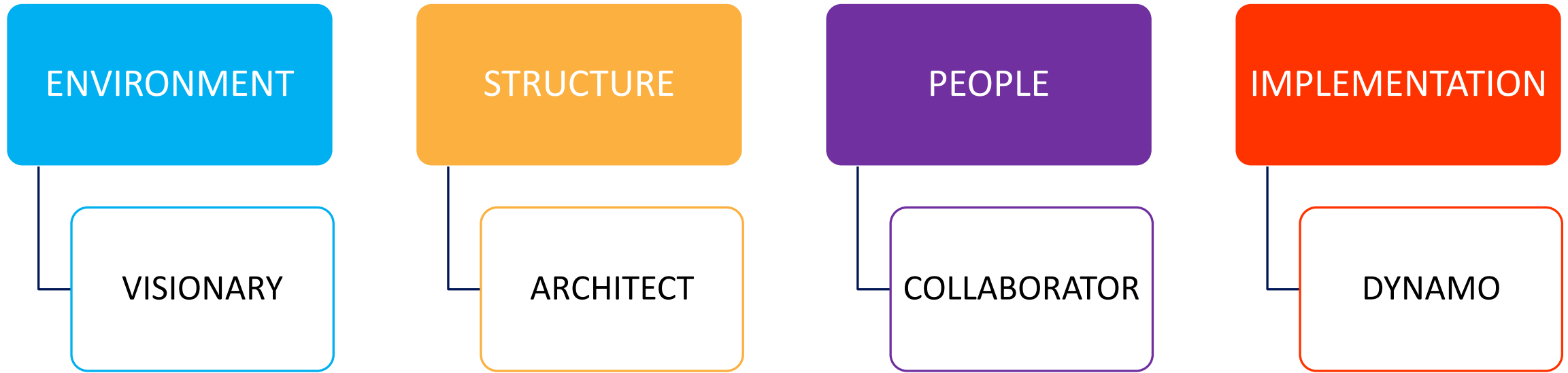
*flamboyant, frantic,
careless, indiscreet,
excitable, lose sense
of time*



REFLECT AND SHARE OBSERVATION



HOW YOU LEAD



Critical Alignment Model



ENVIRONMENT

ARCHETYPE - **VISIONARY**

SWIMMING WA VALUES

SAFETY	To practice and promote the safety and well-being of all people in the swimming community
PASSION	To have fun whilst encouraging everyone to be the best they can be
INTEGRITY	To act ethically, honestly and with transparency
RESPECT	To demonstrate a sense of fair play and value the contribution of everyone in the swimming community
INCLUSION	We are proud and inclusive to all those who are interested and involved in the sport
TEAMWORK	To collaborate with purpose, and to keep each other accountable



STRUCTURE

ARCHETYPE - ARCHITECT



IMPLEMENTATION

ARCHETYPE - **DYNAMO**

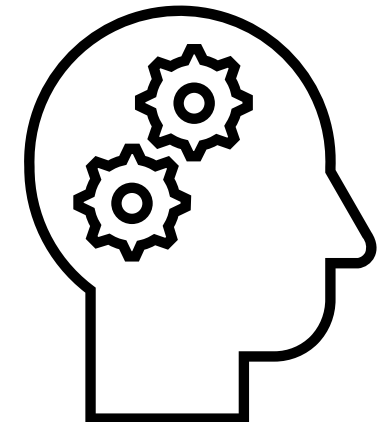
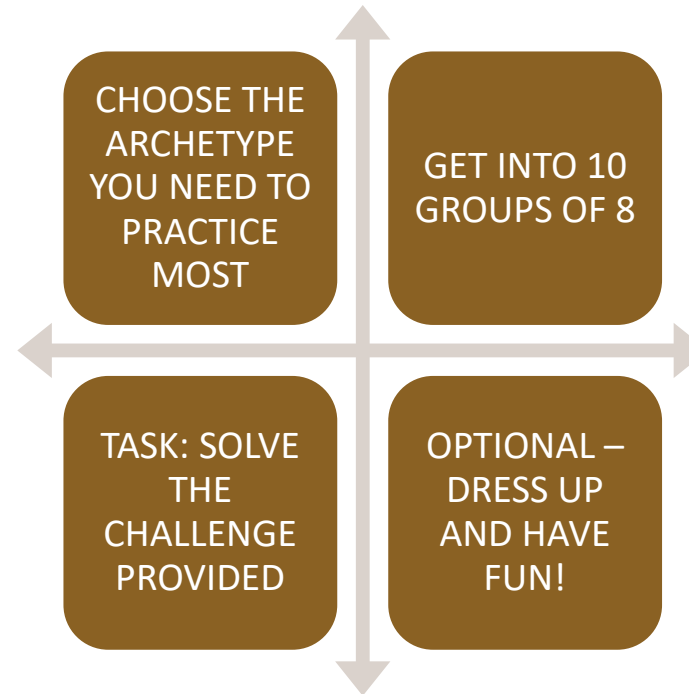


PEOPLE

ARCHETYPE - **COLLABORATOR**

ACTIVITY #2

LET ME THINK





UNPACK

A photograph of two women in an office environment. The woman on the left, with curly hair tied up, is wearing a light blue button-down shirt and holding a smartphone. The woman on the right, with blonde hair in a bun, is wearing a patterned top and holding a white mug. They are standing near a large window. The word 'Summary' is overlaid in white text, flanked by horizontal lines.

Summary



Thank You!

Summary