



Lady Gaga & Diversity

Tools to appreciate your own special nature and unleash your inner diva

Lady Gaga's big hit encourages you to 'Put your paws up baby cos you were born that way!' as diversity is to be cherished and nurtured. But that is not always so easy in organisation where a strong culture makes it difficult to disagree or even harder stand out.

Changing culture alone can be lonely and limit the opportunity for the organisation and for the people in the organisation to grow through diversity. *pattillo* uses a networking coaching approach to build the confidence of the individual and then the richness of the extended social networks in the organisation.

The intimacy of one on one coaching allows the client to explore their voice and emotions of wanting to express their view, and remain true to their core. Our coaching clients express their deep desire to put their views forward, but don't know the words, voice, tone and body language that might help them 'crack the code' and get the results that they want in the workplace.

Network coaching uses social network framing and asks the client to identify a small group of trusted colleagues to assist them to identify and define their own personal brand, or what we call 'Freak Flags', something special about them which piques the interest of others. Freak Flags add to personal power because those who are interesting to others become well known as they have a natural starting point for others to use in any conversation. This in turn, enables relationships to form. Network coaching uses questions to appreciate the uniqueness of the coaching client so the group can provide caring feedback on how to turn up or down the dial of the Freak Flag to allow the client's uniqueness to shine through.

Network coaching sessions are followed up by one on one coaching for the client to project views confidently in meetings, present well, and develop rapport with leadership teams. By exploring their own uniqueness and strengths, in just a few sessions, these clients grow in confidence and put themselves forward for opportunities that make their career dreams come true.

The benefit to organisations who have championed this approach is an increase in their ability to generate fresh thinking and solve problems as diverse voices come through. And they become fabulous and invigorating places to work!

If you have someone in your team whose voice you would like to bring out (or maybe it's you) email Brenda@pattillo.co.nz to find out more.