



COACHING AUSTRALIA

6 Practical Strategies to Boost Engagement, Wellbeing & Leadership Impact

*Proven, easy-to-implement approaches to
strengthen leadership, lift performance,
and create thriving workplaces.*

1

Peer Learning Circles

- WHAT?** Create small, cross-functional groups of leaders who regularly reflect, problem-solve, and share insights.
- WHY?** Normalises shared challenges, reduces isolation, and builds collective wisdom — especially valuable for stretched mid-level leaders. Sustains learning over time. (*Addresses: Manager disengagement and lack of peer support*).
- HOW?** Run monthly 60-minute sessions with 4–6 leaders using light structure (e.g. themed prompts, rotating facilitation). Even without being part of a larger program, these can be set up as a recurring calendar invite with a clear format — making them easy to run, low cost, and self-sustaining once established.

2

Embed Coaching into Leadership

- WHAT?** Integrate simple coaching tools, powerful questions, and coaching mindsets (listening, reflection, empowerment) into everyday leadership practice.
- WHY?** Equips leaders to empower rather than solve, increasing ownership, connection, trust, and accountability while reducing leader overwhelm. (*Addresses: Manager overload, low autonomy, burnout, and ineffective leadership*)
- HOW?** Encourage leaders to experiment with open, curious questions in 1:1s or team meetings, and really listen to the answers (see our “*Powerful Questioning for Leadership*” cheat sheet for examples.). Add short coaching components to existing programs, role model coaching in leadership forums, and embed into organisational leadership frameworks.



3

Build an Internal Coaching Pool

- WHAT?** Upskill a small group of internal coaches to support leaders and teams during change.
- WHY?** Expands access to support without high cost and builds a culture of development. (*Addresses: Manager overwhelm, wellbeing, and need for scalable support*)
- HOW?** Select interested staff for foundational coaching training and clarify referral pathways. If formal training isn't possible immediately, start by identifying natural "go-to" people and giving them basic tools.

4

Firestorm Chats with Senior Leaders

- WHAT?** Host informal conversations where respected leaders share real stories of challenge, change, and growth.
- WHY?** Humanises leadership, builds connection, and creates psychological safety. (*Addresses: Disconnection from leadership and trust gaps*)
- HOW?** Hold quarterly 30-minute sessions with open Q&A. Keep them candid and reflective, not scripted. Choose topics that matter - resilience, wellbeing, career pathways, or setting boundaries - and encourage leaders to share authentic experiences and practical strategies. Can be run in-person or online, for large or small groups.

5

Recognition

- WHAT?** Make recognition a consistent and authentic part of everyday leadership.
- WHY?** Recognition is one of Gallup's strongest engagement drivers. Small, frequent acknowledgements reinforce desired behaviours and boost morale. (*Addresses: Low morale and lack of recognition*)
- HOW?** Incorporate weekly shout-outs, peer nominations, or "recognition moments" in meetings and newsletters. Encourage leaders to add 30-second "thank you for..." acknowledgements in 1:1s or team settings, making them specific and meaningful.

6

Leader Listening Sessions

- WHAT?** Have senior leaders commit to a short, concentrated period of structured listening across the organisation.
- WHY?** Signals that leadership is accessible and willing to hear feedback directly, building trust and connection. (*Addresses: Low trust in leadership, disconnection from employees*)
- HOW?** Each leader schedules 3–5 small-group conversations over a month. Keep groups under 8 people, use 3–4 open questions, and follow up with a "here's what we heard, here's what we'll do" summary.

EXAMPLE QUESTIONS:

1. If you were in my role, what's one thing you'd focus on?
2. What's working really well in your team right now?
3. If you could change one thing about how we work here, what would it be?
4. Where do you see opportunities for us to work better together across the organisation?
5. Is there anything you need from me or other leaders that you're not getting right now?