

How do we undertake to emulate and represent what we encourage others to do as leaders and reflective practitioners?

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ABSTRACT

Much has been written about both reflection and leadership, with a wide community of researchers and practitioners using different lenses and traditions. As a leadership consultant, I was also involved for over a decade in designing and facilitating training programs (Utilising AR/AL and other blended learning processes) to improve reflection and leadership skills for senior managers in corporate organizations'. I discovered that while there was much written and taught about the topics, leaders seemed to practise these reflection skills to a limited extent beyond the boundaries of the training program.

I also discovered that I in fact mirrored and embodied those very behaviours that I encouraged leaders to change in my professional and personal life, doing justice to the phrase, we teach what we most need to learn. Also, whilst there is much written, there is limited research specifically chronicling the iterative journey of the practitioner who is simultaneously modeling and learning from the application of the practice of reflection as a leader whilst enabling such a process for other leaders in-situ.

Drawing briefly from his current Doctoral Research, Eugene will facilitate a discussion on how I/we undertake to emulate and represent what I/we encourage others to do as leaders and reflective practitioners. Eugene will also briefly explore how he has employed Action Research, Organisational Development, Autoethnography and other situated processes to enable 'Deep/Critical Reflective Practices for himself and the organizations he has worked with.

ABOUT EUGENE

Eugene Fernandez has over 20 years experience facilitating leadership development, strategy and dynamic change processes within corporations and government organizations. Eugene's specific expertise lies in designing programs that include a whole organisation framework enabling deeper and more sustainable learning and growth. He has a unique strength of blending the latest research and theory to leadership and organisational practices making them both robust and extremely practical.

Eugene has been a keen proponent of Action Research and Action Learning for the past fifteen years and has designed and implemented AR/AL based Leadership processes within a number of organizations including: BHP Billiton, Bunnings, Guild Group, Masterfoods, Pluto Press, Roche, Social Change Media, Thomas Cook and others. Over 4000 managers have actively participated in his development interventions.

Eugene's roles included:

Associate for Macquarie Graduate School of Management (MGSM); Program Director for Melbourne Business Schools Mt Eliza Centre for Executive Education (MBS). Partner, International Management Centre Association (IMCA); Program Director, Australian Graduate School of Management (AGSM);

Management Consultant/ Trainer for the Australian Institute of Management; and as Manager of Organisational Development and Equal Opportunity for Australian Government Departments.

He is currently Managing Partner of Metanoa a boutique consulting business and an associate of both MBS and MGSM. He is completing his Professional Doctorate at the University of Technology Sydney. He holds a Master of Philosophy majoring in Organisational Change & Strategy with distinction from IMCA and various other qualifications in human resources and business.

For further information see: www.metanoa.com.au