

Leaders in Conversation presents

# STAYING AFLOAT: LESSONS FROM THE SEA ON NAVIGATING LEADERSHIP BURNOUT

In this episode of **Leaders in Conversation**, host **Crispin Swart** is joined by executive coach **Colin Koen** who shares valuable lessons on navigating leadership burnout which he gleaned from the experience of sailing the South Pacific Ocean.



## QUOTES BY COLIN KOEN



## NUGGETS OF WISDOM

- ◆ Burnout is really serious. The World Health Organization calls burnout the next possible global epidemic. Burnout is classified as an occupational phenomenon and not a medical condition.
- ◆ Leadership burnout is the feeling of emotional and physical exhaustion that comes from neglecting wellness. We generally have an inability to intentionally engage on the topic of burnout and wellness, as it is often stigmatised.
- ◆ Key components of wellness include:
  - Purpose and passion
  - Serving our why and our values
  - Step away and gain perspective
  - Choosing to be in the moment and 100% present
  - Setting clear boundaries
- ◆ Practical lessons from sailing the sea:
  - Gratitude is a wonderful balancer of chaos and trauma
  - You are not alone
  - Tap into your community and network
  - Appreciate the destination and what it took to get there!



## NUGGETS OF **WISDOM**

- ◆ Planning and preparation for the journey is everything
  - *Where are you now and where are you going?*
  - *What is the best route for you to take and what can you expect/anticipate along the way?*
  - *How will you prepare physically, mentally, emotionally and spiritually?*
  - *Who needs to be part of your journey?*
  - *How will you pace yourself, know when to slow down, stop, change course if you need to?*
  - *What is your emergency plan and how will you stay on track?*

- ◆ The map is not the territory
  - *What are you noticing that is not making sense?*
  - *How curious are you about this?*
  - *Where does the data contradict what you are seeing?*
  - *What assumptions do you need to be aware of and are your assumptions correct/accurate?*

- ◆ The power of Gratitude
  - *Are you grateful for where you are and what you have at the moment?*
  - *When did you last stop, step back and look around?*
  - *What in your current situation can you be truly grateful for?*

- ◆ The yacht is purpose build and all excess baggage is stripped off
  - *How clear are you on your purpose and what "excess baggage" are you carrying around with you that may be weighing you down and holding you back?*
  - *What in your system does not support or contribute to the achievement of your purpose?*
  - *How well is your system being maintained?*

- ◆ We need to constantly observe, adjust and persevere
  - *Have you built systems, processes and practices to adjust to conditions?*
  - *How will you build grit in yourself and your team?*
  - *What back-up systems do you have?*

### Sailing in a VUCA ocean

- *Remember your circle of influence*
- *Hit the swells head-on and keep going*
- *Steady speed - too slow or too fast are dangerous*
- *Always have a plan B, C, D & E*
- *Take every caution - complacency can be deadly*



COLIN KOEN

Colin is the Head of Human Capital at the Nimble Group. He is a Certified Reinvention Practitioner and COMENSA Credentialed Coach. Over the past thirty years, Colin has had the privilege of working with professionals and business teams to help them achieve extraordinary results through coaching, training and facilitation. Colin has worked with clients to set goals that are both audacious and inspirational and help them to explore creative solutions, develop new behaviours and commit to courageous new actions.

## VIEW RECORDING



[LiC: Lessons From The Sea](#)

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