**Coaching Model and Activities for Trauma-Informed Leadership Development**

Recommended Coaching Model: Internal Family Systems (IFS) with Trauma-Informed Integration

Why IFS is Ideal for This Client:

IFS conceives of every human being as a system of protective and wounded inner parts led by a core Self, where parts that have lost trust in the Self's leadership will "blend" with or take over the Self. This perfectly matches the client's protective "manager" part that has taken over leadership functions while the wounded "exile" parts (childhood military trauma) remain unhealed.

The IFS Self-Leadership model offers a transformative leadership framework that is both practical and profound, with principles easily transferred to professional leadership and organizational development. Using IFS, coaches help clients quickly access a state called the Self which is characterized by qualities like calm, clarity, curiosity, and compassion - exactly what this leader needs to move beyond protective defensiveness.

Key Coaching Activities

1. Parts Mapping and Recognition

* Activity: Create a visual map of internal "parts" (Protective Manager, Wounded Child, Cynical Critic)
* Purpose: Help client recognize when the "Protective Manager" part is making decisions vs. when they're operating from Self-leadership
* Application: Managers take on a preemptive, protective role, influencing how a person interacts with the external world to prevent painful experiences from flooding conscious awareness

2. Self-Leadership Assessment

* Activity: Regular check-ins using the question "What part of me is responding to this change initiative?"
* Purpose: When differentiated, the Self is competent, secure, self-assured, relaxed, and able to listen and respond to feedback
* Application: Distinguish between reactive protection and conscious leadership choices

3. Trauma-Informed Somatic Awareness

* Activity: Body-based awareness exercises to recognize physical stress responses to change discussions
* Purpose: Trauma-informed coaching includes training in client regulation, brain-body connection, and behavioral reactions
* Application: Develop early warning systems for when trauma responses are activated

4. Reframing Protection as Conscious Leadership

* Activity: "Values Archaeology" - uncover the positive values beneath protective behaviors
* Purpose: Trauma-informed coaching emphasizes honoring values and making principle-based decisions, using current strengths to reach future goals
* Application: Transform unconscious protection into conscious servant leadership

5. Developmental Reparenting Work

* Activity: Dialogue between current Self and the child who experienced multiple moves
* Purpose: Exiles represent psychological trauma, often from childhood, and carry pain and fear that may become isolated from other parts
* Application: Heal the wounded parts that drive current protective responses

6. Safe-to-Fail Experiments

* Activity: Small organizational change experiments with built-in support systems
* Purpose: Create new neural pathways around change being potentially positive
* Application: Gradually rebuild trust in organizational processes

7. Team-Centered Self-Leadership Practice

* Activity: Weekly team check-ins from Self rather than protective manager parts
* Purpose: Trauma-informed leaders act as "servant leaders," who view their employees as resources to be developed rather than tools to be used
* Application: Model Self-leadership while maintaining appropriate care for team

Statement of Support

Your deep commitment to protecting your team reveals the heart of a true servant leader—and while that protective instinct was born from your own painful experiences of instability and loss, it can become your greatest leadership strength when you're able to lead from your centered Self rather than your wounded parts.