

Can I ? To I Can !!

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Coaching Fundamentals



- Coaching is a multi-disciplinary approach
- It borrows concepts from communication, psychology, management development, motivation, creativity and other disciplines
- It works through facilitative learning, solutions focus, challenging the individual, encouragement and **a defined, tested process**

Principles of Coaching



- Coaching does not focus on others but on introspection, ownership, insight and consequent transformation.
- Coaching is not about providing solutions. It is about helping people overcome the blocks that have prevented their discovery by the coachee.
- Executive / Business / Life coaching is designed to cut through the denial and platitudes and get to the get to the thinking that is determining behaviour and results.
- It takes the coachee from 'Can I ?' to 'I Can!'
- From Ideas to Actions
- From Potential to Performance

Essence of Coaching



- People don't need to be managed, they need to be unleashed - Richard Florida
- Coaching is unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them – John Whitmore

Zero - The Approach



- *Experiencing the route is as important as reaching the destination*
 - Work with a generic route map to achieve goals
 - Actual route is adapted as per client needs
 - Observation is as important as reaching the destination
 - Self observation along the route provides insights
 - Emphasis on Self Directed Learning & Facilitative Approach

One – Build Trust



- *I can walk a long way with someone I trust*
 - Build rapport
 - Demystify / explain coaching
 - Illustrate, if needed, by an introductory session
 - Enrol



Two – Collect Information

- *What lies behind & in front of us is tiny compared to what lies within us*
 - Use 360, MBTI, Firo B, Kolb Inventory , Life maps, Life point interview
 - Selected tool depends on organisational objectives
 - Serves as an effective starting point
 - Kick starts the self awareness process



Three – Find your North Star

- *No wind is right for the ship that has no destination*
 - Identify desired outcomes
 - Fine tune them into goals
 - Focusing on the solutions gives a different result to taking apart a problem
 - Challenge ourselves, find our own answers
 - Get buy in of other stake holders, if any

Four – You are here



- *To make a route you must know the starting point*
 - Identify current realities
 - Ensure that they are accepted

Five – Which route to take?



- *Old roads lead to the same places*
 - Develop strategies
 - Generate options
 - Define actions
 - Change Being
 - Change Behaviour
 - The Iceberg Principle



Six – Review the Route

- *Without milestones it is easy to get lost*
 - Review action points
 - Pick up feelings, emotions, learnings , insights
 - Celebrate successes
 - Work out needed support systems
 - Define fresh action points
 - Repeat steps in each session till goals are achieved
 - Step-by-step approach produces long term change
 - Real change takes time, commitment and focus.

Seven – Take Stock



- *So how was the journey?*
 - Relive the journey
 - Generate final reports
 - Arrive at completions

Coaching versus ...



- *Let's say you wanted to learn to drive a car.*
 - Therapist, the therapist would help find what might be holding you back from driving the car. He would delve into your past to discover what kinds of experience you have had with automobiles.
 - Consultant, the consultant would bring you an owner's manual and tell you everything you ever wanted to know about the workings of a car. The consultant would then leave and return six months later to see how you had managed the actual driving part.
 - Mentor, the mentor would share her experiences of driving cars and the wisdom and lessons from rich experience with the matter.
 - Manager, will assess if you know how to drive, send you to a training program, set a target to reach, remove obvious obstacles & rate you on performance
 - Coach, the coach would seat you in the car, place himself in the passenger seat, and encourage, endorse, acknowledge and support you until you felt comfortable enough to go it alone
 - Source :Feroce Coaching website

Coaches believe that ...



- Thinking change starts with an insight
- It takes a shape with a vision or an overwhelming need
- It gets clarified by questioning
- It grows with conversion to actions
- It is supported with encouragement
- It is cemented with repetition
- AND so take clients from Can I to I Can