



YATIN SAMANT

## Executive Coaching & Mentoring

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# Coaching Significance



- Decisive difference between an Outstanding performer & an Ordinary is not the 'Talent deficit' but a 'Perspective deficit'
- Most remain underleveraged not due capability gap, but being blind to what they can't see
- Coaching is high value intervention for high performers in their journey to realise their full potential
- Need for Coaching is eternal
  - Everyone at every stage in life needs until there is unrealised potential

# Coaching for Capability Building



- **Coaching can be for everyone**
  - **Corporate leaders, Professionals, Entrepreneurs**
- **Coaching is different from other forms like Mentoring, Counselling & Consulting**
- **Coaching helps in capability building whereas Mentoring, Consulting & Counselling tend to create dependence**

# Coaching: What



- **Coaching is a human development mechanism to help performers be best at what they desire**
  - **It is neither for non performers, nor about skilling or training**
- **Coach's role is not to give a ready solution; but help find your own**
  - **Best solution for you is within , You are the best person to discover**
- **Coaching creates Clarity, Insight & Perspective**

# Coaching: How



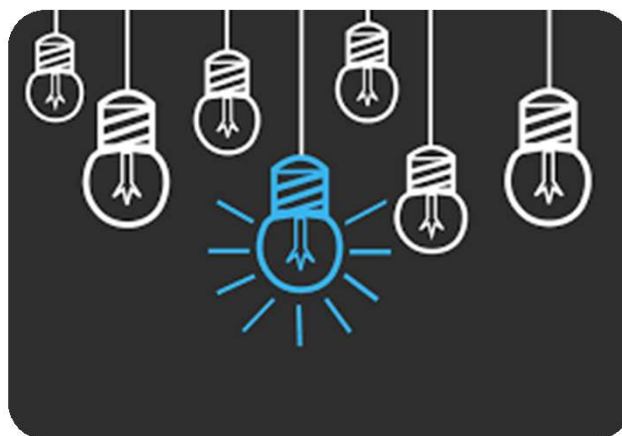
Coach works via following mechanisms:

- Creates awareness about purpose, values, strengths, and developmental needs
- Listens actively, with high empathy (speaks less)
- Challenges ‘set ways’, unfounded beliefs; asks right questions to create fresh, new perspectives
- Facilitates process of developing options
- Helps establish pathway, a committed action plan
- ‘Walks the way’ with client to support, encourage and inspire

# Coaching Applications



- **Coaching is for:**
  - **Complex, business scenarios demanding new, differentiated approaches**
  - **Performance pressures: Quick & visible results**
  - **Competitive challenges: Within, Outside**
  
- **Coaching can be best used in following situations:**
  - **Stuck midway in career, looking for breakthrough. Role transition**
  - **No clarity about business direction. Need for Strategic planning**
  - **Bright solo worker, now Team responsibility (Interpersonal issues)**
  - **Performance management issues, managing feedback**



Thank You