



Evannovations
infinite possibilities

WHY COACHING

DISCOVERY TO DESTINY

SOME BARRIERS TO GROWTH

Systemic

- Culture
- Education
- Exposure
- Family
- Value and belief systems
- Unconscious bias
- ..



- Self limiting
- Unquestioning
- Complacency
- Negativity
- Resigned
- Inhibited
- Egoistic
- ..

Individual



WHY ONLY TRAINING IS INSUFFICIENT



- Training is usually a one-size-fits-all and not designed for an individual's specific needs
- Learnings are forgotten after a period of time, especially if there is no opportunity to apply
- Training is usually brief, and so does not provide the cyclic opportunity to reflect, course correct, and improve



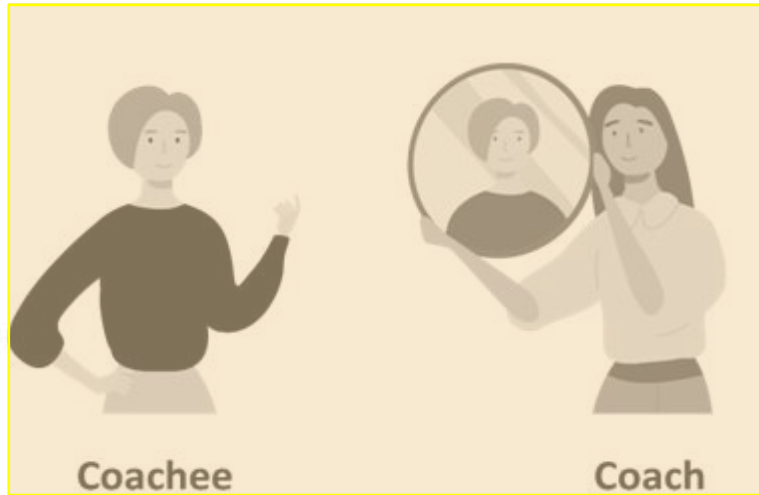
HOW COACHING COMPLIMENTS



- Training followed by coaching is the most effective way to transformation
- Coaching provides the individual an opportunity to design their own growth path
- Coaching takes into consideration, the individual's strengths and shortcomings in arriving at the goals for improvement
- Coaching provides a platform for non-intrusive, non-judgemental reflection of progress



WHO IS A GOOD COACH?



A good coach aids the coachee to reflect, rather than teach and preach.



A good coach helps chisel out the best version of the coachee, rather than cloning the coach.



THE GENERAL MODEL APPLIED FOR COACHING

The GROW Model

Goal

What do you want?

Reality

Where are you now?

Options

What could you do?

Will

What will you do?



*Developed by Sir John Whitmore



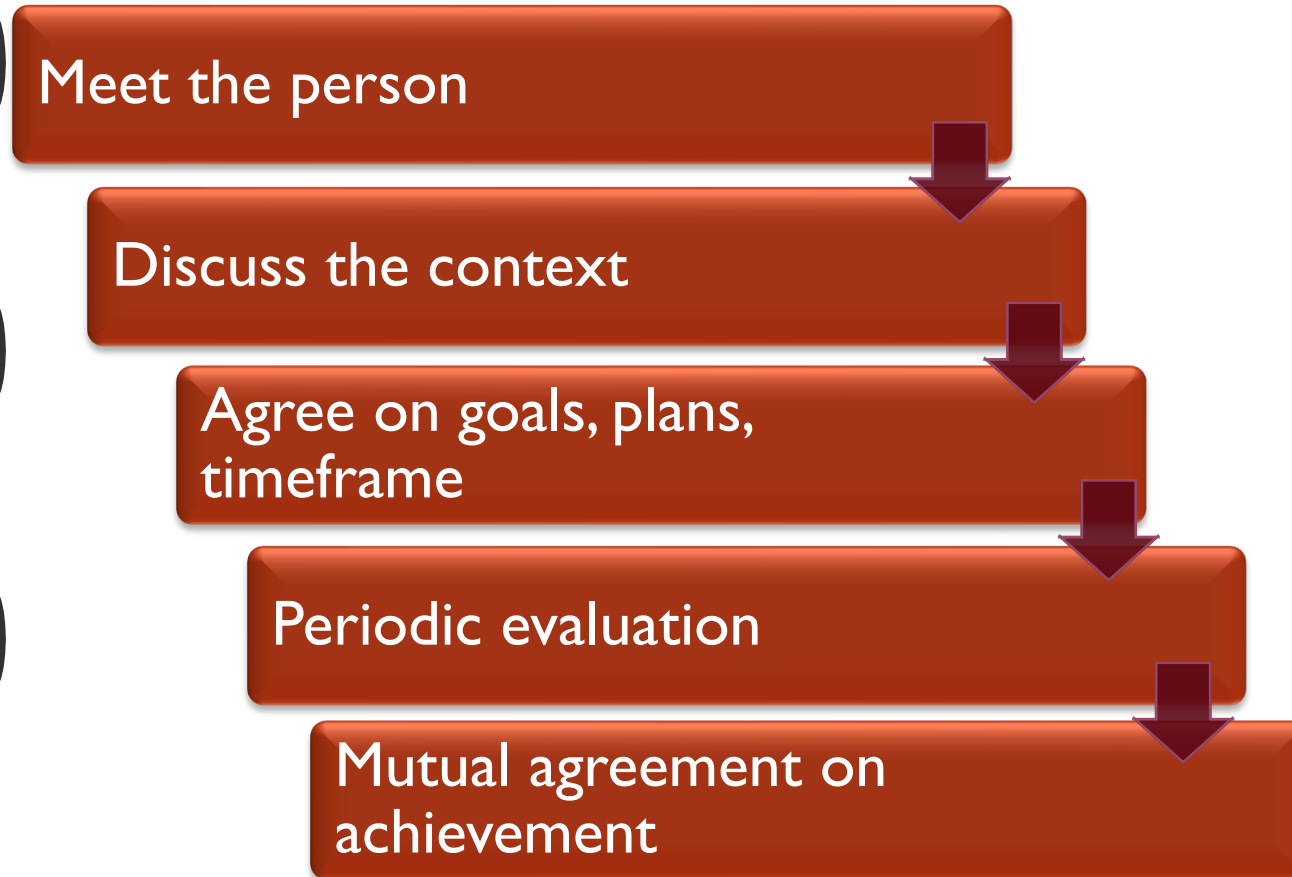
COACHING STEPS



- A minimum of 5 coaching sessions are required to see the difference perceptibly. A part of the first session will be devoted to identifying the needs.
- The coaching sessions are usually 1-3 weeks apart.
- The coachee will be given practical assignments that have to be continued between sessions. These could be at the work place or in personal space of the coachee.
- An anchor within the organization – either the direct supervisor or a designated one – would be good if opportunities need to be provided for the coachee to practice the learnings.
- The coach will follow up with emails/brief calls as required between the coaching sessions.
- Confidentiality will be maintained between the coach and coachee and any disclosure will be made only with the consent of the coachee.



APPROACH FOR INDIVIDUAL COACHING





Evannovations
infinite possibilities

THANK YOU FOR
YOUR TIME

