

Coaching



“Everyone needs a coach. It doesn't matter whether you're a basketball player, a tennis player, a gymnast or a bridge player.

- Bill Gates

Did you know??

Apple Founder - Steve Jobs had a Coach

The Cricketer - Sachin Tendulkar had a Coach

Google CEO – Eric Schmidt had a Coach

**Nearly 80% of the Fortune 500 CEOs have
coaches ...**

Yes you heard me right ... 80%

**& guess whos idea was it that they should have
coaches ... The CEOs**

So, why do they all want coaching??

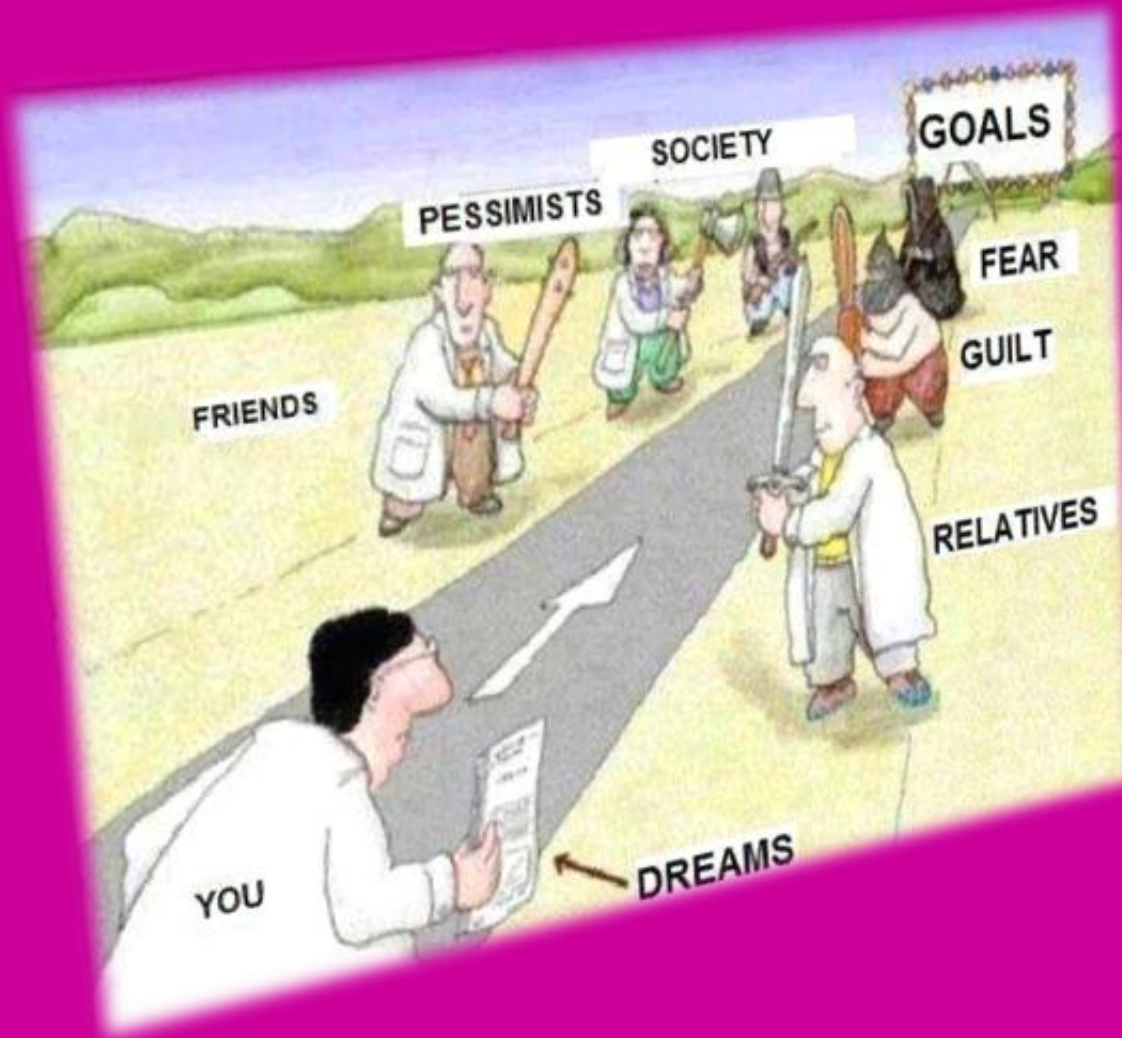
Coaching is a systematic process helping a person gain clarity in thoughts ... it is a process used for

knowing which path to take

how to take

when to take

with whom to take



Does this look like what happens to most people you know.. Maybe to you too??

Coaching is

“Unlocking a person’s potential to maximize their own performance.”

Whitmore (1996)

Coaching ...

is Questioning for Understanding

has Individualised learning

focuses on Needs of learner

has emphasis on Development

deals with Present & Future

helps client to discover own answers

co-creating Relation for listing Actionable Results

Coaching is not only for...

people who are stuck

who procrastinate

who have special help needs

people low on confidence

not decided what they want in life

Coaching is also for...

Someone who believes has clarity

One who is high achiever

One who is successful in what he does

Happy, Energetic people

Someone who has a set Life Goal

Ten years ago, most companies engaged a coach to help fix toxic behavior at the top.

Today, most coaching is about developing the capabilities of high-potential performers.



Did You Know ..

Top 3 reasons coaches are engaged

Coaches are no longer most often hired to usher toxic leaders out the door.

- 1 Develop high potentials or facilitate transition **48%**
- 2 Act as a sounding board **26%**
- 3 Address derailing behavior **12%**

Data Courtesy - HBR

Coaching Helps the client

Discover Own Answers



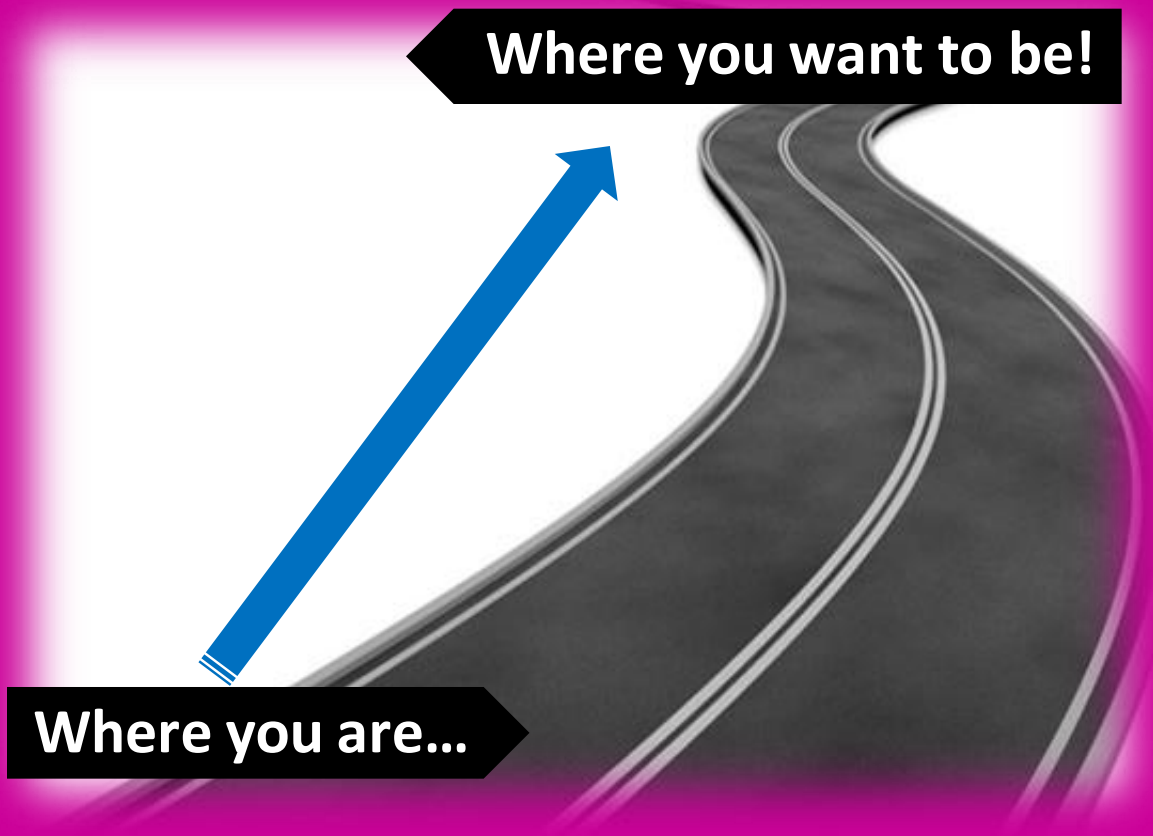
Coaching Helps a person ..

Live life with more
resourcefulness,
moving towards identified goal

A Coaching journey can be for..



**Building Skills
&
Dropping
limiting belief
to get from ...**



Unearth what
you really want
to be ...
Discover your
Purpose..



**Manifest your
Dreams...
Achieve the
Seemingly
Impossible..**



How does Coaching *lead one to success?*

Through..

CATALYST APPROACH OF THE COACH



CATALYST APPROACH OF THE COACH

Through..

Trust Induced Relationship



CATALYST APPROACH OF THE COACH

Through..

Non-Judgemental Dialogue





CATALYST APPROACH OF THE COACH

Through..

Artful questioning



CATALYST APPROACH OF THE COACH

Through..

Intuitive Feedback

CATALYST APPROACH OF THE COACH

Through..

Learned Reflective Listening



Coaching & *Other Methodologies*



Coaching

For Personal & Professional Development

Focus on the present, guiding towards a desirable outcome

Solutions are of the & driven by the Coachee

Mentoring

For Professional Development

Focus on succession, training to do what a mentor does

Mentor is the Expert and has advisory role



Consulting

For Identified Professional Change

Focus on problems, information, giving advice, strategy and structure

Consultant is the subject matter Expert proposing changes in work situations

Therapy

For Personal Unresolved Issues

Focus on past and trauma, seeking healing

Resolves Identifiable dysfunctional emotional states

Common

coaching areas

- ✓ **Interpersonal and communication skills**
- ✓ **Time Management**
- ✓ **Balancing Work & Life**
- ✓ **Staff Development & Dealing with Conflict**
- ✓ **Identifying Gaps & Obstacles**
- ✓ **Strategic Thinking & Business Planning**
- ✓ **Customer Service Development**
- ✓ **And Many More...**

the Coaching Session



COACH MAKES COACHEE TO THINK OF

A new identity to become aware of who they are truly to generate a new self-concept.

What way they connect with environments and others?

What is very important and worthy to them?

What beliefs govern them? What determines their limits?

What capabilities they have?

What sort of behavior and action they demonstrate?

What do they notice happening? What evidence and results supports my unique existence?

COACHEE CHECKS WITH IN

Who is my real self? What inspires me? What is the purpose behind this?

What way my ideal self connects? What roles I take up?

What do I value? What is my contribution?

What are my core beliefs?

What are my competencies? What strategies and skills do I have?

How do I exhibit my intentions? How do I take new actions?

How do I notice I have changed/influenced the environments?

Benefits of Coaching

*Multiple research studies indicate an outstanding
ROI derived from coaching programs*



to the Organization

- ✓ Improved Powerful Conversations Ability
- ✓ Increased organizational capacity
- ✓ Reduced Attrition
- ✓ Higher Productivity
- ✓ More Team Cohesion
- ✓ More Effective Leaders



to the Employee



Improvement in:

- ✓ Productivity and effectiveness
- ✓ Reducing blind spots
- ✓ Communication and interpersonal skills
- ✓ Relationships with peers, subordinates and clients
- ✓ Teamwork
- ✓ Stress reduction

to Individuals



Experience & Have:

- ✓ Improved Relations with Loved Ones
- ✓ Higher Self-Esteem
- ✓ Improved Confidence Levels
- ✓ Higher Creativity
- ✓ Stress Free Life Transitions
- ✓ Achieve Bolder Dreams

ICF, International Coaching Federation

The most trusted body in the field of coaching, and have conducted several surveys related to coaching effectiveness



The key differentiator between coaching services and alternatives such as therapy or counseling, mentioned by industry stalwarts is that

“Coaching is seen as an *Action Plan* rather than an exploratory process.

As per a well known Lead Consultant for Culture,
Change & Engagement,

**“Coaching can sometimes be the only modality that
identifies and removes the barriers getting in the
way of the success of the leader or team.**

What people have to say about Coaching?



“Coaching has been recognized as a strategic lever in the development support of our leaders.”

—Internal Executive Coach

“They are successors for key positions and with coaching we are preparing them to be ready but also helping them to be prepared at a leadership presence level.”

—Human Resources Development Senior Professional

“Coaches are responsible for delivering progress to outcomes to the leader of the client, but not the content of the conversation. This is outlined at the start of the relationship and the relationship is not initiated until the document is signed by the client, the coach, the leader of the client and the HR Business Partner.”

—Talent Management Program Manager



Increased levels of employee engagement “Coaching is a driver of engagement and we know engagement is linked to the bottom line.”

—Head of Experience and Engagement

Reduced attrition “[We have had] lots of cost avoidance through decreasing turnover, career advancement, personal effectiveness...”

—Lead Consultant, Culture, Change & Engagement

Improved team working “For example in 2012 this person had one kind of behavior and attitudes, they went through the coaching process and they presented a different attitude and a change in the way they are managing the team.”

—VP HR

Eric Schmidt, Google CEO says the best advice he ever got, “you need a coach, everybody needs a coach”

[Click Here to see the video](#)

Don't Take our word for it

Take 1 hour Free Coaching Session

Experience the benefits of coaching yourself!!



Trust the Benefits of Coaching
& Want to help others Achieve Their Dreams

Join the Certified
InnerMost Shift Coach Training
Using BestLife NLP Approach
Under ICF Approval

Your Time to Start Impacting Lives Positively!!



Testimonials

With full faith in the trainers, knowing support, as promised is extended beyond the classroom training, *Sushma flew from Calcutta to attend the InnerMost Shift Coach training*

[Click Here](#) and watch her share her experience of the training and beyond

While Sahana expresses that the coaching methodology she learnt with AlphaStars Academy of Excellence, *has helped her bring about a shift within herself*, she will value it for life.

[Click Here](#) and listen to Sahana talk about her experience and learning



Creating Inner Most Shift in People™

www.indianlptraining.com

www.nlptrainingcoaching.com

Vision...

“Connect people to their inner resources and build a critical mass of outstanding people to lead the BestLife possible!”

for over 22 years, AlphaStars has successfully
empowered people and organizations to
Achieve the Best
in every stream of life.



Passion to Empower People

It all began in 1992, with a question in mind, “How to give people something that would lead them to be outstanding in their class and achieve the best in life?” as Sat & Siri (the Master Trainers) deeply wanted people to do the best, they booked a domain sending our intent to the world.

NLP, ICF & Marshall Goldsmith certified Coaches

Sat Puram Singh Khalsa

&

Siri G P Kaur Khalsa

Have Trained 1000s for Authentic Certified NLP training
(Certified by Dr. Richard Bandler – Co-creator of NLP) and many
more trained on Different Skills using understanding of Human
Behavior and NLP technique

They have **coached** people from **Leadership Level** to a **lay man**,
and helped them **achieve outstanding results**

