



DISCOVERIES WITH COACHING

FOREWORD BY
JOHN MATTONE

World's No. 1
Executive Coach

'Must read for your personal growth'

**EXECUTIVE
AND LIFE COACHING**

SNEHASISH DUTTA



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Coaching has been at the core of personal and professional growth of an individual. Across countries and professional coaches who have been coaching individuals and would have crossed several hundreds of hours for their growth, I was happy to get feedbacks and some insights from experts and their insights. Let us hear from them.

1.

Jeanine Bailey, ICF - Master Certified Coach (MCC), Australia

Co Director and Co Founder, Empower World (www.empowerworld.com)

Certified Coach Supervisor | Coach Mentor

The transformational power of a coach's belief in their client

Professional coaches support clients to uncover their deeper truth and future possibilities going forward. They don't guide or advise their client. Coaches believe their clients know the answers to the questions they ask themselves, which may not be clear to them because of their unconscious ways of thinking, being and doing. The coach supports their client by listening deeply to what they share with them in a psychologically safe place, reflecting back what they notice and hear (spoken and not spoken) and asking thought provoking questions to uncover the client's 'blind spots' in their thinking to create greater conscious awareness and tap into their wisdom and personal truth.

A principle, which underpins the power of coaching, is the belief our clients are naturally creative, resourceful and whole. When coaches adopt this principle, it stops them from rushing in to rescue the client with their own thought of answers. If they do, it limits the client from expanding their thinking and tapping into their inherent wisdom about the way forward with their presenting opportunity or challenge.

This principle may sound good in theory, but a new or even more experienced coach might not practice this principle initially: perhaps guiding and leading their clients according to where their intuition or beliefs think the client should go. And although those ideas might work for the coach, they may not work for the client.

The power of this principle came to reality for me when I was training indigenous women to become professional coaches. A coaching opportunity presented itself when one of the women was incredibly brave and brought in a vulnerable topic. I remember holding the space - allowing silence - after asking an open question after she shared her overwhelming struggle. I didn't come in with another question, or leading questions or words to push down the pain. I trusted this woman, and what she brought into the training for her learning. It felt like everyone was on the edge of their seats as the silence lingered on after asking my question. And all of a sudden, the client's energy and physiology changed into something very powerful. It was like she found her 'mana' (strength and self-worth). She transformed from not knowing the answer for herself to digging deep inside to find an empowering way forward.

When we unpacked the experience, the woman shared it was evolutionary for her. She said, 'It was like we were in our bubble, just the two of us. I could feel the energy from you, Jeanine. I felt you believing in me. And you 'held me' and that allowed me to go into scary places and find my own powerful truth about who I truly am.'

Based on this experience, I too felt transformed as a coach. I know now, if I hold the space for my clients and see them as naturally creative, resourceful and whole, my client will find the answer within.

If we see our client as broken or need mending, that energy is potentially being transferred to your client. So, it's about being mindful about how we show up, the principles we adhere to and who we are being as a coach to support our client to identify and create powerful changes. So, if you are a new - or a more experienced coach, let go of wanting anything for your client and trust they'll find their own way. A client may not come up with their answer straight away. It might take an hour or a day or a few weeks or months' time. If you champion them and acknowledge they are incredibly capable and creative - that they will find their way when they're ready - you are supporting your client to recognise they are naturally creative, resourceful and whole.

2.

Vijayalakshmi S, ICF MCC and EMCC - India

Master Coach & Mentor (ICF & EMCC) Coaching Evangelist President - ICF Chennai Charter Chapter
Founding Volunteer Leader - CoachesForYou

Navigating life in our present times - with some help! The last 18 months since the advent of the Covid-19 pandemic, has brought to the fore the reality of a general state of confusion, inertia and loneliness. No one seems to have the answers to many seemingly basic questions, and many of our old ways of working & being had to undergo overnight changes. These times have been undoubtedly been hard times of resilience & personal growth for humanity, sparing none. However, it has also provided us an opportunity to take a hard look at the lives we are leading and about what choices we need to make, going forward.

These are times when we could all do with a bit of help! While this help is available in many forms, from people in our lives and in the form of friends, family and colleagues, it is also available professionally. It's the time for helping professions such as Coaching to show up, to support people to navigate through confusing and challenging times.

Coaching, simply put is a partnership that allows one to realize their personal & professional goals, explore and maximize one's full potential. And there could be no better time than now for coaches to partner with clients to help them navigate cross-roads of their life. Be it in the areas of health & wellness, conflicts, career, relationships or life in general, coaching can help! The pandemic has provided an opportunity for us to consider "resetting" our lives, and coaching is a powerful way to facilitate such resets, simply because the client finds their own answers to existential questions through a process of deep reflection, enquiry and dialogue, in a safe setting.

As a professional practicing Coach, the last 1.5 years has provided me an opportunity to support & serve people from different walks of life, ages, cultures & geographies, both commercially and pro bono. It has left me feeling fortunate about the real difference my contribution is making in small ways to heal the world that seems hurt. I would like to leave you with a message - If you are navigating a challenging phase that seems over-whelming or simply wish to work on a different direction in your life, you don't have to go it alone - give Professional Coaching a try!

3.

Marco Buschman, ICF - Master Certified Coach (MCC), CTPC , CPCC , Netherlands

Managing Partner COURIUS and author of 'The Connection Quotient'

In one of the coaching courses I conduct, I invite participants to ask each other the question: What is your biggest dream? This always produces some special moments. First there's the sense of confusion as the participants think, what is my biggest dream? Do I actually have one? But gradually, as more people have asked them the question, and everyone has heard other people's answers, you can feel the positive energy and mutual inspiration that is being created.

The participants make contact or re-connect with what is important to them. And they immediately make contact with others at a deeper level. Almost everyone is grateful they did the exercise and acknowledge that the question should be asked more often. And yet, when I ask them how often they ask a colleague or a friend this question, the answer is typically: "Well, never, actually." Why is it that we hardly ever put this question to ourselves and others? Probably because we are so caught up in the process of delivery. We act as Human Doings, being tasks and results oriented and adding value to the process and our customers. Keep doing that I would say. And, next to being a Human Doing, also be a Human Being. Life's not only about being successful, it's also about feeling fulfilled. It's not only about chasing ambitions, it's also about living your dreams. It's not only about earning money, it's also about experiencing happiness. Etcetera.

This is where coaching fits in. The process of coaching helps (or challenges) you to look inwards. Not only to reflect on your actions, but also to introspect on your behaviour. What defines who you are and drives your actions? Amongst others your thoughts, your emotions, your personal values, your (limiting) beliefs, your fears, your desires, etc. It takes courage to explore this inner world.

Are you ready to look inwards and to open up? To live your bigger game? To have courageous conversations and to act on the insights? If the answer to these questions is yes, then reach out to a coach and be ready to being a powerful Human Doing AND Human Being. **Enjoy your journey!**

4.

Kaushik Mohapatra, Founder & Director , Indian Leadership Academy , India

International Leadership Trainer, Speaker, Master Coach , Author

Lead Like a Coach

Did you know that Coaching is the most powerful tool for self-development in today's world?

Did you know that Coaching is the least used Leadership skill?

Did you know we can Model someone's Behaviour and accelerate our growth exponentially?

Welcome to the world of Coaching.

My name is Kaushik Mahapatra, a Master Coach, Leadership Thinker, Top Selling Author and the Founder of Indian Leadership Academy. In my 25 Years of work experience, i have been exposed to coaching for last 12 years both for my self-development and my team's growth and it has been an absolute game changer for me.

In the last decade, Coaching has evolved and has yielded better results than training and mentoring. However, Lot of people still can't differentiate between coaching and mentoring and are not able to reap the benefits of coaching.

For every leader or manager or someone who manages a team, coaching can certainly give you a new dimension and a new way of living both personally and professionally. Both Professional Coaching and Life coaching are getting extremely popular throughout the world and everyone is looking up to a coach in their life for getting clarity, continuous growth, Success, prosperity and ultimately find out why we do what we do.

Core coaching skills like empathy, curiosity and listening has become the most sought-after attributes for a Great leader and has helped good leaders transition from Good to Great.

In the next decade, I foresee that Education industry is going to be completely reformed through usage of coaching. Teachers, Professors and Educators would be exposed to coaching and it would bring a new dimension to students' growth, empowerment and success. Coaching would be a great tool for teachers to improve their ability to reflect it would assist them to understand why some students don't apply what they learn. Moreover, Teaching would be much more rewarding due to coaching as it is much more personalized for students. So we should not be surprised if coaching is added to the curriculum in schools and universities and students are getting exposed to coaching at a very young age.

Keep exploring the world of coaching !

5.

Eva Maria Scheid. Consulting, Coaching & Training, Germany

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How working with the Inner Family Systems (IFS) coaching approach can help reaching your personal and career goals.

Imagine this exemplary situation:

A part of you is longing for that dream job. And your credentials are really great so that your name regularly gets listed on the short list of hiring companies. However, another part of you seems to torpedo your plan from a hidden place. So far, none of the job interviews has led to the desired success: your dream job repeatedly goes to someone else.

Let's look at a second example:

Your co-worker and you are getting along well and you are very productive as a team. However, there is this one thing your co-worker does regularly which seems to drive you crazy: She arranges a specific date and time for a client meeting for both of you without checking with you. And while your diary is free and the date and time are generally speaking ok, it still triggers a certain unhelpful reaction of yours. While you know that the reaction is unhelpful, you are not able to change your behavior.

What power is at work in these situations?

Let's assume the parts with the unhelpful reactions in the above examples are stuck in the past and thus act from that perspective. They had good reasons for developing their views and beliefs back then. Their reactions were most likely needed to overcome certain difficult situations. But it seems those very same views and beliefs are now dysfunctional.

So how can you change the outcome?

When you embark on a transformative and enriching journey with the Inner Family Systems approach, you will get to know your parts (the members of your inner family). As you start to understand the

individual story of each part and its positive intention, transformative and game changing outcomes are possible. Parts will most likely change over time and redefine their role.

Let's revisit the examples.

In the first example, the torpedoing part could evolve into a part that helps the Self via ensuring the new job is really a good fit. Maybe it performs a thorough due diligence and helps finding the best option. It could also be that the torpedoing part wants to protect you from shame and thus doesn't want you to act out. Understanding those old feelings and leaving the shame behind could enable a strong self-expression. You never know up front. It is really an individual transformation.

In the second example, the part demonstrating the unhelpful behavior might be in strong need for autonomy. The transformed part might be able to ensure an adequate level of autonomy in a calm and relaxed manner.

We are talking about a discovery journey with amazing and often unexpected insights.

A single session can already make an initial difference for a certain situation. A handful of sessions makes it more sustainable. Giving your core Self more air-time and working with all the members of your inner family (maybe 12-15) will take some time.

You've Just Finished your Free Sample

Enjoyed the preview?

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