



# Leadership Coaching

**KAALP**   
CONSULTING LLP

*Inspiring Leaders*

## Coaching Philosophy

The digital era has set in motion significant changes and has imposed considerable challenges on leaders. Executives have to deal with disruption, uncertainty, competition, increasing customer demands and heightened performance expectations from their employers. Besides, the pandemic has further accentuated the complexities that leaders have to deal with. To help leaders succeed in such tough business environments, Coaching has become an effective vehicle to enhance leadership capabilities and raise the performance bar for leaders and their teams.

In our approach to coaching, we lay emphasis on helping our clients realize the power of the human mind and make good use of the most powerful instrument we have at our disposal. We use established coaching tools and techniques which inspire and motivate our clients to widen their mental horizons, think strategically and improve their creative, influencing and emotional intelligence skills.

Most of our coaching is centered on '*Transition or Career Coaching*' to help leaders enhance their skills, grow and succeed. We have coached board members, CEOs, Presidents, VPs and other senior leaders in leading organisations. In several instances after we coached our clients, they have been elevated to the board, nominated to the management council or promoted.

## Coaching Framework

From the experience we have gained from several coaching assignments, we have evolved our coaching methodology which is detailed below:

### 1 Setting the Context

- Discussions are held with the HR Lead, Coachee's Manager and the Coachee to:
  - Understand the background, motivation and commitment levels for coaching.
  - Clarify roles and expectations of the stakeholders: the coach, coachee, and the sponsor

### 2 Preparing for the Coaching Journey

- A rapport building cum chemistry match session between the Coachee and Coach.
- Pre-coaching 360o feedback either based on survey with responses from self, juniors, peers and seniors or alternatively through 8-10 interviews with key stakeholders.

- Assessment of the 360o findings and recommendations
- Establish desired outcomes of coaching, from the coachee’s perspective and from the perspective of the sponsor:
  - Before the coaching sessions begin, we assist the Coachee to prepare a **‘Coaching Objectives’** document which states the areas of improvement that the Coachee will work on, along with evidence procedures to validate the improvements.
  - These objectives are drawn up based on a combination of the 360° assessment, the Manager/Supervisors inputs as well the Coachees’ own preference of development areas.

### 3 The Coaching Journey

- One on one coaching sessions which typically last for about 1.5 hours.
- The frequency of coaching sessions are mutually agreed between the Coach and the Coachee. The number of coaching sessions are determined by the coaching objectives the Coachee has set.
- The coaching sessions are either held in person, through video calls (MS Teams, Zoom, Google Meet etc.) or over telephone.
- Action plans are set by the Coachee at the end of every session and progress is reviewed by the Coach in subsequent sessions.
- Reference reading material, white papers and articles are shared to support the Coachee in his/her development journey.
- During the coaching journey, periodic review sessions are held with the Manager, HR or other stakeholders along with the Coachee to evaluate whether the coaching is yielding desired results. Necessary course corrections are taken if required.
- Our Coaching is ‘Solution Focused’ – self-discovery process, which helps the coachee to achieve transformational mind-set change and enhance their leadership performance and effectiveness.
- The conversations held between the coach and the coachee during coaching sessions is absolutely confidential and will not be shared with anyone unless the coachee is agreeable to share information with others.
- We stringently adhere to the International Coach Federation (ICF) code of conduct and guidelines in all our coaching assignments.

#### 4 Post Coaching Review

- At the end of the coaching journey a post 360° feedback survey is done to measure the change.
- A closure session with key stakeholders to review the outcomes achieved and the way forward.

## Our Coaches

We are a group of certified and experienced Coaches with a combined experience of 150+ years. In our working careers we have demonstrated proven capabilities as CEOs and CXOs with leading global corporations in building, nurturing and mentoring high performance teams. We have managed several change management programs and transformed businesses for sustainable and profitable growth.

We have coached over 150 executives in leading Indian and multinational organisations. Some of the clients who we have used our services are listed below:

