

Life Learning Solutions along with **SMR - Malaysia** brings you a 3 days-

International Certification Program on Coaching.

Coaching for Breakthrough Performance[®]

A Program which delivers Real Results In Real Time!!



Coaching is fast emerging as one of the most powerful and effective tools for leaders to develop and empower their teams to achieve peak performance in the shortest possible time.

Coaching for Breakthrough Performance empowers Leaders to maximise results by building individual & team capacity which helps sustain results in the medium & long term.

Program Context

- Coaching starts with a premise wherein the coach believes in the inherent potential of a coachee and guides him through a process for reflection, inquiry and self -discovery to unlock his potential.
- Building awareness, responsibility and self –belief, leading to breakthrough results is the goal of a Coach.
- Participants will understand their individual leadership styles and how it impacts the coaching process.
- This workshop will help people alter their every day business conversations (which are any way done) into coaching opportunities.

Who Should Attend

This workshop is designed for the following audience -

- Middle & Senior level managers who lead individuals & teams & are responsible for delivering business results.
- HR Professionals, Trainers, Professional Coaches and Counselors who play a key role in facilitating change, performance & developing people.

Key Program Contents

- Role of a Coach
- Integrity and ethics in Coaching
- Facilitating Growth – Mentoring, Coaching, Counselling
- Self Awareness - LEAD instrument
- Leadership Styles and their practical application in Coaching
- Creating Conversations of Consequence – Conditioned Listening, Generative Questioning, and Authentic Speaking
- GROOM[®] Model of Coaching

Workshop Outcomes & Benefits

At the end of the workshop participants will be able to -

- Engage in coaching conversations which deliver business results.

- Understand the impact of their Leadership Styles on the coaching process.
- Operate from a foundation of Integrity, Compassion and Commitment.
- Use the GROOM[®] model as a framework to develop and empower people.
- Enhance skills in managing, leading & developing people.

Methodology

- This is a highly experiential three-day workshop. It combines facilitated discussions with exercises, guided skill practice through role –plays and video shoots, and group feedback.
- Personal reflection and self-assessment are important components of each activity.
- You will also be asked to bring and use examples from your own experience to practice and build upon your skills.

Benefits For You

- Confidence to delegate
- Improved balance of Priorities
- Ability to engage Team
- Enhanced Individual Productivity

For Your Team

- Ownership for Results
- Trust and Openness
- Creativity & Initiative
- Motivation for Breakthrough Performance

For Your Company

- Improved Profits and Results
- Staff Retention
- Higher Efficiency
- Builds a Leadership Pipeline

Certification Process

About SMR Malaysia

SMR has been in the business of HR related services across the Globe since 1978.

Headquartered in Malaysia, SMR provides the full spectrum of HR solutions and training programmes from technology, consulting & outsourcing, training & events to learning resources for maintaining, developing and nurturing talent.

Visit www.smrhrd.com for details

This programme awards a certification to each participant for attending the workshop subject to fulfilling the certification requirements during & post the workshop.

Coaching for Breakthrough Performance
is the Foundation Certification Course.

- Deepen the journey towards Coaching Mastery
- The Intermediate and Advanced Levels being announced shortly!

Kindly contact the facilitators for more information.

Criteria for Certification

Foundation Certification Course: Coaching for Breakthrough Performance

Successful completion of 3 day workshop which includes -

- Participation & evaluation during the workshop
- One to one feedback session with the facilitators
- Individual Development Plan

Post the workshop

- One Group Conference call at the end of 3 weeks after the workshop
- One to One tele - Coaching session with the facilitators
- One Coaching assignment within the Organisation
- Completion of the Individual Development Plan and Coaching Journal

For the Sponsor Organisation

- A Personalised Feedback Report on each participant

Ashwin Pasricha



Ashwin has 18 years experience in operations, group facilitation, training and human resources development. He has worked across several industries over the years namely hospitality, ITES, IT and Telecom.

He specialises in Leadership development, Team working, Group facilitation & Coaching, Personal change and Transformation.

Academically, he holds a degree in psychology and management studies. He is qualified as a Practitioner in Myers Briggs Type Indicator and has explored human processes with the Indian Society of Applied Behavioral Sciences for 5 years.

Uday Khedkar



A Professional with about 17 years of Coaching, facilitation, and corporate sales / marketing experience. Uday specialises in the area of Leadership Training and Coaching.

An Engineer and MBA by qualification, he has undergone extensive training in Leadership and Behavioral Sciences and is a student of spirituality and psychology. He has facilitated workshops and delivered keynote addresses for diverse audiences in countries like India, Malaysia, Vietnam, Indonesia, Singapore and Bahrain.

He holds professional certifications from Leadership University - USA in Business Coaching, Accredited Training Professional from SMR - Malaysia and is an MBTI Qualified Practitioner.