



Coaching for Performance 2024



PARIVARTHAN CONSULTATION & TRAINING SERVICES



Problem Statement

- World of work has rapidly changed and will continue to change
- Managers don't have all the answers or the bandwidth
- Prevalent leadership styles and capabilities are no longer viable and adequate





Solutions Required

- Necessitates a cultural transformation to address fast paced challenges
- Manager's key role is to help team members rise to their full potential
- To 'pull' instead of 'push'
- Evaluate and enhance the manager's toolkit



Coaching As The **Road Ahead**



- Managers embrace and model the coaching leadership approach.
- The 'soft skills' of coaching will be the 'hard skills' of the future.
- Tap the latency of employees and challenge them to perform at their best
- To 'ring fence' talent, increase human capital and employee engagement
- A more successful organisation



Structure of the Journey - 1

Interview of
Participants

Induction of
Participants

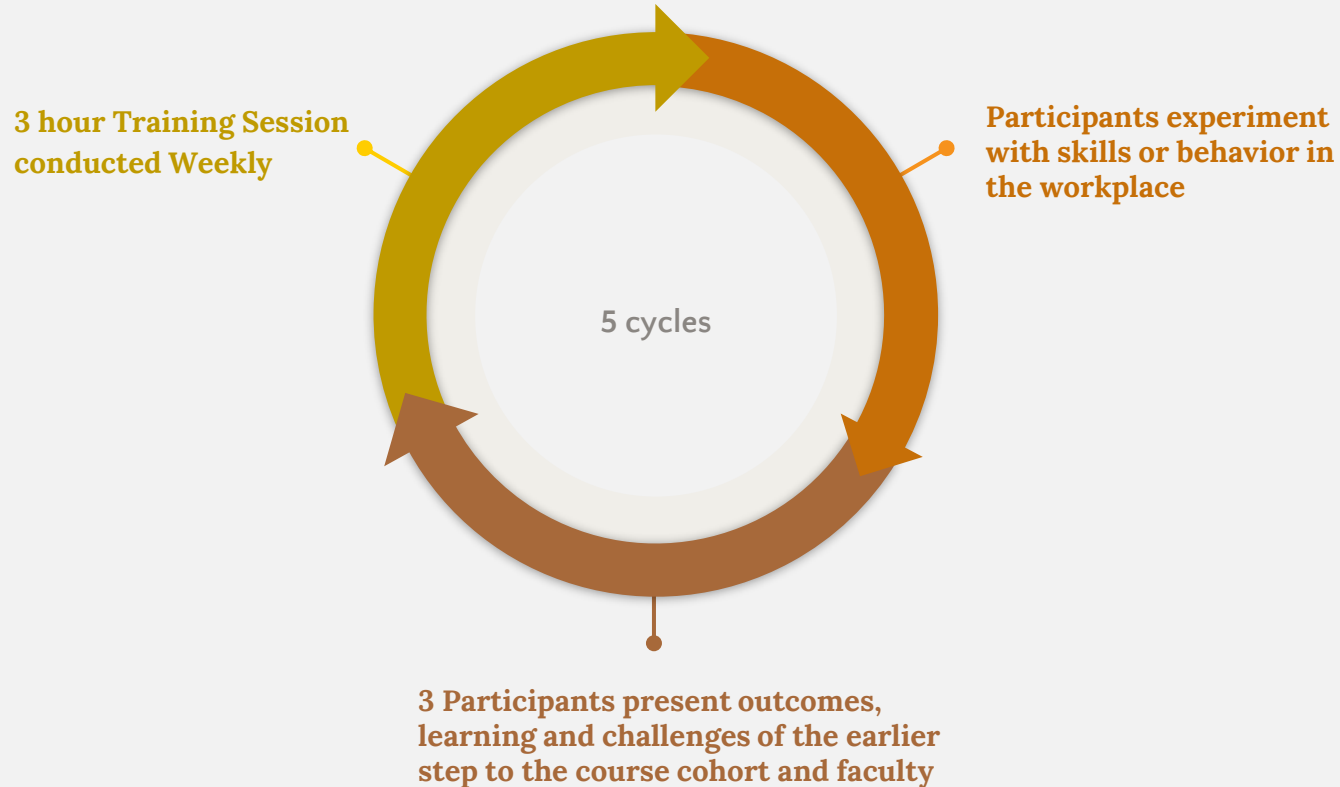
What to expect?

What is expected?

Clarity sought and provided



Structure of the Journey - 2





Structure of the Journey - 3

Assessment of Participant's Coaching Session.

- Participant will present video of ½ hour coaching session
- Faculty view video and process performance with participant



Final Presentation by Participant

- Participant will select a coaching topic and present to course cohort and faculty



Award of Coaching Certificates to Participants

- Will be awarded to those who met requirements and expected standards





Coach Profiles

Santha Kumar

As a leadership / transformative coach and seasoned trainer, Santha partners with his clients to unleash their immense potential to bring out the very best in them so that they can contribute more richly and produce superior business results for their organisations. Fundamentally, his primary motivation is to support his clients to become more effective, successful, and self-fulfilled.

Santha endeavours to bridge the gaps between where his clients presently are and where their immense potential can lead them to, who they currently are and the best they can aspire to become. Fostering their risk appetite and ambition, he will support his clients to stretch themselves and spark their growth and learning. The journey is usually a transformational one, designed to achieve high impact at two levels – individual and organisational.

Santha is also a qualified psychotherapist. Furthermore, he has decades of experience as a senior executive in multinational corporations, with his last corporate role being the CEO of Tandem Computers with responsibility for much of Asia. Prior to this role, Santha was Managing Director of NCR Malaysia. He has considerable international and multicultural experience; has lived, worked and studied in Asia, Europe and the US.



Coach Profiles

Bharathi Krish

Bharathi Krish is a Transformation Coach and an Impact Professional who specializes in getting the best out of individuals and organizations. A Chartered accountant by profession with over two and half decades of experience in Banking and Financial Services Industry as well as the Outsourcing industry, in domestic and international space.

A Change expert, a starry-eyed dreamer, she is excellent at working with companies to deliver superior performance and be best in class. She has successfully led global transformation projects delivering efficiencies and cost saves. As a core leadership team member, she set up a Financial Services hub for Standard Chartered Bank, including organization structure, processes, hub/spoke model, the span of control, dashboards, client service management, to name a few. Handled teams of various sizes (2 to over 200 members), geographies, cultures, and mediums. Mentored individuals, shaped careers. Experienced in running assessment centers to identify employer proposition, role requirement, competency/skill gaps, and deliver training plans and modules. Other than being a coach, she is also a facilitator, start-up advisor and public speaker. Overall, she is committed to transforming the world one smile at a time.



Why Parivarthan?

- *Parivarthan Counselling, Training and Research Center has been offering 'Skills Based' training programs for over 15 years*
- *Trainers are well-established Coaches, Counsellors, and Corporate leaders themselves.*
- *Offer not only theoretical but guided, real life and practical application of skills learnt with support and training from market leaders/trainers*

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