

THIS MONTH FEATURES...



FOUNDER'S ARTICLE

Niket Karajagi elucidates on coaching, an alchemy of success.



OD CONNOISSEUR'S ORATE

Mangesh Vaidya shares his thoughts on coaching as a universal language of change and learning.



OD ENTHUSIAST'S ORATE

Anita Alekar expounds on the role of coaching in today's parlance.

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KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER



FOUNDER'S ARTICLE



Niket Karajagi is a business psychologist and the Founder Director of Atyaasaa, which contributes to the top corporate brands globally. He is a certified MBTI practitioner, DISC certified trainer, NLP Master Practitioner and carries international accreditation for Saville Assessments. Niket is also a certified coach, a competency augmentation facilitator and assessor for Marshall Goldsmith's Stake Holder Centred Coaching and Global Leader of Future 360 assessment.

COACHING AN ALCHEMY OF SUCCESS

Is coaching an experiment, transformation process or a pseudoscience? It depends! Coaching has to be based on validated models and tools; it is a structured intervention. Coaching certainly cannot be based on hunches and gut calls or dependence on mere philosophical approach to success. It is undoubtedly not based on a single recipe of an individual's life experiences of success imposed on the protégée.

So what is coaching? International Coach Federation (ICF) definition of Coaching is partnering with protégées in a thought provoking and creative process that inspires them to maximize their personal and professional potential.

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THE EDITOR'S MESSAGE

This issue focusses on **Role of Coaching in Today's Parlance** where we once again explore the magnificent world of coaching. We are overwhelmed with the contributions on the topic of coaching which is a clear indicator that coaching has come of age. Atyaasaa recognizes the importance individuals and organizations give to people development. Thus, it is imperative for us to give it the desired energy and focus. In line with our commitment to the cause of coaching and people development we are announcing another edition on coaching next month titled **Coaching for Change**. Readers will thus get added insights from various thought leaders in the field.

If you share a passion for the topic, have a flair for writing and would like to share your views, you can send us a 350 word article with your brief profile along with your photograph in jpeg format to atyasaasaeeditor@atyasaasaa.com



TITLE OF THE MONTH CREATING BUSINESS SUCCESS THROUGH MANAGERIAL EFFECTIVENESS

BUSINESS COACH Niket Karajagi
LOCATION Webinar
TIME / DATE 3PM-4PM, July 13, 2017

WHO SHOULD ATTEND
Inspired and Aspirational
Business Heads & HR Leaders



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Thus, coaching is scientific and yet creative. So let's look at how this works step by step:

1. The non-negotiable element is always the ethical compliance and integrity of the process and the coach. We are dealing with sensitive issues here in the human dimension, which makes it the core hygiene factor. Coaching ethics are defined for all certified coaches.
2. Our motive and talent combination results in behaviours, which can be seen and measured. Thus, a validated 360 degree or a psychometric tool would be an essential starting point of the process. If competency frameworks exist, then a perception report can also be taken through behavioural feedback from stakeholders to supplement other tools.
3. Identify the strengths, which could be overused, resulting in suboptimal performance and so also behaviours creating stress in performance.
4. Start the process through a supportive environment together with projects to develop the behaviours. Give it the time, don't rush it. A good twelve months initiative is a must.
5. Measure the change in behaviours. This change measure also brings in Rol and accountability of change in the coaching process.
6. Finally, recognize and reward the behaviour change. Coaching impacts top line and bottom line of the organization.

Coaching is an actualized experience for the coach and the protégée. Coaching is now accepted as "future ready" process of development. Chooses your protégée and coaches' appropriately, as chemistry and acceptance from both sides is crucial to its success.

Coaching is Rol driven with tangible results. Above all, it is the best reward an organization can give to its key stakeholders. **E**

OD CONNOISSEUR'S ORATE



Mangesh Vaidya is an Electrical Engineering graduate with an MBA in Systems Management having over seventeen years of experience in the IT industry. As a Project Management Professional he is currently working for IT services company. He has experience in project management / operations management with technical expertise in database management. His interests include reading, traveling and trekking.

COACHING IS A UNIVERSAL LANGUAGE OF CHANGE AND LEARNING

Organizations as well as individuals, these days, operate and strive to sustain and succeed in a very volatile, competitive, always changing and challenging global environment. The work environment continues to be uncertain, complex and ambiguous e.g. expanding globally at a fast pace, identifying and providing new services, efficiently respond to ever changing market situations, etc. In this ever changing scenario, organizations need to develop coping mechanisms for a sustained business success. Producing the desired results under such circumstances calls for clarity, courage, confident decision making and, above all strong, non-ego centered leadership.



No wonder, coaching is becoming increasingly popular and is considered to be one of the most recent and well accepted approaches to leadership development. It enables an individual to envision a goal which he/she might not have been able to conceive as achievable. It is also about empowering an individual to become self-sustained in the context of achieving overall business goals.

Coaching as a concept does not remain confined to unlock a person's potential to achieve goals or to acquire skills, but it also aims to enable a person to learn or develop a perspective eventually contributing to a long-term business success. It is imperative that the management engages coaches instead of trainers. Management also needs to identify the right competencies that are vital business growth. The management, thus, must perpetuate an environment of coaching and learning.

The professional effectiveness of a coach is always closely measured, and so a coach should be a person who has a substantial positive influence on the people around them. Their qualities, behaviour, stance and attitude are often emulated. It's important to note that leaders are continuously transmitting conscious and unconscious messages that shape the way others think and behave. So identifying the right coaches who will drive the real spirit of leadership in the organization is utmost critical.

Coaching if used effectively as a long term strategy can help in realizing personal and professional aspirations; bonding the relationships within an organization and its stakeholders, resolving complex and sensitive issues at the right time and last but not the least in facilitating the development of intrapreneurial spirit and a profound sense of ownership across the organization. **E**



OD ENTHUSIAST'S ORATE



Anita Alekar has eight years of hard core HR experience in business partnering, talent acquisition, training, human resource information system and learning and organizational development in the IT, media and lubricants sector. She is currently working as Senior Manager - International HR with a major global oil company. Her role involves launching global initiatives viz. training programmes, robust reward and recognition process, webinars, e-learning platform, talent management framework for the organization. She believes the journey must be as beautiful as the destination.

ROLE OF COACHING IN TODAY'S PARLANCE

Who says that handholding and mentoring are not required at senior levels? In fact, challenges become more complex at senior management levels since the team looks up to them for providing solutions. In such a scenario, who should the leadership team turn to? Often, they have to fall back on their years of accumulated experience and cumulative expertise. This is when the need for coaching is realized. Coaching aims at enhancing performance and getting coachees equipped with tools to handle diverse set of challenges. Simply put coaching is the willingness and ongoing commitment to foster learning and development of others.



Coaching is generally in the form of regular periodic discussions helping coachee develop new methodologies to bring sense out of complexity and ambiguity. For the senior management, building competencies viz. 'influencing outcomes', 'adaptation through alteration of priorities', 'result focus', 'lead by example' and 'strategic thinking' through coaching is imperative.

The VUCA (volatility, uncertainty, complexity and ambiguity) in environment has made the market across sectors very sporadic and short term gain inclined. Coaches enable and empower the senior management to navigate through this VUCA environment. A lot of traditional organizations and their respective leadership teams continue to bear a reticent belief system. Their reactive behaviour or plan now requires more proactive anticipation and execution.

Organizations' robust vision has to percolate to the last layer. The top down approach is thus more

impactful through the organizational pyramid. Coaching institutions are hence gaining momentum. With information freely available by the hoards, leadership traction can pave the way for advanced predictive, on demand, real-time information capabilities by leveraging on advanced technologies that empower people to make better decisions.

Coaching contributes to building of an internal capability within the organization through hand holding of individuals and allow them to work through their own answers who in turn can help other individuals as a mentor, buddy or just a catalyst. Need of the hour is to build through a sustained commitment the in-house coaches who in turn groom emerging leaders. Shadow coaching enables emerging leaders to rapidly take on the role visualized by the organization. **E**

ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



WRITE TO US

For information : info@atyaasaa.com
 For contributing articles : atyaasaaeditor@atyaasaa.com
 For suggestions : feedback@atyaasaa.com

BEANSTATEMENT

Reinventing self without a coach is being at war with oneself.