

HexaCoaching for Performance

I keep six honest serving-men. They taught me all I knew;
Their names are What and Why and When
And How and Where and Who.

by Rudyard Kipling, From The Elephant's Child, 1902

The goal of coaching is to assist people leverage their potential & achieve sustained performance in a fulfilling manner. Hexa-Performance Coaching believes that performance is determined by six enabling sets – Goal, Mind, Knowledge, Skill, Resource & Style. The Hexa-Performance Coaching process explores and grows these sets in a holistic manner. It treats them as non linear interconnected sets that grow in tandem. The coaching conversations, in this approach, keep moving back and forth across the sets in sync with client situations.

GoalSet *Define. Attain. Celebrate.*

Truly fulfilling goals are not always obvious. Goals also move as we get closer to them – and chasing them can be like chasing a mirage. Goals may also be influenced by other's expectations from us – rather than our expectations from ourselves.

HexaCoaching explores: What do I really want? What are my real goals? Are they based on my deepest values? Will their achievement be fulfilling? Are they mine or are they borrowed? Are they challenging but achievable? What goal directed strategies can I use to get to them? And more.

MindSet *Discover. Modify. Adapt.*

Attitudes, beliefs, convictions, perceptions, values – or many other names given to our core - make each human unique. When our goals resonate with our core the probability of success and fulfilment is the highest.

HexaCoaching explores: Who am I deep down? What are my goal supportive beliefs? How can I make them aligned to my goals – or my goals aligned to them? What beliefs am I willing to drop in order to get my goals? How do I develop the courage to stay with my convictions? How far are my perceptions from the reality? How well do I manage my expectations? Do the facts support an alternate story? And more.

KnowledgeSet *Analyse. Acquire. Apply.*

Information & data are abundant. Knowledge & wisdom are scarce. We need to transcend the former to the latter. It is also true that knowledge & wisdom without application are inconsequential.

HexaCoaching explores: What do I know? What information do I have? What do I know from that? What else do I need to know to get closer to my goals? What are the best places to get this knowledge? Am I applying all that I already know? How can I reduce the possession – application gap? And more.

SkillSet *Discover. Sharpen. Grow.*

Skills, abilities, gifts, talents are what we are proficient at. They are qualities that flow naturally for us and lead us to the tasks that we enjoy doing. Their appropriate application, is often, the difference between being good and being outstanding.

HexaCoaching Explores : What am I good at? What are my gifts? What are my natural abilities? How am I using them? Where else can they be used? Are my goals in sync with my talents? Can I bring out add skills that I have so far not been called upon to use? And more.

ResourceSet *Recognise. Augment. Leverage.*

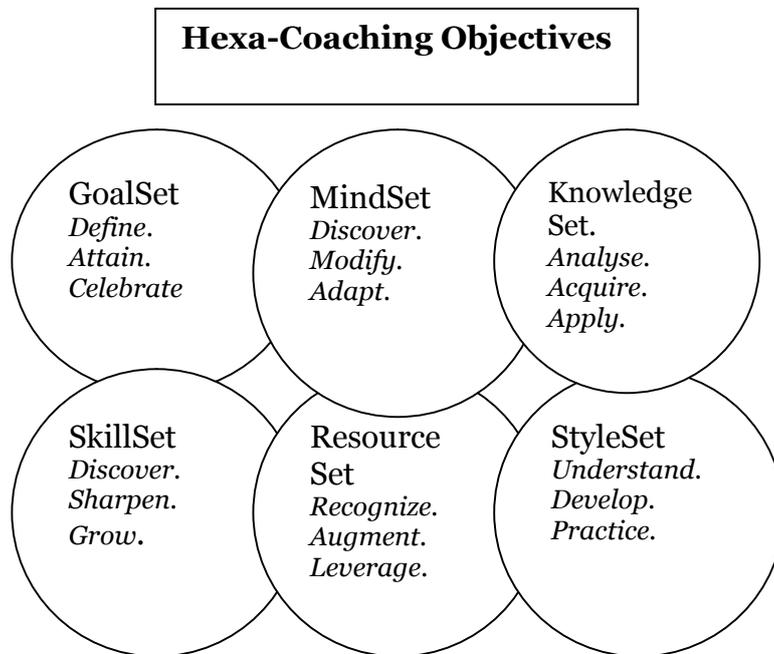
Resourcefulness is a key differentiator between those wait and those who walk. Resourceful individuals are able to look around constraints and see what is possible. Their ability to harness their creativity makes them stand out and deliver more.

HexaCoaching explores: What do I have? What are the visible resources? Am I able to acknowledge and use them? Do I grow my resources or do I deplete them? What are the invisible resources available to me? How do I access them? And more.

StyleSet *Understand. Develop. Practice.*

Our workstyle / lifestyle is about discipline, rigour, self management, communication, influencing ability and other intangible qualities. These are significant performance enablers and their usage is the difference between leaders out of managers.

HexaCoaching explores: How do I work? How do I lead? What is my work style? Under what conditions do I do my best work? How do I manage my challenges? What is my influencing style? How can I be more productive? And more.



The Clients

The Hexa Coaching process for performance has been used extensively for *organisation builders*. They may seek to create their own organisation as entrepreneurs or they may seek to contribute to the organisation they are associated with. The process is generic and customisable for a wide spectrum of clients. The table below illustrates their nature, needs, environment and what they usually develop in the coaching process.

Organisation Builders

<p style="text-align: center;">Nature</p> <ul style="list-style-type: none"> ■ committed / determined ■ true to their values / organisation values ■ quick learners / early adaptors / change agents ■ ambitious / result oriented ■ resourceful 	<p style="text-align: center;">Needs</p> <ul style="list-style-type: none"> ■ achievement ■ recognition ■ full life with work & personal life balance ■ to contribute to something significant ■ sustained growth
<p style="text-align: center;">Deal With</p> <ul style="list-style-type: none"> ■ internal/external competition ■ dynamic environment/slow moving structures ■ real/perceived ‘responsibility without authority’ ■ multiple organisation conflicts ■ resource generation and management ■ clashing priorities/feeling of getting overwhelmed ■ velocity of change ■ synchronisation/alignment of values with performance ■ high idea mortality rates 	<p style="text-align: center;">Develop during program</p> <ul style="list-style-type: none"> ■ situational leadership skills ■ leading by influence ■ ability to create/manage transitions ■ lateral/peer management expertise ■ key resource identification/management ■ communication that works ■ staying with priorities / values ■ goal directed clarity ■ execution excellence ■ strategic / long term thinking ■ stronger self belief ■ acute self awareness

Approach

- HexaCoaching for Performance uses various tools (as needed) during the coaching process. Some of these are Future Visualisations, Life or Work Wheels, Life Cycle Interviews, 360 feedbacks, Mindmaps, Mindset Discovery, Mindset P&L, Enabling Conversations, Influence Style measurements, Action Priority Matrix, MBTI personality tests and more.
- HexaCoaching for performance is modular & customisable. A typical engagement period is 18 hours of one on one interaction over six months. Time in excess of this provided, if needed, as per individual needs and goals. The aim is to leave clients with immediate measurables and with long term behaviour impacting. HexaCoaching endeavours to take clients from Can I ? to I Can!

If you are not getting the right answer you may be asking the wrong question.