

Values Linked Performance Coaching

- ✚ *Fulfilment is structured in achievement,*
- ✚ *Achievement is structured in action,*
- ✚ *Action is structured in thinking,*
- ✚ *Thinking is structured in knowledge,*
- ✚ *Knowledge is structured in consciousness*

Maharishi Mahesh Yogi

The Philosophy

We all seek achievement AND fulfilment. And both these are a continuum that evolves. They need to be sustained over a life time. Achievements happen when we have an identified life purpose and measurable goals. Fulfilment comes when the achievements resonate with our personal and/or organisational values. And success is sustained when we use our talents in an optimal manner.

Values linked performance coaching seeks to synergise goals, values and talents in a manner that keeps the client on a continuous growth path.

The Process

This coaching approach sees achievement and fulfilment resulting from five circles. Each circle has to expand and overlap with another one. Growth, therefore, is an interrelated process rather than a series of steps. The coaching conversations, in this approach, keep moving back and forth across the circles in accordance with client needs.



Discovery – Who Am I?

Discovery of life purpose, values, talents using future visualisation exercises/life cycle discussions/psychometric tools etc. A composite approach is adopted to create a unique self portrait of each individual.

Discovery – What do I seek?

Definition of performance/developmental goals using Self Satisfaction Wheel / Setting Shining Goals methodology / SMART or Mindmaps.

What individuals seek is often not clear. Past experiences, society expectations, competitive pressures, conflicting priorities can make the identification of goals a confusing task. Using tools and in depth conversations the goals for the coaching engagement are defined. Each coaching journey starts with some doables. At the end of the journey a new set of doables evolves – which the client is encouraged to practice individually.

Walk - Alignment

Alignment of what we are and what we seek using the Alignment Reckoner which is set of contemplative questions to seek an alignment between the performance goals and the life purpose, values and talents. Gross mismatches, if any, are discovered and reconciled.

Walk - Action

Strategies and actions are created for achievement by using backward planning & or the Circle of Creativity based on Walt Disney's work.

When confronted with a new goal or a recurring challenge the human mind tends to jump to known steps. It seeks the comfort and safety of past experience. Values Linked Performance Coaching seeks to recognise and manage such default reactions. During each discussion Facts are reviewed, Introspection done, Learning are noted, Extension to other areas is discussed and there is Reaffirmation of the way forward (FILER). Each action gets the client closer to the goal. Each action also provides learning and insights which can be extended to other areas of work.

Completion

At the end of the coaching journey stock taking is done - to complete and celebrate. This adds richness to the experience and possibility generation for the future.

The Clients

Primarily, my clients are 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