

**BEING AN
AWAKENER &
INSPIRER OF
CHANGE**

**“CHEENU” G. SRINIVASAN
HAPPINESS COACH**

ACKNOWLEDGMENTS & COPYING IT RIGHT



There is no “copyright” on this material. Most of this is gathered from my own experiences., and my interpretations of learnings from others. However, there is a request to “copy it right” if at all using this material in any shape or form, and with according due credit to the sources that the information has been obtained from. In keeping with that, the following acknowledgments are due and being rendered, here:

1. Robert Dilts – for the book *From Coach to Awakener*, that inspired the title, and the contents of slide no. 4 titled, “Awakener, Inspirer, Coach.”
2. Marshall Goldsmith - for the innumerable learning obtained from his books, teaching, blogs and articles.
3. Richard Davidson, for the details on “Emotional Style” in slide no. 9.
4. My friend, philosopher, guide and business partner, Kichu Krishnan, who has shared his knowledge so willingly, and from whom I have borrowed the phrase, “No copyright, JUST Copy it right!”
5. ALL my clients who have all been my teachers and have given me the honour and privilege of being associated with them through the process of coaching.
6. With gratitude to all those who have contributed to my growth and learning and there are too many to be named.

With profound gratitude, Cheenu

WHY AM I DOING THIS?



- It IS an honour and a privilege to speak and share with such an esteemed audience.
- My **Vision** is of a world that all beings belong to, and live in, equally
- My **Mission** in life is *to make the greatest possible positive difference in the life of every being that I can.*
- My **Goal** is, *“I will make the greatest possible positive difference in the lives of at least 10,00,000 people by 15th April 2026.”*
- One way to do all this is *I will live that which I espouse and “preach”*

“Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.” – Aristotle

AWAKENER, INSPIRER, COACH



- **Coaching: (coaching)**

- Derived from the Hungarian/French word for **transportation or carrying** from one place to another
- Need to know “Where one is” and “where one wants to go”
- Comprises of:
 - **Environment** (Where, When) – Constraints and Opportunities
 - **Behaviour** (Actions, What) – Actions, Tactics
 - **Capabilities** (How) – Plans & Strategies
- *May be focused on specific inputs and scenarios – corporate requirements etc.*

- **Awakening & Inspiring (C O A C H I N G)**

- Enabling a **state of “being” – “LIFE CHANGING”**
- Focuses on:
 - **Values & Beliefs** (Why) – Motivation, Volition, Empowerment & Enablement
 - **Identity** (Who) – Role & Mission
 - **Spirit** (For What / Whom) – Vision & Purpose **“CHARACTER, BELONGINGNESS”**
- ***Spans all areas of the person’s life – and creates a meaningful difference to others as well***

A SLIGHTLY DIFFERENT APPROACH?



- Be a gardener with a **“green thumb”** - create gardens everywhere!
 - **EVERYONE** is coachable; inspire them to be coached
 - Coach must have the **“intention” to inspire**, come what may (Choice)
 - Coaching **“chemistry session”** - an excellent opportunity to start inspiring
 - **Coach takes 100% responsibility** to inspire client
- **Focus** on the client and **client’s benefits ALONE**
 - Ensure definitive ROI being delivered; and **experienced** by client
 - Take ownership to **inspire and ensure** client DOES what they agree to do!
 - Ensure outcomes are **truly specific and measurable**
- **Might seem a longer road initially, and definitely fruitful**

TO BE INSPIRING – LESSONS LEARNT



- Be myself – and not to take myself too seriously!
 - Be true to my personal values (*reminders are useful – beginning of every session*)
 - ***Nobody cares how much I know, until they know how much I care!***
 - Be comfortable, embrace MY personal style; be comfortable in MY skin
 - Have the strength to say, ***“I do not have all the answers!”*** and ***“I WILL help you find answers that are useful for you”***
- Share successes (without bragging) and failures (lessons learnt)
 - Being truthful
 - Sharing stories that are similar to potential client to inspire them
 - Share my own story!
 - Focus on the client
 - ***Include instances where things DID NOT work out & lessons learnt***

COMMON SITUATIONS WITH CLIENTS



- **At the beginning of engagement:**
 - **Accepting & acknowledging** that meaningful behavioral change is difficult
 - Not truly **admitting need** for change
 - Justifications & Excuses
 - Say “I want to change,” **not meaning it**
 - Not recognizing **inertia's power**
- **Through the process**
 - **Unwillingness** to put in the **effort**; going through the motions – **“nominated for coaching”**
 - **Giving up** because it **sounds too simple**
 - WHAT needs to be done to change is most often SIMPLE; however, **simple does NOT mean EASY!**
 - **Unwillingness to take responsibility** or to move from comfort zone
 - Simple steps, yet difficult
 - Bridging the “knowing-doing” gap
 - Moving from **“if I understand it, I will do it”** to **“I will do it, experience, and understand it!”**

THINGS TO WATCH OUT FOR IN ONESELF



- Don't take self too seriously
 - Never think less of oneself; think less ABOUT oneself, and **focus on the client and benefit to client always.**
- **Stay away from outcomes**
 - Help client reflect
 - Client to find their own solutions
 - **No prescription**
 - **No solutions EVER, even if asked for**
 - ***Even if this process takes longer, it has a higher probability of success!***
- Always treat the client with respect – easy to not be aware! **(Recording)**
- Sharing anything is ONLY after obtaining permission, and always **respectfully suggesting**

FOR COACH – SELF REFLECTION, GROWTH



- Understanding personal emotional style – being “non-attached” (as differentiated from being “detached”)
- **Emotional Style**
 - R – Resilience; O – Outlook; S – Self Awareness; S – Social Intuition; S – Sensitivity to context; A – Attention (Focus)
- Daily knowledge acquisition
 - **DAILY HABIT; minimum 90 minutes every day of learning**
 - New developments, techniques, research
 - Acquire data to enhance past learning

“The day we think we are our own ideal is the day we have to start again from scratch.”

- Stefan Einhorn, *The Art of Being Kind*

WHAT WORKS



- Structure & process are extremely important (Coaching Dossier)
- Keep it **simple**
- Break it down to **daily actions** (3rd Level Pareto)
- Identify **High Value** actions
- Data & **tracking** on actions
- Track **sincerity**
- Insist on **daily updates**
 - Phone / SMS / WhatsApp
 - **Set aside time** to have this brief exchange

LESSONS LEARNT



- **Accountability** Partner
- **Daily** tracking
- **Inspire** client to stay invested in themselves
- **Inspire** clients to WANT to change
- **Persistence, perseverance, follow up**
- ***Patience, Patience, and more Patience***
- Humility, Intention and Integrity
- ALWAYS keep asking one question, **“Is this adding TRUE value to the client?”**



THANK YOU!

OCTOBER 15, 2016

Happiness Coach: “Cheenu” G. Srinivasan

Cheenu is a “Happiness Coach” working with CEOs, CXOs, Executives and Individuals, spanning Life, Executive and Performance Coaching. He also specialises in mentoring and counseling persons from all walks of life to achieve clarity on issues they face. He also practices “Truth Healing” as a contribution, helping people manage and handle, physical, mental and emotional issues.

Cheenu brings close to 30 years of entrepreneurial, operations, management and mentor-ship experience. He also founded one of the very first BPO companies in India, servicing well known Fortune 500 companies and other leading companies in various verticals. He has always been passionate about the development of people and all who have worked with Cheenu have gone on to become managers of their respective business / operations units.

Cheenu is passionate about developing people, enhancing their skills and aligning their beliefs to achieving their potential and achieving results that they themselves did not think possible. He brings his blend of business management, entrepreneurial and leadership experience, insights and, above all, the mission of transforming people to truly utilizing their true potential. He is extremely good at aligning teams and ensuring that they work as one towards a common goal.

He is certified as a practitioner in many disciplines including NLP, LAB (Language and Behaviour) Profiling, NLP-K, Healing Corrections, Metaphors of Movement & Business and Integral Eye Movement Therapy. Cheenu is a Chartered Accountant and has worked in Senior Business Leadership positions with companies like Aditya Birla Minacs (COO-KPO), Genisys Software (VP, Head BPO) Scandent Group (now Xchanging), ATS Services, Professional Management Consultants and Citibank.

