

ICF CHENNAI CHAPTER

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"CO - A - CHIMES"

Welcome Coaches,

Now that Jallikattu has been kind of settled and summer is fast approaching, it's time to look back at 2016 and say thank you for all the good things that happened to us and all the lousy things and say thank you, because if it weren't for these we may not have appreciated the good things so much.

Recently our chapter has been abuzz with activities .

A Pro-bono agreement with ICT Academy a winning talk by Mr.Sujith Ravindran and a honest ethical- talk by Mr.Rajat Garg.

More in this newsletter!

Let me not spoil your appetite!

Go on ! Do something unpredictable today, the universe will conspire too.

Whoa!

Editor.

Shyleswari Mohan

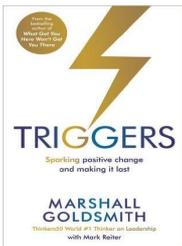
Director Program, Event, Conferences



Im ^{wf}not ^gobsessed ^s.
^{cap}i'm an ^peditor!

SO, WHAT'S INSIDE THIS ISSUE

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Suresh R

ARTICLE

Book Review

TRIGGERS—Sparkling positive change and making it lastAuthor—**Marshall Goldsmith**

Marshall Goldsmith, in this book, brings in his wide coaching and research experience in presenting powerful insights and tools for improving our effectiveness in both professional and personal lives through achieving lasting positive changes in behavior.

The book is structured into four parts, the first part focusing on reading and analyzing the environment through identification of triggers and how these triggers impact our behavior. He provides a simple framework for feedback with 4 stages evidence, relevance, consequence and action.

He explains behaviors based on triggers through a simple multistage approach, trigger - impulse- awareness- choice - behavior. He then goes on to explain the gap between planning and execution and the reasons for that. In pursuing behavioral change, he says that we have four options, creating, preserving, eliminating and accepting.

In the second part, Marshall explains at length the power of questioning and its importance of asking engaging questions on a daily basis to drive us towards the goals that we pursue. He introduces an important and interesting procedure to ensure that we focus our attention and effort those activities that would provide maximum results.

In the third part, Marshall stresses the need for a structure that could drive our actions. He unequivocally drives the importance of structure to optimize our effort and achieve the best results.

In the last part, Marshall sums up with a focus on the value of two important objectives, awareness - aware of what is happening around us and engagement - extent to which we actively participate in it.

These two aspects help us in identification and appreciation of the triggers that the environment throws at us and puts us in a better position to respond to these triggers.

COACHING EXPERIENCE

3 Things that Coaching changed My perspective on Life



**Vasudevan
Mukundan**

Six months ago I thought I had a good idea of how to coach people and informally started coaching my immediate teams and peers. I was all through the roof, my first few conversations were absolutely successful. I had such an arousing feeling that I thought this was a good skill that I needed to develop. I was throwing all my weight and spitting prescriptions to all of them who came to me. I struck so many conversations and eventually left the person with complete instructions to do for their problems which included both professional and personal issues.

This feel good effect made me to start reading more on self-development and mentoring topics and slowly I started to get into a rhythm. I started writing blogs to help leaders in the corporate world to develop thinking, oral communication skills to start with. All this while I never bothered to see how to actually coach a person. I ran with my perception of coaching which was to deliver results to the problems that were thrown to me.

Well, that belief in my skill changed by the serendipity of events which gave birth to an opportunity to stumble upon ICF for certification.

The way I got into this certification to me was not by chance but by fate (This is my belief).

One fine day while searching for a topic for my weekly blog I stumbled upon a LinkedIn post on how to make a sales pitch to venture capitalist. While going through the comments section of the blog (I normally don't read those) I found my first manager of my first job.

This prompted me to connect with him and I saw his profile. His latest addition to his skill set read "Awaiting for ACC Coaching certification". I immediately rang him up and enquired about it, he referred me to ICF website. Then for 4 months I just slept with this information and one Sunday evening, business as usual .

I had a fight with my wife, she complained that I was wasting time and that I was not equipping me with skills that would take me higher in the corporate ladder. So I said - I don't want to be a corporate person, I want to coach them. Then she slammed me for not doing anything towards that. So, I decided to enquire about the course on Monday and was lucky to have a course starting in 10 days. rest is history.



**Vasudevan
Mukundan**

COACHING EXPERIENCE CONTD..

With my preset knowledge and with lots of enthusiasm I reached the place and then what I found about coaching was completely opposite to my assumptions.

Without wanting to elaborate on my assumptions verses my learning in those 2 days, I am listing those 3 main changes to my perception:

- **Listening is not so easy:** Someone can try their best to listen to you, and yet not hear what you are really saying. You can change the way you listen and help others to listen to you, when you understand what's involved in active listening.
- **All of us are equipped to make a positive change:** Once we have developed our customized tools for solving the challenges of life, our whole life undergoes a permanent transformation from the in-cognitive incompetence space to cognitive realization.
- **Decision making:** I came to understand that the decisions that we make in our everyday life is a dialogue between our subconscious brain and the conscious brain. If this dialogue happens, then we are in complete control to optimize the skills for maximum results.



**Shyleswari
Mohan**

COACHING EXPERIENCE

I LOVE THEREFORE I AM

Recently I met this beautiful young woman all of 35 from Delhi , we both were in the same hospital and got to know each other , I was , still am amazed at the courage and take -it- easy attitude that she has. Taking herself seriously and not her problems. Hers is a typical Indian story,

She fell in love when she was in high school , outraged parents got her married to the first boy/ alliance they could . From an urbanized young girl to a small village in Rajasthan.

A complete culture shock, she never understood the dynamics of a large joint family , after a two years of depression she fought her way to study , did her graduation living in several relatives houses .

Got a minor job, again studied, after having her first child, all the time managing in laws, husband, child and work , this time she got a job in an IT company as Quality Assurance. Now she has forgiven her in laws and forgotten their misdeeds, moved on, She takes care of them while she says "I am not overly fond of them, I do have to care for them, else my children will think that is the norm" . This not a rare story - yet I was touched by the attitude - growing up from a teenager to a manager. I am often thinking about Love and Life and questioning my habits of love. I thought about am I living in love the right way, and what areas of living in love do I need to work on.

The existentialist says, "*To be is to do*".

The first thing is to act and create spaces that enable loving experiences. To love I need to be an active participant, there lies the path that will lead me to grow.

Second aspect of love, it needs to create personal growth, Obama he says that Michelle and his children supported him and thereby his growth was even more..That is so true. not only for him , but for most of us in some way or the other .

Third, we need to remember that we need to be open to love to accept it. "Real love is dedicated to continual be coming," and each love grows at its own rate and by closing off love, we take longer to accept the help and love we deserve.

It is crucial to be "aware that each changes at his own rate," That all some people need, is a push in the right direction. To me this young woman chose love even though she was rudely transplanted, and gave it its due importance in her life.

I see immense similarities in our coaching -the attitude building, the love we share, the openness, enabling such spaces, and of course giving it the due importance in our own life.



GUIDELINES FOR ENCOURAGING AND PUBLISHING NEWSLETTER IN THE CHAPTER

1. This is an open space for all ICF Chennai Chapter members.
2. Any Member can contribute his/her articles, book reviews, movie reviews that resonates Coaching and its impact.
3. Any insightful SUCCESS story on Coaching experience.
4. Coaching experiences of past, present can be explained and the approach, tools used can be described in detail.
5. Coaching initiative, Coaching Competencies, tools, theories can be shared , with any mention about the client(s).
6. Any members who had released articles elsewhere, but want to share it here once, can also submit the article.
7. Article, reviews can be condensed upto 5000 words or less, in word format , with short note about the member's profile can be submitted.
8. Article will be shared only through this newsletter which will be once in 3 months and circulated to all ICF Chennai Chapter members.
9. The article will be published in the Newsletter only and it will be uploaded in the ICF Chennai chapter.
10. Only one article/review/success story will be published in 1 newsletter.
11. Article will not edited/condensed by others, only the member will be required to submit the final version to be uploaded.
12. Article can be submitted to the Board members for publishing in the newsletter.
13. Usage of images in the article is entertained , as is found fit by the member.
14. Articles can be submitted anytime of the year, to specific email id for publication.
15. Article need to be in English language, which is commonly read by all members.
16. Articles need to reach at least 1 week before the publishing of newsletter of that quarter.
17. Articles/books/movie with same topic will also be entertained from other members and will also be published without prejudice.

EVENTS UPDATE

Date	Speaker	Topics covered
22/11/2016	Ms.Supriya Padmanabhan	Understand the inner dialogue
07/12/2016	Ms.Priya Ramesh	Skill development session on Active Listening
10/12/2016	ICT Academy Coaching	Chennai Coach's project on Coaching ICT Academy staff's
19/12/2016	Mr.Sujith Ravindran	The 5 Levels of Organizational Maturity
20/01/2017	Mr.Rajat Garg	Ethical Coaching