



THE BLUEPRINT OF THE AUTHENTIC LEADER EXECUTIVE COACHING PROCESS

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What is Executive and Leadership Coaching?

The Blueprint of the Authentic Leader, is a co-creative and collaborative process between the Coach and the Client, which seeks to unlock the potential of a leader, by diving deep into the “self” of the leader. This involves understanding the essence of the individual, the potential limiting beliefs, anxieties, stressors, values, and strengths. My personal work as a coach may involve some therapeutic and healing aspects to nurture the building blocks of a human being such as self-esteem and the inner child. My goal is to facilitate a process where the executive will be able to discover and learn to live in alignment with their personal *Blueprint of the Authentic Self*. The authentic leader is naturally charismatic, energetic, open and easy to work with, and in touch with their soul self.

Outcomes you can expect from this engagement

- A deep connection with and understanding of your Authentic self (Self Awareness)
- Expansion of EQ. Possibly some SQ (Spiritual Quotient) – Emotional Mastery
- Increased motivation and energy leading to greater productivity
- Greater understanding of Character attributes: Authenticity, Responsibility, Integrity, Vulnerability and Humility
- Developing Interpersonal Attributes: Authentic Communication, Constructive Negotiation, Focused Co-ordination, Managing and Motivating others
- Values and Strengths driven leadership, decision making and team management
- Capacity building for bigger roles
- New ways of dealing with old problems
- Increase executive presence and public speaking charisma
- Aligning personal motivations/ goals with organizational motivations/ goals
- Navigating crucial or difficult conversations
- Shifting from leading conversations to coaching conversations

Process and Structure*

The objective is to spend a minimum of 6 months with a leader to deliver long lasting and impactful results. The coaching process below covers about 12 sessions and is not necessarily linear. The agenda always belongs to the client, and the coach will use whatever it is at hand to enable the growth of the leader.

*Depending on client requirements, this process and structure may be modified.

STEP 1: Introduction and Orientation

- Clarify the role of Coaching
- Ascertain and allocate roles, responsibilities, and confidentiality
- Establish rapport and trust
- Gain clarity about leader's desires from the experience, short term goals, ways of working, and establishment of rapport.
- Understand if and when to involve key stakeholders.

STEP 2: Assessments

- Collect qualitative and quantitative data about leader/ executive
- Investigate personal and leadership style, talents, and values
- Complete self-assessments – Values, Strengths, Enneagram
- Complete 360 Degree assessment for Individuals or Leaders

STEP 3: Expanding Self-Awareness and Emotional Quotient Sessions

Values Work – 2-3 Sessions

- Understanding your values – your primary and second motivations and aspirations
- Aligning beliefs, behaviours with Values
- Effective decision making
- Values driven conversations with peers and teams
- Aligning personal values with organizational values

Strengths Work – 2-3 Sessions

- Understanding your innate talents
- Claiming your talents and turning them into strengths / superpowers
- Using strengths to get outcomes
- Managing the balconies and basements of strengths
- Managing / delegating / outsourcing strengths as a leader/ executive / team member

STEP 4: Goal Setting and Support structures

- Drafting a development plan for achievement of goals
- Ensuring goals in alignment with values and strengths
- Ensuring goals in alignment with organizational needs and key stakeholders needs
- Establishing personal mission and vision linked to organizational mission and vision

- Structures needed to attain goals – clarity of process and outcomes
- Discipline, learnings, additional skills required

STEP 5: Emotional well-being of Leader

- Understanding and managing your emotional self – anxieties, stresses, conflicts
- Inner child work – building a relationship with your inner child (the key to your potential)
- Releasing limiting beliefs, recurrent negative patterns
- Learning to let go of harmful emotions such as anger and guilt
- Learning to manage energy not time
- Learning self-love, self-acknowledgement, and self-compassion
- Taking care of mind, body, spirit - study, learning, practice
- Setting up a daily self-care routine

STEP 6: Check in with Stakeholders

- Sharing about client's progress with key stakeholders, without compromising confidentiality
- Feedback from stakeholders to be shared with Leader
- Adjustments to goals, development plans if required to align with stakeholder expectations

STEP 7: Ongoing Coaching

- Support executive's ongoing growth and learning
- Be accountability partner to commitment and achievement of goals
- Re-iterate learning from mistakes

LOGISTICS

Location for the coaching sessions

- Option 1 – Coach's office
- Option 2 – Zoom Video Call
- Option 3 – Client's Office (Additional costs may apply)

Assessment Costs are additional

- Individual Values Assessment – SGD 100
- Strengths Assessment – SGD 75
- 360 Degree Leadership Values Assessment - SGD 1,500.
- Enneagram – SGD 30

For a Complimentary Introductory Call or Questions – Please email jasrin@jasrinsingh.com