

This contains more details about our Leadership Coaching Product - Elevate

Elevate

Executive Coaching 3 executives, 8 sessions each **Duration: 4-5 months.**

Objective: *We help executives who need support in their journey to be an effective leader and inspire their teams for better around performances*

Target audience: *Senior leaders, SBU heads, those tasked with organizational changes, leader of new business, mid-level executive moving into senior role, mid-level leaders with high potential, all levels leaders needing improved executive presence*

Details of the program: Each executive (coaching client) is paired with a certified PCMK coach. The coach will help the client work through challenges, identify roadblocks, blind spots, limiting beliefs, identify negative patterns (if any), as also get clarity on goals and steps to accomplish them.

Our coaches would pick and use one of the 30+ PCMK methodologies, 76 human values and 12 universal laws and other templates as needed, in the process. The client gets to relate to their situation at a deeper level, identify roadblocks, evaluate options, and release any emotional charges around their situations. The clients invariably get clarity on what they need to do and adopt practices to fuel their success and fulfilment. The coach would provide a journal for the client to record all their results and action plans and use them for feedback and review on subsequent sessions, for continuous progress.

Recommended size: 3 executives x 8 sessions each. We recommend deputing atleast 3 executives as minimum and 8 fortnightly sessions each, in order to feel the positive impact on the individual as also on the organisation. Each executive benefits from the other executive as buddy for accountability and coaching. Buddies reinforce learning, and support each other's development during and after the program Process:

Significant steps in the program:

- Align executives coaching objectives with management priorities
- Conduct PCMK Profile assessment and support client in setting coaching goals
- One on one coaching sessions to identify road blocks and device solutions
- Periodical review and unlimited email support during the course of the program.
- Support executives to implement actions
- Final Review, summary of results and benefits achieved and reporting.

PCMK Coaches for the program: PCMK takes a whole-life approach; executive coaching sessions cover both professional and personal development. When people are living their best lives, they do their best work. Our coaches are seasoned professionals who have have extensive business and coaching experience. All our coaches are trained and certified by Coaching & Leadership International, Canada on the use of the PCMK methodology and the associated tools. We also have a panel of international PCMK coaches who could be brought in on a need basis.

Customized PCMK solutions:

We could customize coaching packages based on your organizational needs, and to complement your existing tools and processes. The number of executives to be coached and the number of sessions needed could be discussed and mutually agreed to.

PCMK – Engage

Team Coaching 6-10 members, 3 group sessions, 2 workshops **Duration: 3 months.**

Objective: *We help* teams collaborate and work towards common goals with a shared understanding.

Target audience: *(1) Senior management team (2) Leaders with their teams in any discipline such as product development, sales, customer support, finance, HR, etc.*

Details of the program: Each team would be supported a team of 2-3 certified PCMK coaches. As in the individual executive coaching, the coaches will help the client work through challenges, identify roadblocks, blind spots, limiting beliefs, identify negative patterns (if any), as also get clarity on goals and steps to accomplish them. The difference, however, would be the team would work towards a common goal instead of individual goals.

Our coaches would pick and use one of the 30+ PCMK methodologies, 76 human values and 12 universal laws and other templates as needed, in the process. The team gets to relate to their situation at a deeper level, identify roadblocks, evaluate options, and release any emotional charges around their situations. The team invariably gets clarity on what they need to do and adopt practices to fuel their success and fulfilment. The coach would provide a journal to each member of the team to record all their results and action plans and use them for feedback and review on subsequent sessions, for continuous progress.

Recommended size: 6-10 member team x 3 sessions each; with 2 additional workshops. . Each executive benefits from the other executive as buddy for accountability and coaching. Buddies reinforce learning, and support each other's development during and after the program Process:

Significant steps in the program:

- Align the team's coaching objectives with management priorities
- Conduct PCMK Profile assessment on each member of the team and support client in setting coaching goals
- One on one coaching sessions to identify road blocks and device solutions
- Periodical review and unlimited email support during the course of the program.
- Support executives to implement actions
- Final Review, summary of results and benefits achieved and reporting.

PCMK Coaches for the program: PCMK takes a whole-life approach; executive coaching sessions cover both professional and personal development. When people are living their best lives, they do their best work. Our coaches are seasoned professionals who have have extensive business and coaching experience. All our coaches are trained and certified by Coaching & Leadership International, Canada on the use of the PCMK methodology and the associated tools. We also have a panel of international PCMK coaches who could be brought in on a need basis.

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