



*Deeper Roots. Stronger Growth.*

The infographic is set against a dark blue background with white clouds and yellow stars. A central illustration shows a white silhouette of a person standing on a yellow ladder, reaching up to touch a large yellow star. Another white silhouette of a person stands at the base of the ladder, supporting it. Surrounding the central figure are eight white cloud-shaped callouts, each containing a benefit of executive coaching. At the bottom, a red banner contains the title "EXECUTIVE COACHING" in bold black letters, followed by the subtitle "individualised coaching for leaders to develop & grow" in white lowercase letters.

**Benefits for the Participants**

- Unleash one's full potential in both personal and professional lives with the help of a coach
- Gain ability to achieve present goals with ease and recognize future opportunities
- Become self-motivated and develop gravitas

**Benefits for the Organization**

- Provide individualized development-support for leaders to grow
- Enable them leverage their strengths and bridge gaps
- Create a pipeline of culturally-sensitive and engaged leaders

**EXECUTIVE COACHING**  
individualised coaching for leaders to develop & grow

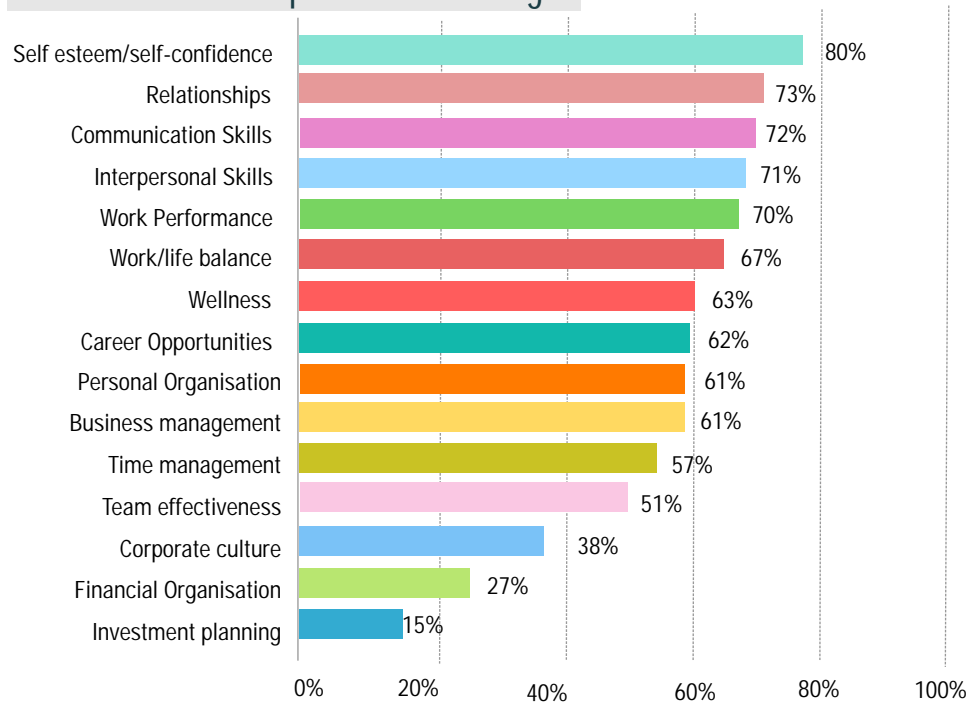
## Why choose Executive Coaching over traditional Training / Therapy or Counseling?

Two words answer this Question best – 'Action Planning'. Quite simply, unlike the other alternatives, Coaching as a methodology results in an Action Plan rather than remaining a process for just 'exploring issues'. There lies the difference.

This key differentiator emerged in a recent global survey\* where Clients explained the various reasons/ needs for choosing Coaching as tool for self-improvement and the impact they experienced.

\*Source - International Coach Federation (ICF) Global Coaching Client Study - 2009

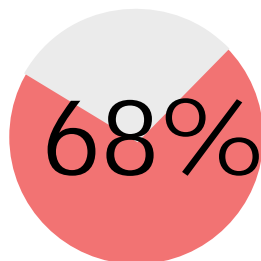
### Overall Positive Impacts of Coaching



Like this table suggests, Coaching or Executive Coaching, to be precise, provides individual attention to leaders on the behavioural problems that come in the way of their all-round effectiveness, both professionally and personally. Importantly, it is designed to meet both the needs of the individual being coached as well as the organization paying for the service.

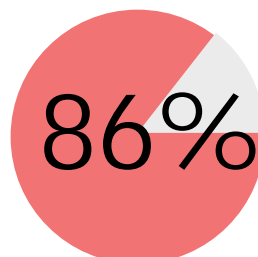
The key findings from the same survey :

#### INDIVIDUAL ROI

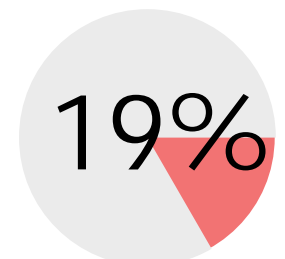


Individuals indicated that they had at least made back their initial investment.

#### COMPANY ROI



Clients indicated that their company had at least made their investment back.



indicated an ROI of at least 50 (5000%) times the initial investment!



### For Whom

First Time Managers/  
Middle-Level  
Managers/ Senior  
Management/ Top  
Leadership (CXO  
Level)/ Directors/  
Entrepreneurs etc.

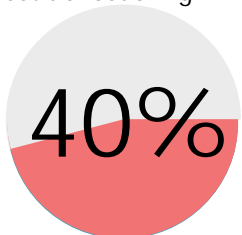


### Duration

6 Months on  
an average

### What about ROI?

When asked if the individuals or their company had experienced any financial changes (gains or losses) as a result of coaching



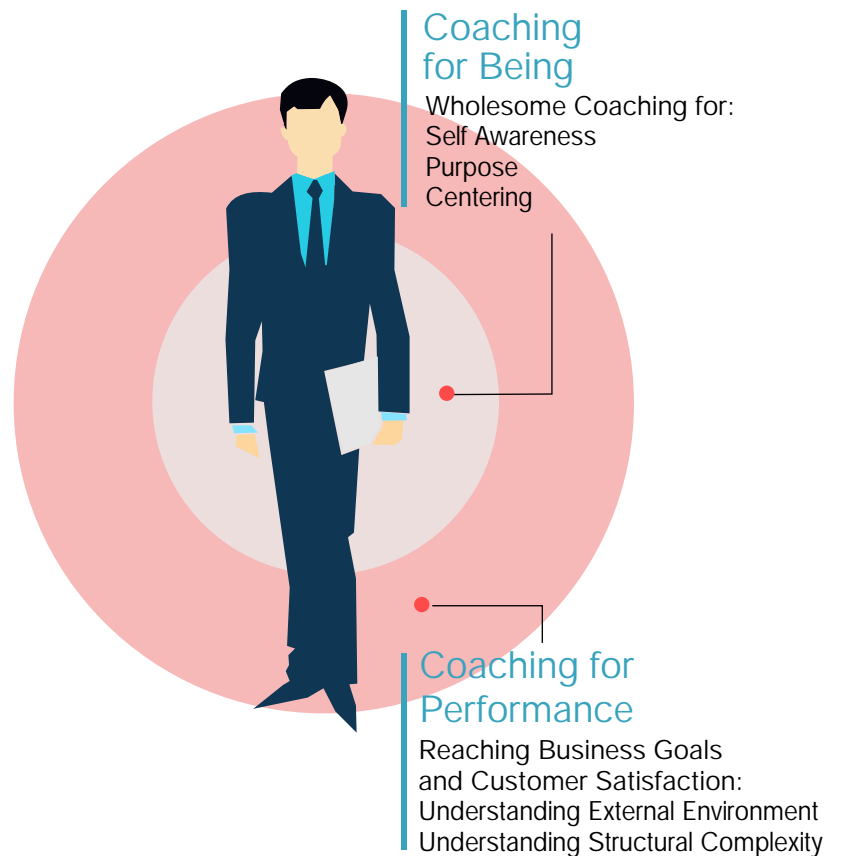
clients indicated that a positive financial change had occurred.

# Wholesome Coaching

Wholesome Coaching comprises of two facets: coaching for performance and coaching for being. Both are equally important and necessary parts of our coaching process.

Coaching for being (or inner work) has to do with resilience, values, purpose and joyful living.

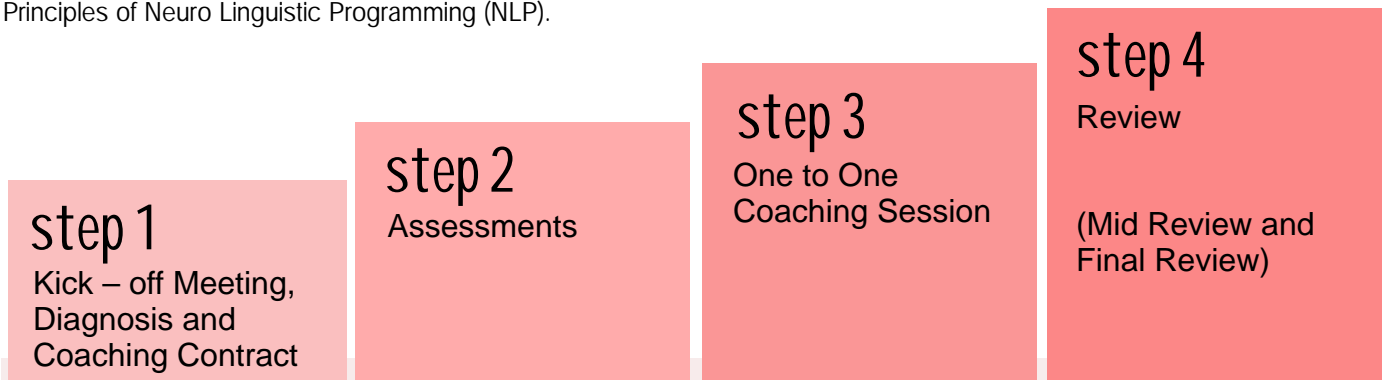
Performance coaching (or outer work) has to do with reaching goals, performing well, decision making about collective action and executing those actions effectively.



## Details of our Approach

Steps 1 & 2 help us understand your needs better and analyse the current competency levels of the leaders who will be Coached. This Stage will help us in jointly crafting and agreeing upon Objectives for the Assignment. It will also help in crafting our approach for Step 3 that will link to the needs and competencies.

For Step 3, individual coaching or personalised coaching sessions are executed using the Principles of Neuro Linguistic Programming (NLP).



The coaching sessions would include:

- ▶ Direct Coaching
- ▶ Case Studies
- ▶ Reading Material
- ▶ Projects
- ▶ Demonstrations
- ▶ Role Plays, and
- ▶ On-going interactions through email

These sessions will be face to face meetings / tele-coaching at mutually decided times and places with the coach from Pragati Leadership. Each coaching session (face to face / tele -coaching) will be of 1-1.5 hours duration and would be conducted every fortnight.(This will be discussed and mutually agreed upon after steps 1 and 2).

Some clients who have chosen to develop leaders through coaching with us

- Forbes Marshall
- DSM India Ltd
- Siemens India Ltd
- Standard Chartered
- Harman International
- Rachana Lifestyle

## Participant Testimonial from a recent Coaching Assignment at an Audio Solutions MNC

“ My HR & Country Head offered this coaching program for me to develop my leadership skills, to sharpen my strengths and develop the 'gap' areas. I have to admit this coaching is the best reward / remuneration I have received from the company yet.

The Coach I chose from Pragati Leadership knew when to coach, when to teach and when to act as a mentor. He was supportive at the same time pushing me to cross my limitations. He was cooperative and persistent to get the results. A great coach to have!

Thanks to the Management for making this investment on me. It was truly a wonderful journey. I understand this coaching is just the beginning of that self-refinement and self-awareness and still have a long way to go... ”

## Why should you choose Pragati Leadership's Executive Coaching Solutions?

Pragati Leadership's coaching practise is based on a proprietary model of "wholesome Coaching". This has been especially created to meet the dynamic demands of a globalized business environment with an Indian context, keeping in mind unique challenges that our country's business landscape offers.



The methods we follow are in line with ICF's prescribed 11 core-competencies for Coaching.



We have a team of experienced Coaches, well-versed with working with Senior/ Top Management in different industry-sectors.

To view their profiles, follow this link: <http://www.pragatileadership.com/category/team/facilitators/>

Want to go through more about the solution and a Case Study?

Follow this link: <http://www.pragatileadership.com/executive-coaching/>

To know more about how you can benefit from Executive Coaching, get in touch with us right away by calling 020 6646 2900 or emailing [myneed@pragatileadership.com](mailto:myneed@pragatileadership.com)



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