

## Coaching and Mentoring

Coaching is defined as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Coaching honours the client as the expert in his/her life and work and believes that every client is creative, resourceful and whole.

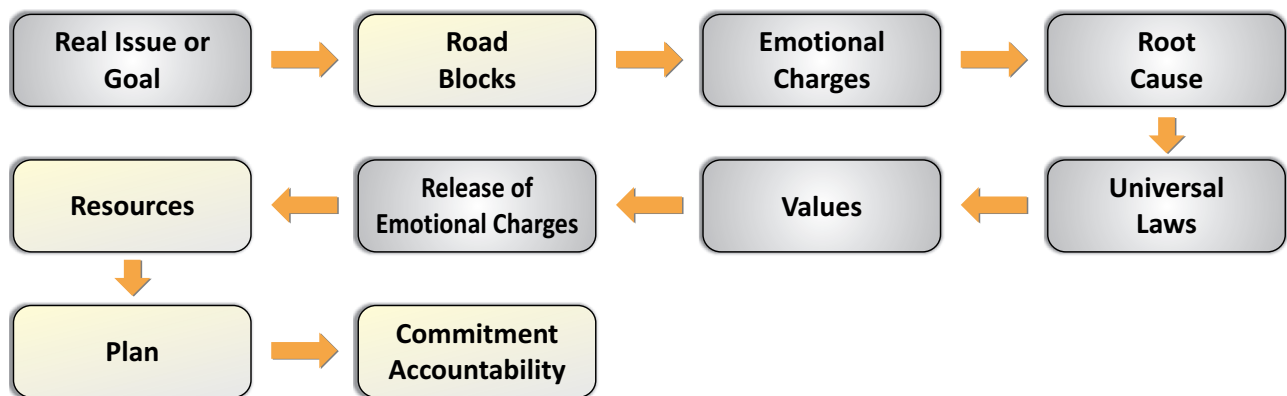
Executive Coaching is about facilitating senior executives to fully explore their potential by opening their minds to think, feel and act beyond existing limits and paradigms.

*With an enriching experience in dealing with people, we at People Metrics, use Coaching as an "Art", thereby integrating the science and skills of working with the blueprint of an organisation. The Power Coaching Model used by our expert coaches is aimed at achieving success, both professionally and personally, at the organisational level.*



Our studies show that coaching resulted in 96% **effectiveness improvement in** Teamwork, Communication, Leadership, Innovation, Customer Service, Productivity and Goal setting with an esteemed client. While learning initiatives **increased employee productivity by 22.4%**, **Training combined with Coaching showed an 88% increase in productivity.**

### Our Coaching Model

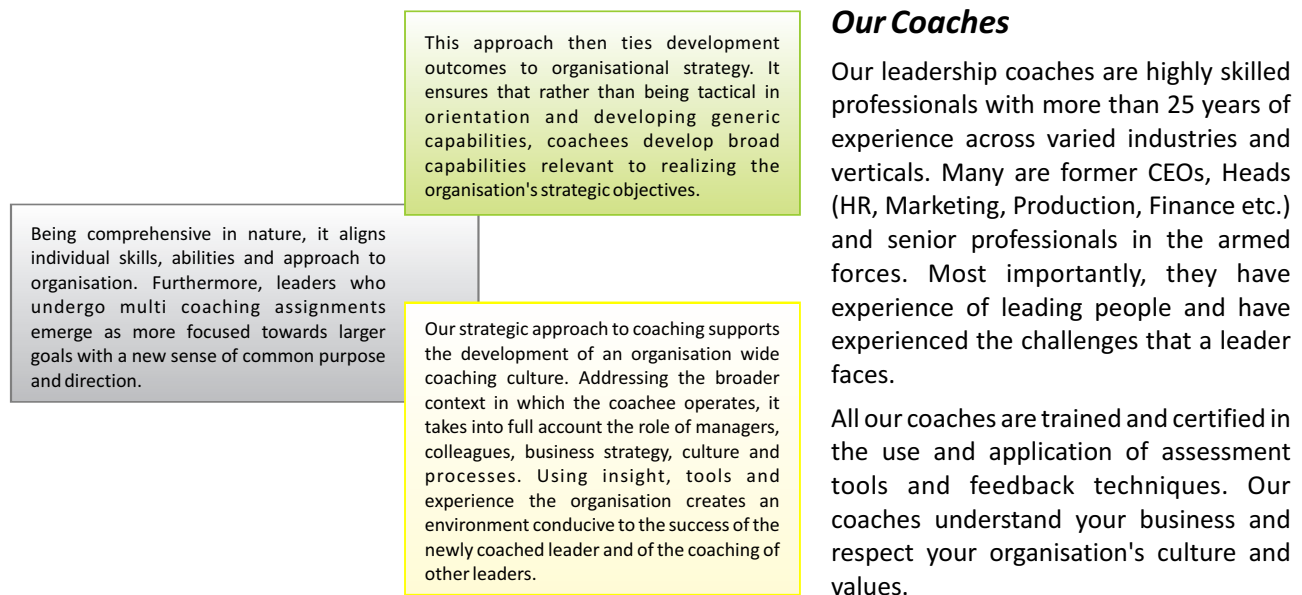


The fundamental of coaching is all about the “coachee”. Our team of experienced coaches use CLI, Canada’s powerful “Power Coaching® with Mind-Kinetics®” PCMK™ technique based on The Science of Mind-Kinetics®, which literally means putting the whole brain into motion. **The Science of Mind-Kinetics® built into scientifically engineered coaching methodologies protects the hearts and minds of coachees and provides permanent and behavioural change.**

## Our Coaching Methodology

Our Coaching Methodology delivers success because it involves multiple stakeholders, perspectives and dimensions. Coaching is not only an individual event but also an organisational process driving systemic change. In our coaching methodology, the one-to-one encounter between the coach and coachee remains fundamental. The coachee works with the coach to set the objectives of coaching. The other stakeholders include senior management & representatives of key functional areas such as HR, who share the responsibility of articulating the organisation's strategic objectives with coaching to ensure that the coaching and strategy agendas are properly aligned. It also includes the coachee's manager, who not only helps define the expectations surrounding the coaching engagement but also takes responsibility for creating an enabling environment supporting the coachee's post coaching development and success.

### **Our Coaching Approach :** Our STRATEGIC VALUE CHAIN Approach delivers 3 Major Benefits:



## Our Coaches

Our leadership coaches are highly skilled professionals with more than 25 years of experience across varied industries and verticals. Many are former CEOs, Heads (HR, Marketing, Production, Finance etc.) and senior professionals in the armed forces. Most importantly, they have experience of leading people and have experienced the challenges that a leader faces.

All our coaches are trained and certified in the use and application of assessment tools and feedback techniques. Our coaches understand your business and respect your organisation's culture and values.

## The "People Metrics Advantage"

The success of a coaching assignment is determined by accomplishing a defined and clear set of success targets while also adding accountability to the program by way of embedding measurement of business outcomes in the process. Predetermined metrics include before and after and/or control group assessments for the coaching impact evaluation. Our Coaching Model helps measure Performance, both at the organisation and the individual level. This approach defines the overall purpose of a multiple employees coaching program. The program's effect can be seen on productivity, strategic change, employee engagement, as well as on promotion and succession, leadership brand alignment, talent attraction and retention.

People Metrics is one of the leading consulting companies with a unique model integrating organisation's HR framework & governance tools with people assessment, development, and coaching. For over a decade, we have partnered with more than 100 clients across India, South East Asia, Middle East and Africa by accelerating the human capability development to help organisations achieve sustainable growth and enhance their bottom line with focus on creating engaged and performance driven workforce. Our talent assessment and development solutions are supported by Thomas Assessments Pvt. Ltd.'s and Coaching and Leadership International's tools; both of which are world leaders in their respective areas.

Our Strategic Alliances

