

Exploring Contemplative Conversations

Coaching - The TAO Way

“sakala sahrudaya samvAda”

(Engaging in an attentive dialogue with all one's heart)

7th (Sun) - 10th (Wed) January, 2018

SAIACS CEO Center, Bangalore

“Exploring Coaching Conversations” (ECC) is one of the core modules of the Coaching Certification Program offered by the TAO Leadership Academy. The Academy offers two streams of Coach Certification Life Coaching and Leadership Coaching.

This program is most suitable for people who wish to undertake a journey of self exploration as also learn how to coach others "to be the best that one can be". This program is relevant for internal and external facilitators/ consultants, leaders and individuals who wish to become a coach for individuals, groups, communities and organizations. This is also relevant to already certified/ accredited coaches who wish to explore a new paradigm in the coaching process.

Totally 
Aligned
Organization

Coaching - The TAO Way

A CULMINATION OF YOGIC PHILOSOPHY AND BEHAVIORAL SCIENCES

The wisdom and traditions of India are a great resource for inner growth and transformation. They offer not only insights and perspectives into one's psyche, they also offer practices that transform the mind and the body.

This Coaching Certification programme is then an invitation to be part of a community of practice that will shape and offer an integrative way of coaching individuals to "become the best that one can be". We believe that Coaching is not just about 'solving' problems, but is primarily about helping the individual/organisation discover their true nature and realise their latent potential. This means going beyond the apparent symptoms and typical coaching problems that present themselves, and helping people identify what lies beneath and how to deal with it most effectively.

For this, the individual must ask some critical questions: "Who am I?", "Where am I?", and "What is my quest here?". A meaningful inquiry into these questions is made easier through the use of appropriate framework that blend the wisdom of tradition with the insights from ongoing research in psychology, organisation behavior, leadership studies, and related fields.



This program is informed by three significant pillars :

We bring to bear our deep study of Yogic philosophy and practice, our profound knowledge of Behavioural Sciences as well as our keen understanding of systems in our way of coaching.

We bring EMCC competencies which are established on extensive research and quality control by the European Mentoring and Coaching Council. These competencies will help the coach to build a robust and rigorous coaching process, method and practice.

We bring our proprietary tools and frameworks to help the coach build a contextual understanding of the client to discover insight and learning.

The TAO Coach is the one who works intensely with one's own inner growth through practice of self-reflexive contemplation. This continuing self-work enables the Coach to engage in a contemplative conversation through which the coachees embarks on the journey of his/her own self-discovery, of being what he/she is meant to be.



What will the Coach Learn?

The coach will learn

- To work with the client with their inner propensities, identities, aspirations and heroic potential.
- To partner with the client to help discover, clarify, align with the client's dreams, inner wisdom, and help them to work with it in a way that is mindful and respectful of the client's pace and life context.
- To work with established tools and frameworks, develop a coherent model of mentoring/coaching, and help the client work towards outcomes and approaches from client's context
- To help clients make meaning from feedback received from others and/or using established profiling tools. Thus, helping them to make informed action choices by generating insights and perspectives.
- To evaluate outcomes and assess their own coaching competence, self knowledge and coaching process in consultation with their significant stake holders, for continuous development.



Our coaching approach is based on adult learning theory - it is highly experiential and practical, enabling our Coaches to start practicing immediately after they finish the workshop.

Insight into oneself:
Understanding oneself, one's identity process and propensities and orientations as a coach

Foundational knowledge: Core concepts, tools, frameworks and processes of coaching to build a robust coaching practice

Practical knowledge: Bringing knowledge and self awareness into practice and be present in a contemplative conversation with client

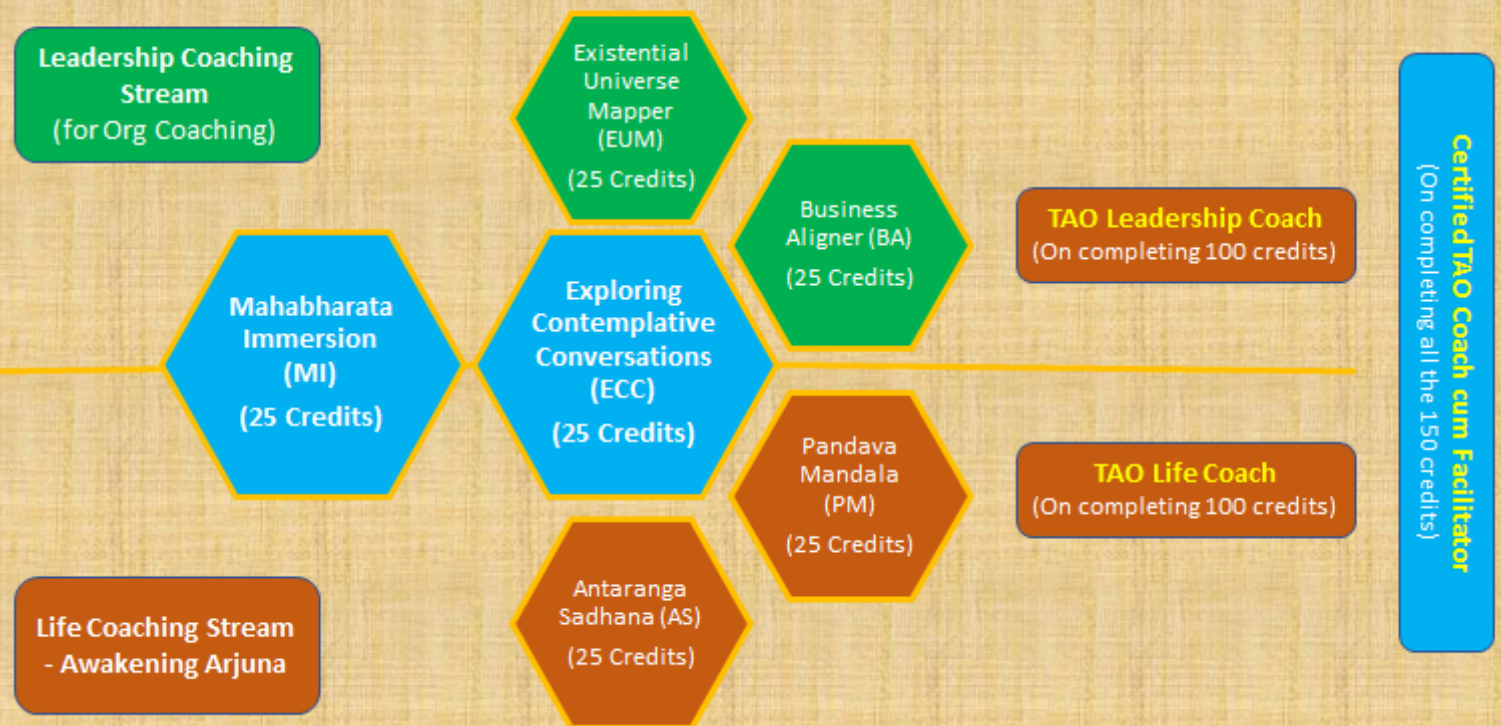
ECC Module Certification Steps

Step 1: Attending/ completing requirements of ECC Workshop

Step 2: Real Time Coaching Practice and Reflection

- > Complete 3 coaching conversations (based on established profilers ,
- > Maintain a Coaching Log/Journal for each of these coaching conversations, and
- > Complete two Coaching Review Calls with a TAO Master Coach

TAO Leadership Academy – Certification



Participants will be awarded the **TAO Coach Certification**, once all the four modules in either the Leadership Coaching stream (MI, EUM, BA and ECC) or Life Coaching stream (MI, PM, AS and ECC), are successfully completed.

EMCC Accreditation: We are in the process of accrediting all the modules of the TAO Coaching Streams by the European Mentoring and Coaching Council's (EMCC) European Quality Award (EQA). Those completing the TAO Coach Certification can apply for EMCC's European Individual Accreditation (EIA), once the TAO Coaching Streams are awarded the European Quality Award (EQA). For more details of the EIA accreditation please browse <http://www.emccouncil.org/eu/en/accreditation/eia>.

Lead Coaches

Abhay Phadnis

Abhay, an alumnus of TISS, is an HR professional by training. After spending over two decades in organizational roles in the areas of HR, Technology, and Business Management, he is now working as a coach and consultant for over a decade. Apart from Executive Coaching, he specializes in psychometrics, assessment and development centres, and organisation development initiatives. He is an Associate Coach with the Center for Creative Leadership and holds coaching certifications from the CCE and the ICF. He is certified at Level B in Psychometric Testing by the British Psychological Society and trains people on the use of instruments like the MBTI and the EUM. He is a visiting professor at IIM Ranchi.

Mentor Coaches

Ashok Malhotra

Ashok, an IIMA alumnus, is a Founder member of Sumedhas academy for Human Context and a Director on the Board of many Indian companies. Ashok is a researcher at heart, a gifted teacher and communicator, a practitioner of Human Resource Management, an insightful observer of human processes, and a consultant who has been working as a Process Consultant for the last 28 years. Ashok has worked with top management teams of over 60 organizations covering diverse Industry sectors, including multinationals, public sector, Indian business houses, family run organizations, partnership/proprietorship companies, etc. He is the author of the book "The Child Man" (Routledge), and many papers of academic and general interest. He is in the process of publishing another book on Indian Managers and Indianness.

Sarbari Gomes

Sarbari graduated in literature from Calcutta University and had a long innings with ITC for sixteen years. Currently She works as a Principal Consultant with TAO and she focuses on culture, leadership, gender and leadership, change management, alignment, and transformation. Apart from being trained in various psychometric tools, Sarbari is an Associate Coach with CCL, a PCC from ICF, Member of European Mentoring and Coaching Council, an avid blogger and has been the Executive Director of Sumedhas Academy for Human Context from 2013 to 2015. She is also an Associate Facilitator for Bath Consultancy Group, U.K., Associate Facilitator of Virtual facilitation giant Nomadic International Business Psychology, Netherlands and a Certified practitioner and trainer for EUM suite of tools for leadership development and executive coaching.

Raghu Ananthanarayanan

Raghu is a Post-Graduate in Engineering from IIT, Madras. He is a leading consultant to several blue-chip companies - Indian as well as Multinational. He has devoted almost two decades to transforming the organizational culture of several leading organizations. He is a Founder member of Sumedhas academy for Human Context. Raghu has authored many books, most recent publications are "Leadership Dharma", and Organisation Development and Alignment" co-authored with Gagandeep Singh. Raghu has been intimately involved for more than a decade with three extraordinary teachers, namely, J Krishnamurti, Yogacharya Krishnamacharya and Pulin K Garg. His work revolves around helping individuals, groups and organizations discover their dharma, and become the best they can be. This aligns with his own personal sAdhana.



Program Details

- We start at 11:00 AM on Jan 7th (Sun) and end at 2 p.m on Jan 10th (Wed)
- Program Fee: Rs. 38,940 (Rs. 33000/- + GST of Rs. 5940) (This fee is inclusive of the workshop participation fee and the two coaching supervision calls after the workshop)
- This is a Non Residential workshop. If you wish to stay at the CEO Center, the cost of stay is approximately 1500+GST for twin accommodation and Rs. 2500+GST for Single accommodation.
- Last Date for Registration: Dec 22, 2017
- Refund Policy: Refundable in full for cancellations before Dec 22, 2017 (other than Govt levies/taxes, if any). No refund for cancellation after 23rd December 2017.

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