

Ready for transformational coaching?

Indroneil



It is high time executives and business leaders become responsive to change rather than manage change if they want to see through this phase successfully

“Don’t think you are, know you are”.

This profound statement of Morpheus made to awaken the limitlessness in Neo, in the all time cult of a movie ‘The Matrix’ encapsulates the essence of Transformational Coaching. An approach to coaching which is built upon the faith in the boundless potential inherent in every human and uncovers the same for the coachee to make miracles happen.

The power of transformational coaching lies in bridging the being with the doing. The approach to transformational coaching (the ARMS approach) leads an individual from awareness to action, from reflection to result and from the mystics to the metrics through a process of guided exploration, experimentation and exposition. It is a distinct departure from prescriptive modification of behavior to suit a transient reality or cosmetic surgery of practices to align to prevailing forces of the economy. It does not attempt a cure or correction as a reaction to an economic context but brings about certain healing to enable spontaneous response to any ecological context.

How does transformational coaching work

Well, imagine we all have, deep inside us a general waiting to call upon us to respond to a command. In a way, the core objective of transformational coaching, is to awaken this general on the call of which the warring forces of the conditioned self get aligned with the otherwise unused values and life giving forces to respond in a manner that brings out the best of a human being. This general, which essentially is the seed of any individual’s existence, is often called the purpose of life, a calling, or a life mission. Thus, for once, it awakens the deepest life-force in human beings to respond naturally to any situation. Making the person more change responsive than change managing.

Never had been the need for realizing limitlessness been so relevant amongst business leaders and followers as it is today, the economy having shown its ability to lash back mercilessly to seek systemic correction.

Until now, every post-recessional recovery has witnessed a reversal of problems to provide what seems as solutions. It could be in terms of correction of lending rates to outsourcing of non-value added processes to distributed manufacturing to providing services on taps – many such innovative process changes, if we look back, are results of after thoughts to how an economic imbalance can be addressed. The irony is that most such

approaches to problem solving have not taken a systemic view of things and if at all has only led to delaying the surfacing of a crisis. Not often has there been thinking in the lines of system thinking, aimed at healing the process inside out.

It is only through transformational coaching that one can see existing landscapes with new eyes. Being an organic and holistic approach to transformation, it promises to create an entirely new approach to economy.

Business leaders learn to let go of their tunnel vision and get to see new purposeful opportunities for co-creation of wealth, wisdom and well-being.

Entrepreneurs respond to their inner calling to create purposeful initiatives which have sustainability and evolvability in-built.

Investors begin to understand and respect the principles of systemic value-creation and enterprise evolution.

Professionals leverage their passion and intent to transcend established benchmarks of commitments.

Individual contributors move to higher than realized levels of self-managed participation and performance.

It is not coincidental that businesses today, in course of recovering from the aftermath of the recession, are looking for coaches who can partner with the hi-potentials to take organizations to next level. Somewhere, somehow, we all are sensing the need for a systemic and sub-systemic transformation. And looking for transformational agents who can accompany in the process, which besides everything else, is by default painful. The good news is that there are many who come with the good intent and certified ability to hand-hold individual and institution through the journey of transformation. The not-so-good news is that not too many are there to do this as a response to their calling, driven uncompromisingly by their values of compassion, commitment and power. Which is where the crux of transformational coaching lies.

It is not so much about capability that makes a transformational coach effective. It is about a certain calling, a commitment and a wellspring of compassion founded on the faith of humanness that makes transformational coaching happen. It’s a process of healing that does not need the dexterity of surgeon but the heart of a healer to enable the process.

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