

## THIS MONTH FEATURES...



### FOUNDER'S ARTICLE

Niket Karajagi elucidates on coach as a change director.



### OD CONNOISSEUR'S ORATE

Sanjeev Dixit shares his thoughts on coaching in today's perspective.



### OD ENTHUSIAST'S ORATE

Amruta Shah expounds on business success through coaching.

Atyaasaa

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# KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER



## FOUNDER'S ARTICLE



*Niket Karajagi is a business psychologist and the Founder Director of Atyaasaa, which contributes to the top corporate brands globally. He is a certified MBTI practitioner, DISC certified trainer, NLP Master Practitioner and carries international accreditation for Saville Assessments. Niket is also a certified coach, a competency augmentation facilitator and assessor for Marshall Goldsmith's Stake Holder Centred Coaching and Global Leader of Future 360 assessment.*

## COACH: A CHANGE DIRECTOR

A predominant rule that prevails on this planet is "the only thing certain is uncertainty," and organizations put their entire effort towards building predictability. This unpredictability has to be managed for success to happen. Managers are mostly concerned with the outcome that is in line with the measures of the desired change. The differentiator sets in here as to why coaches can drive change more effectively than traditional managers because they focus on the underlying behaviours that drive the change.

Change outcome is a combination of capability as well as chance. The chance factor one never wishes to acknowledge. Chance is luck, which by definition is beyond control. So if a manager gets lucky change is effected.

[next page >>](#)

## THE EDITOR'S MESSAGE

This issue focusses on **Coaching for Change**. Coaches are normally seen as performance enablers. However coaches play a critical role in the change process too. This issue of Knowledge Beans looks at the contribution of coaches in the uncertain corporate world of change goals. Without a coach change becomes an arduous journey with numerous setbacks and demotivating circumstances. Learn the nuances of managing change through the coaches "eyes". The theme for next month is **Innovation at Workplace**. We look at internal workplace methods, techniques and examples. Design thinking which is the next most important skill set will also be deliberated upon.

If you share a passion for the topic, have a flair for writing and would like to share your views, you can send us a 350 word article with your brief profile along with your photograph in jpeg format to [atyaasaeditor@atyaasaa.com](mailto:atyaasaeditor@atyaasaa.com)



**TITLE OF THE MONTH**  
**IMPACT OF PERSONALITY TRAITS AND BEHAVIOURS ON BUSINESS SUCCESS**

<b>BUSINESS COACH</b> Niket Karajagi	<b>LOCATION</b> Webinar	<b>TIME / DATE</b> 3PM-4PM, Aug 10th, 2017
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**WHO SHOULD ATTEND**  
Inspired and Aspirational Business Heads & HR Leaders



◀ from previous page | **FOUNDER'S ARTICLE**: COACH: A CHANGE DIRECTOR

But one can't rely on luck alone. The whole idea of coaching is doing well in the game of chance.

So coaches play by the following rules:

1. Opportunities can be spotted only when the capability exists. The capability is the eye to spot the chance. You have to take those chances with correct behaviours.
2. All top performers over a period will settle to mean performance unless they learn to manage chance. So coaches start emphasizing the persistence of performance than depend on chance during every stage of the change process.
3. Persistence comes by identifying and aligning to key behaviours that can trigger, and effect the change. The stages of trigger and effect of changes require different behaviours at each stage of the change cycle.

Coaches primarily help individuals identify the correct behaviours for deployment at each stage of the change process. It requires repertoire to develop the wisdom of the type of fundamental behaviours that can create the desired change.

The coach focusses on these fundamental behaviours that will trigger and effect the change. Then the coach starts working on variables in the environment to sustain these behaviours. In the event, a deviant variable affects the change process the coach again identifies a new fundamental behaviour for neutralizing the effect of the variable.

Coaching is nothing but aligning the correct behaviours for success to happen irrespective of forces of chance. It is no wonder at all that successful professionals walk with a coach alongside. **E**



**OD CONNOISSEUR'S ORATE**



*Sanjeev Dixit is a passionate senior human and business strategy expert with over twenty years of specialized human capital management expertise with proven track record in business results through effective business partnering in talent acquisition and management, performance management, organization capability building and development, employee relations and management, employee engagement and communication, change management and innovation. His career objective is to add value to business by creatively and strategically integrating HR processes and core business processes with focus on improving the key business results.*

**ROLE OF COACHING IN TODAY'S PARLANCE**

The title is very relevant and appropriate looking at the role of coaching as an institutionalized practice and intervention in today's context especially when the world is aggressively volatile, uncertain, complex and ambiguous. To manage such a dynamic, fast changing ecosystem and environment, coaching serves as a tool to enable people to self-help from the given choices and options.



Coaching is a proven mechanism to unleash the inherent and latent talent within the target group which is being coached by an able enabler or coach. Coach in real sense facilitates leveraging of strengths of individuals by sheer appreciation and celebration of their talent and reinforcing positivity thus converting problems into abundant opportunities.

In today's context when hardly anybody is seeking knowledge to learn and most only googling, coaching serves as a perfect and balanced mechanism to encourage the habit of seeking knowledge and learning which ensures sustainable development and grooming of individual and team's talent. Ultimately coaching facilitates the principle that "self-learning and development is self-responsibility".

Coaching today is not limited to mere sports or corporate world but is imperative and relevant in all walks of life. The need of the hour is to develop coaching as a way of living and life as coaching culture is ingrained in our tradition and roots. It will only enable continuous progress of the mankind through enabler-enablee relationship. In today's advanced and artificially intelligent technological environment, coaching brings in human and personalised touch to the learning process and it further contributes to strong human bonding and wholesome engagement of mind, body and soul.

Coaching is a route to self-discovery and self-actualization both for the coach as well as the coachee and it further enables enhancement of emotional intelligence, innovation, appreciation and humane quotient which needs to be healthy for the living of mankind for generations to come. **E**



OD ENTHUSIAST'S ORATE



*Amruta Shah is an MBA, HR and has also completed her PG Diploma in Industrial Counselling. She has over five years of experience with people oriented roles in various industries in India. Her focus has been talent acquisition, performance management, training and development. Presently, she is in the USA with the retail group as Human Resources Representative. She loves travelling and writing.*

## BUSINESS SUCCESS THROUGH COACHING

What makes any business successful? My opinion is PEOPLE! The team works towards the goal for successful business. Often the financial results delivered by functional processes define success of any organization. These results are an outcome of people's contributions; management and overall control of the operations done by individuals again!

No wonder why, managing people is so critical to business success. Managing includes acquiring the right talent and then further developing and retaining them. Business needs change, and thus, employee development is essential as per these changing needs. The current scenario across industries is to develop and coach talent to enrich it. Coaching is the process of identifying and



implementing ways to develop better employees and improve their on the job performance.

Coaching is usually one to one; sometimes it could be for a team with the common purpose. With a focus on interpersonal skills, coaching enhances other acquired skills and individual's capabilities and further improves the chances of coachee becoming productive on the job. A confident employee will be more productive and creative. A coach helps coachee to build confidence that improves his performance.

Coaches can be internal or hired from outside. In either case, the relationship building between the coach and coachee is crucial. "No judgment" is the first rule. Trust and faith will make the

relationship stronger. The coach will never tell what to do to the coachee, but will help him gain self-awareness. Coaching always focusses on the future.

Effective coaching is about achieving goals. A coach helps to find the purpose or role clarity for an individual in the company. Most good managers and HR professionals are already acting as coaches, in some cases, unknowingly.

I firmly believe that may it be a manager, employee, human resource professional, trainer or a coach; all need to be clear on their roles and be self-aware about their own development which eventually leads to successful business. **E**

### ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



**WRITE TO US**

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## BEANSTATEMENT

If change brings uncertainty; a coach catalyses certainty.