

## COACH GURU

### *The Journey Continues...*

The monthly newsletter from  
the desk of Regal Unlimited

#### WHAT'S IN IT:

Know what it takes to become a coach, events – past as well as upcoming ones, some humour, recommendations on books to read and much more!

#### Dear Leader,

We often ask and get asked if coaching is an art or science. The answer is rather simple, but it requires a little bit of layered thinking to appreciate it. Coaching, as we have come to realise, is an art to the science of coaching. One cannot exist without the other.

Coaching as a science sums up all the best practices, processes and methods adopted in an attempt to predict, control and train the coachees, and turn them into efficient performers. But considering the complex workings of a human mind, coaching cannot be limited to the science of just absolutes and order. While it is all that, it is also so much more. The art of coaching, on the contrary, embraces the many intangibles that science doesn't and cannot. And together, the art and science of coaching create magic that charms the coachees into understanding themselves as well as others better, inspiring them to lead, learn, grow and achieve goals.

Coaching, therefore, brings together people and processes, motivation and methods, and heart and the head. It is a brilliant process that's been fine-tuned by organisations such as ICF and EMCC, yet leaves a lot to be explored by coachees when they undertake this journey. Coaching, truly, is to each her own.

#### COACH AND BE COACHED

While the journey of becoming a coach starts with the foundation of the science of the process, we encourage the aspiring coaches to go beyond the process and tap into the intuitive unconscious, making the process wholesome – from conscious incompleteness to unconscious competence.

#### COACH TRAINING AT REGAL UNLIMITED

Coach training at Regal is a mix of the scientific and spiritual and is as much an outward journey as it is inward.

**LEVEL 1:** This is a foundation programme (unaccredited coach training, inspired by Seth Godin's altMBA) that introduces the coaching concept and helps the participants add coaching skills to their leadership, both at work and life. It is also a good space for aspiring coaches to test waters before they commit themselves to the transformational journey.

**LEVEL 2 & 3:** These are ICF-approved coach training programmes for aspiring coaches. The ICF Coach Training for ACC is an intensive, well-thought-out learning programme that will prod you to first go within and then without. It is the ideal foundation on which you can build your coaching career, be it your professional coaching practice or coaching at the workplace.

You can get trained and mentored by one of the industry's best, and what's more, you can **Learn2Coach the ICF way!**

#### THE JOURNEY FROM BECOMING A COACH TO BEING ONE!

From handholding you to traverse the journey to becoming a coach to holding hands when you are a coach, Regal Unlimited's partnership with you is for life.

#### REGAL COACHING COMMUNITY

*For continued learning and business collaborations*



Get lifetime access and support from Regal Coaches, a well-networked and vibrant community of all Regal coachees-turned-coaches.



### A BLENDED APPROACH TO COACHING

*Balancing your passion and profession*

Learn some of the best practices on how to set up a professional coaching practice and get insights into the business aspects of the work.

## COACH'S CORNER



**SUBASH CV**

A few days ago, my day started with a call from a coachee-turned-friend. And incidentally, that particular day ended with a call from another oversees coachee-turned-friend and as fate would have it, both of them were grappling with a similar issue. Both of them had difficult bosses! Both of them are high performers, high potential employees. So, what was causing their bosses to act up?

All bosses needn't be good leaders. But all good leaders invariably are good bosses. As bosses, why do we try to create hurdles for our team, our top performers? Why does our insecurity get the better of us? What then is going to be our **#legacy**? The primary role of every leader is to nurture the team, to get them to perform better, and to 'maximize their personal & professional potential'. Else we cannot call ourselves as leaders. We are then mere bosses, by roles and hierarchy. What is our excuse for not 'leading'?

Take every opportunity to become more aware of your leadership style. Coach your team. Adopt a transformational leadership style. Coaching, contrary to popular belief, isn't just for the CXOs. It is for anyone who aspires to lead. Everyone can and should add coaching to their lives and operate from their highest potential.

Learn2Coach the [#ICFway](#), check out our various learning options [here](#).  
#IQ2EQ2SQ [#Coach2Lead](#) [#Learn2Coach](#)

## STORY OF THE MONTH



ICF Coaches' MeetUp @Bengaluru At Regal, we are committed to our coachees and the practice of coaching. And to meet this twin objective, we have initiated a monthly meetup of ICF coaches in Bengaluru. For practising and aspiring coaches, these meetups are designed as an informal huddle session for everyone to get together and share their lessons and learnings. The first edition was an opportunity for a few #RegalCoaches and professionals/aspiring coaches to come together and share their transformative stories. The next edition was held on November 16th and focused on ICF coach training. Future editions will focus on both becoming a coach and being a coach.

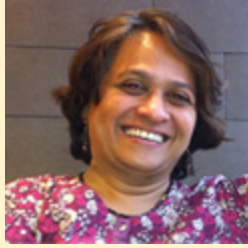
### MORE MEETUPS IN CHENNAI: OVER SNACKS AND FILTER COFFEE.



## THE TRANSFORMATIONAL STORIES OF REGAL COACHES

### How coaching helped them

'Making a difference' has always been my passion and all through the professional life I have managed to do that; whether through software



tools or people interventions. Coaching was a logical extension of all that I did throughout my life; at least that is how I saw it! Getting trained as a coach was one of the most sensible decisions I have taken. ICF has an excellent framework for coaching that has been very successfully tried and tested.

The competencies are individually powerful and together very beautifully aligned with the core principles of coaching. The rigorous training that I received, be it the classroom theory sessions or the practice sessions or the between classes peer coaching sessions – it has helped me become a professional coach and allowed me to blend my skills, knowledge and wisdom with the tenets of coaching and truly make a difference.

[Rekha Hatkanagalekar, PCC](#)



All through my life, I would easily spot other's mistakes and errors and candidly give negative feedback. My belief was positive feedback is for reinforcement and negative feedback leads to improvement. I was also a poor listener, or so I was often told. One of my supervisors had told me that my problem was that when someone started saying something, I could predict what they were going to say and would immediately respond even before they complete it.

More importantly, I was often right. Given this background, during coach training, the fundamental two aspects of a coach were to look only at positives and appreciate the coachee for the same and to listen to 80 per cent of the time. This training, therefore, came to me as a self-purification exercise. ICF Gold Standard places maximum importance on the competency of active listening with the underlying theme as unconditional positive regard for the coachee. Both of these resonated with me.

[Venkat Narayanan N K, PCC \(ICF\)](#)



ICF coach training programme allowed me to learn more about the multiple dimensions that need to be understood in any conversation, especially in a coaching conversation. To name a few - listening, body language, questions, nudging but not leading, all of these techniques were taught with role plays, mock sessions and classroom evaluations. Just reading through the ICF core competencies would not have helped much.

Additionally, unsaid though, we were also following some classroom guidelines - to be present in the classroom, not take calls unless it is important, wait for our cohort to join back if they step out for some reason so no one misses and we go through the journey together. With such beautiful gestures, getting trained in a classroom was such great fun.

[Shanthi P, ACC \(ICF\)](#)

## LIFE COACHING AND HEALING

Our Life Coaching and Healing practice curate the best of psychological, physical and metaphysical wisdom to help you reclaim your life. Theta Healing, Access Consciousness /The Bars, Phyllis Krystal Method – 'Cutting the Ties that Bind Us' and Quantum-Touch are some of the techniques we use to help you lead a wholesome and blissful life.

To book appointments, write to us at [info@regalunlimited.com](mailto:info@regalunlimited.com)

*I was out of a job for around 10 months and in the last few interviews that I faced, I reached the final stage but was not able to convert it to a job offer. This was going on for some time and all of us (my family and I) were frustrated. Anjana is my wife's friend. That's how I got in touch with her. She said that she would work on me through Phyllis Krystal Method and gave me two clearing statements as well. With all my rational and logical thoughts, it was not an easy decision for me to follow her direction. But I chose to follow it with a belief to give it a try. I followed her suggestion and chanted the statements. Soon, I started to realise that it had some positive effect on me. The affirmations helped me in clearing the blocks in my life. I am grateful that I came into contact with her. I now have got a job and I am placed well."*

**A recent healing beneficiary who wishes to remain anonymous**

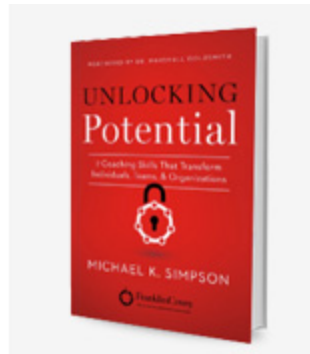




DILBERT By SCOTT ADAMS  
Source- <https://dilbert.com/strip/2017-01-12>

## READER'S PARADISE

What separates average managers from truly great ones? One key quality is the ability to develop and inspire employees. For this month's newsletter, we recommend a book—and a bonus video—to help you adopt a stronger coaching mentality and become a more inspiring leader.



### Unlocking Potential: 7 Coaching Skills That Transform Individuals, Teams, and Organizations

Michael K. Simpson champions the idea that helping people thrive in their work helps organizations thrive overall. And every manager-coach must begin by building trust. In this book, Simpson provides strategies for establishing trust, then moves through six other key skills, including tapping into one's potential, inspiring commitment, and seeing goals come to fruition.



### The Puzzle of Motivation

Michael K. Simpson champions the idea that helping people thrive in their work helps organizations thrive overall. And every manager-coach must begin by building trust. In this book, Simpson provides strategies for establishing trust, then moves through six other key skills, including tapping into one's potential, inspiring commitment, and seeing goals come to fruition.

## WHAT'S NEW?



We will be launching ICF-approved ACSTH Coach Training at Bengaluru starting December 6th.

To know more/apply, pls write to us. [info@regalunlimited.com](mailto:info@regalunlimited.com) or [subash@regalunlimited.com](mailto:subash@regalunlimited.com).

[Download the brochure](#)

