



## **RESULT BASED COACHING (RBC) SOLUTION**

**CREATING A HIGH-  
PERFORMANCE TEAM  
COACHING CULTURE**

**MISSION: TRANSFORMING LEADERS AND CHANGING THE WORLD FOR THE BETTER**

# RBC



## RESULT-BASED COACHING SOLUTION

EXECUTIVE COACHING FOR LEADERSHIP TRANSFORMATION AND BREAKTHROUGH BOTTOM LINE RESULTS



A customized **12-month** culture transformation solution that delivers breakthrough results with the synergy of customized power action learning workshops, vision & goal alignment, 360% assessment, 1-1 coaching, strategic & high-performance team coaching and management review methodology that enables a high-performance team coaching culture.

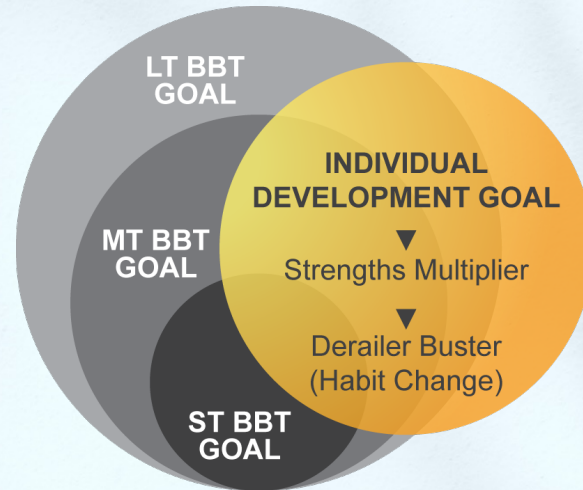


### **METHODOLOGY**

- 360 Degree Leadership Assessment and Profiling to assess development needs, leadership styles, strengths and areas for improvement.
- Workshop with Mind Mapping of the group business goal that is aligned with the company's overall business goal.
- Executive one on one coaching to unleash potential of leaders by drawing solutions from them to achieve their individual development and business breakthrough goal.
- Group coaching with leaders challenging each other to come up with innovative solutions, execution plan and how to synergize to reach the overall company's breakthrough goal.



**OUTCOMES  
AND RESULT  
SMARTEST  
MOST  
COMPELLING  
BREAKTHROUGH  
GOAL**



1. Alignment of Corporate/Business Breakthrough Goals and Individual Development Goals.
2. Achievement of Corporate/Business Breakthrough (BBT) Goals and Development Goals.
3. Effective Strategy and Execution.
4. Highly Engaged High-Performance Teams.
5. Strong Collaboration Between Leaders and Their Teams.
6. Leaders as Great Role Models That Grow and Multiply Leaders to Enable Sustainable Growth.



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EXECUTIVE COACHING FOR LEADERSHIP TRANSFORMATION AND BREAKTHROUGH BOTTOM LINE RESULTS





### **4 CORE DOMAINS OF COACHING APPLIED IN RBC**

#### **EXECUTIVE COACHING**

Focuses on transforming the executive through behavior and habit change that achieves the intended objective for the executive and the organization.

#### **LIFE COACHING**

Focuses on creation and enhancement of life purpose, vision, goals, strategies, action steps, plans and execution for synergistic, holistic and sustainable love, happiness and success in life.

#### **STRATEGIC BUSINESS COACHING**

Focuses on creation and enhancement of organizational mission, vision, values, goals, strategies, tactics and action plans to enable strong execution for attainment of organizational goals.

#### **TEAM COACHING**

Focuses on engaging the team in discovery, planning and achieving team-based objectives and enabling high performance teams.



1. Assessment - 360-degree feedback process reveals crucial patterns (optional)
2. Alignment - calibration with top management on alignment with organization
3. Support - agreement & backing from manager & top management
4. Trust - maintain believe, confidentiality, effective listening & touch the heart
5. Modeling - showing exemplary coaching & leadership habit by walking the talk
6. Empowerment - using great questions, intuition & influence to unleash potential
7. Breakthrough Goals - challenge to bring out the best in people with compelling future
8. Ownership - coachee centered approach builds strongest commitment & buy-in
9. Team Coaching - unleashing team synergy & collaboration to thrive on diversity
10. Exploration- generate innovative ideas & outliers that disrupt & create breakthroughs
11. Discovery - pinpoint the best and most effective solutions
12. Strategies - formulate winning strategies to achieve sustainable competitive advantage
13. Tactics - execute the strategies with the right enabling techniques
14. Actions - plan out the detailed steps, timeline & resources for impeccable implementation
15. Roadblocks - identify important roadblocks and how to overcome them
16. Contingencies - prepare back up plans and alternative options to win
17. Feedback -take full advantage of feedback from the coach and others to triumph
18. Strengths - leverage on core talent and passion to create differentiation
19. Derailer - work to overcome the key stumbling block one at a time
20. Simplicity - focus on what's most important to getting the fastest and best results
21. Awareness - generate self-awareness, voluntary acceptance & high commitment
22. Habit Change - reframing of mindset, use 7P's to maximize motivation & achievement: (Pleasure, Pain, Passion, People, Process, Persistence & Permanence)
23. Scorecard - keeping the game exciting and ensuring that what gets measured gets done
24. System - setup a strong support structure to ensure effective execution of plans
25. Follow up - constant reminders & encouragement from coach and key supporters
26. Accountability - work with right partners & stakeholders to maximize actions& outcomes
27. Sustainability - holistic coaching and healing in work and life for love, happiness & success
28. Evaluation - formative and summative evaluation and management review on results
29. Acknowledgement - continuous appreciation and reinforcement of right actions & habits
30. Celebration - plan & rejoice at the outset, in line with key milestones & realizing the dream.



## → **META MODEL 30-6-8: THE HEART, THE MIND AND THE ENERGY OF A COACH**

### Part 1

#### The Coaching Principles (TCP) – The Heart

1. The Coaching Spirit
  - 1: Believe in Human Potential for Greatness
  - 2: Fulfillment Flows from Adding Value to Others
  - 3: Bring Out the Best in People and Let Them Lead
  - 4: Use Influence Rather than Position
  - 5: Thrive on Challenges and Flexibility
  - 6: When We Grow Others We Grow Ourselves
  - 7: A Coach Still Needs a Coach
2. Relationship and Trust
  - 8: Maintain Authentic Rapport and Humor
  - 9: Touch a Heart with Care and Sincerity
  - 10: Practice Integrity and Build Trust
3. Asking Questions and Curiosity
  - 11: Curiosity Ignites the Spirit
  - 12: Ask Questions that Empower and Create Buy-in
  - 13: Avoid Judgmental and Advice-Oriented Questions
  - 14: Powerful Questions Release Solutions
  - 15: Asking Great Questions Requires Practice
4. Listening and Intuition
  - 16: Listen Rather than Tell
  - 17: Be Present and Turn Off Your Inner Dialog
5. Feedback and Awareness
  - 21: Embrace Feedback to Triumph
  - 22: Awareness and Acceptance Cultivates Transformation
6. Suggestions and Simplification
  - 23: Get Consent Before Giving Suggestions
  - 24: Use the Power of Simplicity
7. Goals & Action Plans
  - 25: Establish Goal Ownership & Commitment
  - 26: Create Strategies and Action Plans for Goals
  - 27: Keep Score of Goals and Action Steps
8. Accountability & Accomplishments
  - 28: Support Goals Completion Continuously
  - 29: Accountability Drives Accomplishments
  - 30: Acknowledge Efforts and Progress
- 18: Avoid Jumping to Premature Conclusions
- 19: Be Impartial and Non Judgmental
- 20: Listen Deeply, Use Observation and Intuition

### Part 2

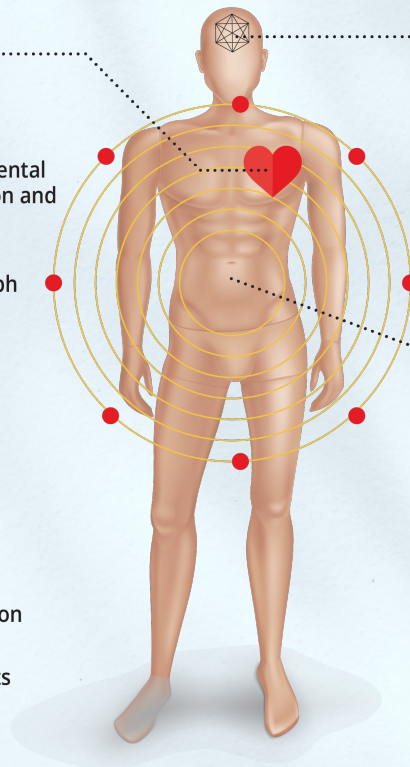
#### Situational Coaching Model (SCM) – The Mind

- 1: G - Goals Paradigm
- 2: E - Exploration Paradigm
- 3: A - Analysis Paradigm
- 4: R - Releasing Paradigm
- 5: D - Decision Paradigm
- 6: A - Action Paradigm

### Part 3

#### Achievers Coaching Techniques (ACT) – The Energy

- 1: Taking Full Responsibility for Results
- 2: Building Self-Esteem and Removing Road blocks
- 3: Clarify Your Life Purpose and Your Vision
- 4: Settings Effective Goals
- 5: Visualizing and Affirming Desired Outcomes
- 6: Planning for Action and Taking Massive Action
- 7: Using Feedback, Learning and Persistence To Your Advantage
- 8: Using The Law of Attraction and Celebrating Your Success
- 9: Making the Impossible Dreams Possible







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