



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.

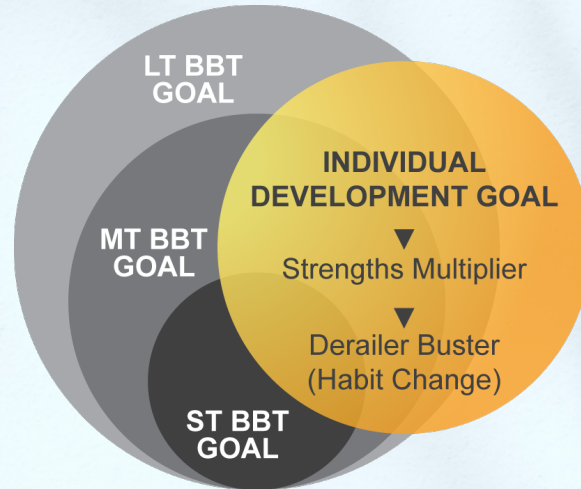


METHODOLOGY

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

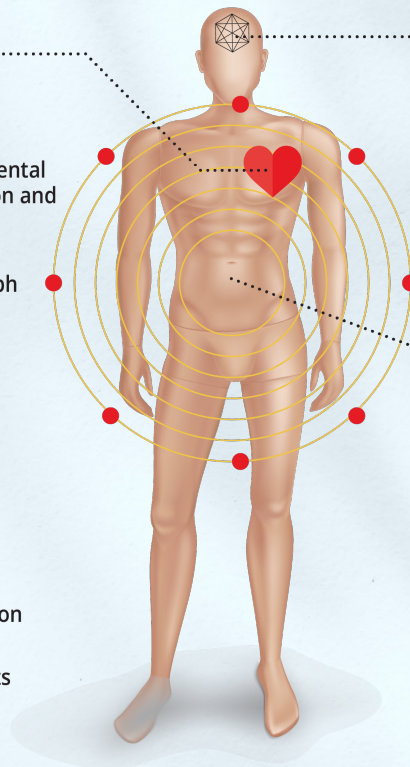
Situational Coaching Model (SCM) – The Mind

- 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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