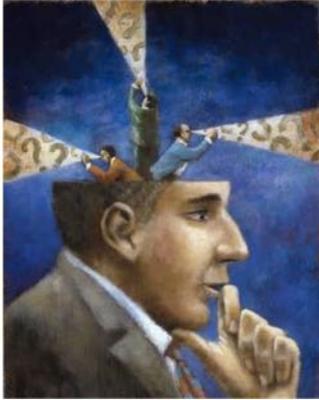


LEADERSHIP | INSIGHTS & IMPACT



“ It is tough to examine our internal battles than to win the external battle ”

Venkataraman Subramanyan
Co-founder, Facilitator and Executive Coach
Global Coaching Lab



What you can look forward to

- Move from Tyranny of doing to the possibility of Being. 2
- Impacting Leaders 4
- Old Learnings, New Perspectives. 5
- Our Sustainable Leadership Solutions. 6



Your Leadership Roadmap

Bridging your gap between Great and World Class Leadership!

Looking at your Potential



Aligning to your potential



<p>VIP – VOICE. IDENTITY. PURPOSE</p>	<p>LEADER AS A COACH</p>	<p>PEOPLE & CULTURE INTEGRATION</p>	<p>EMPOWERING WOMEN INTO LEADERSHIP</p>	<p>GLOBAL LEADERSHIP AND COACHING SEMINAR</p>
<p>Unleashing the HERO within you</p> 	<p>The gap between being a good manager and great manager is your ability to coach</p> 	<p>Learn how do you leverage your people and create multiplier growth</p> 	<p>Balance of masculine and feminine traits enabling you to be a successful leader</p> 	<p>Aligning your potential to your purpose enabling yourself to be a global leader</p> 

Move away from the tyranny of Doing to the Possibility of Being



Illustration Source: Gary Walters



Time to read: 5 mins

Dear Leaders,

Our previous month's newsletter focused on the leadership insight, "Talk Less, Mean More in a highly distracted world". Continuing on that thought, I am happy to be sharing with you with you an insight that is meaningful and relevant to me –

*As leaders, do you want to **move away from the frenzy of continuous "doing"** to focus on "being", which will eventually give you more meaning as individuals, managers and leaders?*

I am increasingly getting into conversations with my executive coachees' on the topic of *being caught in the "Urgent" and unable to focus on the "Important"*. One of my coachees recently shared with me a challenge:

“ *I feel pressured to project busyness, as without it, it seems to others, that I lack a sense of purpose. Being Busy gives me purpose.* ”

I was actually quite taken aback by this statement, and with his permission, created an environment of productive conflict, to address this challenge.

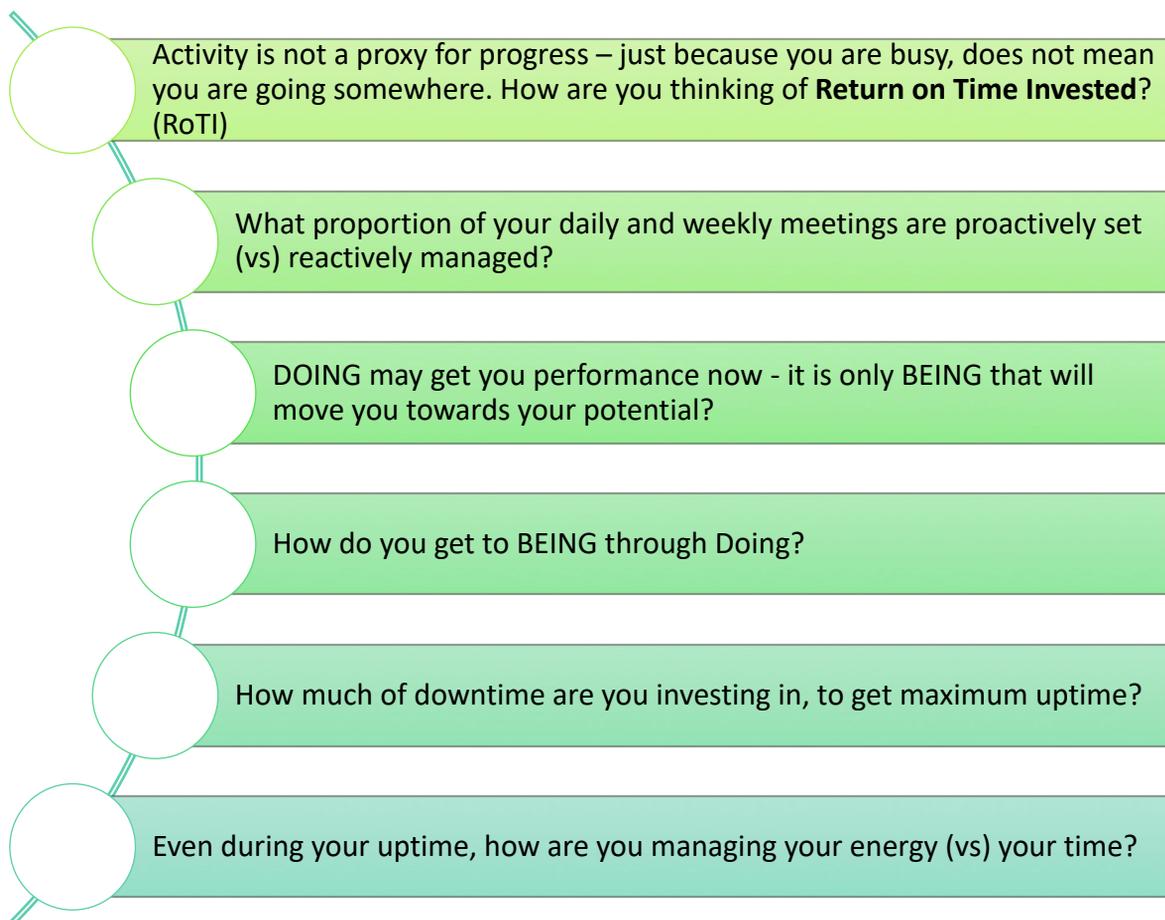
I asked him: “What was your daily schedule when you were a child or a young adult?” His facial micro expressions showed surprise, and he thought through and answered:



“I was a very hyperactive child and hence my parents, in an effort to channel my energies constructively, kept me busy through many educational and co-curricular activities. So basically, I had a packed schedule during the week and also the weekend”.

As we discussed this further, my coachee realized that **as human beings we have been conditioned from our childhood to keep ourselves busy**. This conditioning has slowly grown into a destructive habit that has become hardwired into our evolution and growth.

It was an Aha moment for him since he wanted to use our coaching session to “stretch his thinking”. I was only happy to share a few pointers to help him think further:



While getting my coachee to “stretch his thinking” on the above points, it is my belief that each one of has more potential than you would allow yourself credit for.

Counterintuitively it is your being that will accelerate your doing. **How have you been today?**

Best Regards,
Sripriyaa Venkataraman
Director Innovation and Partnerships



Impacting Leaders who then impact their performance, team and organization!

 Time to read: 6 mins



Experiences from a HR leader in the Middle East on attending the Global Leadership and Coaching Seminar, launched in Singapore for the first time!

Mr. Ali attended GLACS along with the group CEO and the heads of the other companies in the group. He shares his learnings from the program:

As an HR leader I have organised and attended numerous leadership seminars, but the Global Leadership and Coaching Seminar was a truly life changing experience.

Even though its just been 2 months since I participated in the Global Leadership and Coaching Seminar, I have had a change in perspective and already implemented some of my learnings in my personal and professional life.

One of things that stood out most was me the Managerial Perspective. More specifically there were 3 key topics I found which were instrumental in changing the way I approach my team and professional duties.

- 1) Situational Leadership** – What was different about this approach, was that not only did I learn to be more aware of different managing styles, but more specifically to map those styles to the commitments of my team members. I believe this will ensure that correct expectations are set for my team's deliverables.



- 2) Critical Thinking** – We have always been doing objective setting exercise, but the framework we learnt at this workshop was more comprehensive and specific. I have already started to implement this way of setting objectives with my team.

3) **Overcome team dysfunctions** – The model to address the 5 dysfunctions of the team was a very important tool. I, like all leaders have faced certain challenges when dealing with my team. I learnt to understand why do these dysfunctions occur, and what are the things to keep in mind to address these. With some concepts learnt in the Psychological Perspective, I am now able to go one step further and understand the ‘why’ more clearly.



As an HR leader, my focus is on learning and development. I feel its very important for our leadership teams to know how to effectively use the tools and frameworks I learnt at the GLACS workshop. I am already working to arrange for management training and workshops programs for our leadership teams.

In just those three days, Venkat was able to help me **change my perspective** on how I should deal with my team. I now know the importance of coaching and also the impact it can have on the development of an individual. I had numerous opportunities to witness coaching and engage in peer-coaching during the three days and saw some immediate changes in myself.

Overall it was the best leadership program I have attended. Venkat’s facilitation was outstanding and I was engaged at every moment. The expert contributors were excellent and added great value to the workshop. I took copious notes and have even downloaded all the audio versions of the reference books Venkat suggested through the program.

I wish the team all the very best as they keep transforming leaders!

Old Learnings New Perspectives!

One of the program participants and APJ Sales Planning head of a global top 10 IT firm, shares an insight she got from attending the Global Leadership and Coaching Seminar



I thoroughly enjoyed attending the Global Leadership and Coaching Seminar in February 2018. Part of the content was completely new for me. Even though I have been exposed to some of the content in other trainings,(example the Situational Leadership model), the way Venkat addressed the concepts and extended on the basics was refreshing and insightful. The one key takeaway I got as a team Manager is to build the ability to mine for conflict and not to always be satisfied with artificial harmony. It seem simple, but very pertinent. I am now more aware how to address some of my challenges better by reframing and changing my perspective towards them.

LEADERSHIP | INSIGHTS & IMPACT

In the Spotlight....

Our Sustainable Leadership Solutions

How many of you are part of this buzzword 'sustainability'? and what is it all about? As the complexities around us increase at various levels, every individual on this planet has to think and act in a sustainable manner at a self, interpersonal, community and global level – to create long lasting and meaningful outcomes for every stakeholder.

Given our belief and unparalleled quest to building sustainable global leaders, our sustainability solutions are tailored to address:

The Youth,
students and
future leaders –
**AILP & Student
Life Balance**

The Adults,
transformational and
global leaders – **Adult
Life Balance &
Helpline**

To build a
sustainable
ecosystem towards
people, profits and
planet – **Sustainable
Leadership**

Check out the details at <http://globalcoachinglab.com/sustainability/>



As you are applying what you have learnt, if there is anything you want to talk about – insights, challenges please feel free to write to us. To share your experiences & know more about how we can help you, contact us:



Our Website: www.globalcoachinglab.com



Email us at: leadershipsolutions@globalcoachinglab.com



Connect with us: **Global Coaching Lab Pvt Ltd.**
<https://www.linkedin.com/company/5379190>



Call us at: +65 9835 2891 (Singapore)
+91 96508 43332 (India)