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Helping that potential manifest

Mentoring expert David Rock defines coaching as improved thinking

Staff Reporter

BANGALORE: Human nature and behaviour can change with integration of psychology and neuroscience, avers David Rock, Chief Executive Officer of Results Coaching Systems (RCS).

Dr. Rock was in the city recently and told *The Hindu* that RCS's simple brain-based approach helped leaders, executives and managers improve their own and their colleagues' performance. "My definition of coaching would be improved thinking. For example, a sports coach helps one give his/her best with each performance. All top athletes have coaches. It is

the same for an organisation. RCS helps large organisations build a coaching culture," he said.

"The idea is to develop a coaching culture that is different from an authoritarian culture. This way, employees will give it their all. It will motivate them to stretch themselves, challenges them to think bigger and realise their potential. In an organisational setting, coaching is

very important for those who work in stressful conditions," he said.

RCS's methods are goal oriented and result-focused that help clients bridge the gap between where they are now and where they want to be. Coaching other people is a hard thing to do. "When you understand the brain, you can understand why it is so complex. You know that you need to facilitate insight. Clear pat-

terns bring about the 'Aha!' moment," he added.

Dr. Rock said there was an urgent need to develop leadership. The brain network for self-awareness is different from that of general intelligence. He said that in India, employees were well-educated and smart. "However, many are not very comfortable with human interaction. Coaching will help them communicate better, develop leadership skills, influence others and manage their own stress levels." RCS's coaching interventions in India are offered by Franklin Covey South Asia, which has tied up with RCS to provide HR solutions to clients.

• RCS's methods termed goal oriented and result focused

• 'Aim is to create coaching culture, not authoritarian one'