



TRIUNE GLOBAL

EXECUTIVE COACHING
Unlock Your Potential



ABOUT THE FACILITATOR

30+ years of professional experience across different industry verticals - Manufacturing, Express Transportation, Digital Marketing and L&D.

Since 2011, on a **personal mission** to inspire more people to their success and growth.

Certified Executive Coach (PCC, ICF), Psychometric Assessments (Hogan, Everything DiSC), Emotional Intelligence, NLP Master Practitioner.



PRIMARY OBJECTIVE

Enable the Coachee to **recognise** his/her true potential, **clarify** their goals, **think through** their dilemmas and **accomplish** what they want to accomplish.

METHODOLOGY

1-on-1 Coaching over phone/virtual for 60-90 mins, preferably once every fortnight.

GENERAL FLOW OF COACHING

First Session

Identifying focus areas for coaching

Intermediate Sessions

Coach on the topics identified and agree on action steps for success

Closing Session

Assess progress and success of coaching (this check is also done periodically)



WHAT IS COACHING?

According to the International Coach Federation (ICF), Coaching is defined as *“partnering with clients (Coachee) in a thought provoking and creative process that inspires them to maximize their personal & professional potential.”*

The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.

WHEN COACHING IS NEEDED?

Goals to
Achieve

Challenges to
Overcome

Feeling Stuck



WAYS IN WHICH COACHING CAN HELP YOU



Accelerate
your desired
results



Optimize
your work-life
balance



Gain clarity
and know what
choices to make



Maximize and
leverage core
strengths and talent



Focus on a
challenge, stretch goal
or opportunity



Enhance self-
awareness and how
you impact others



Plug gaps in
confidence to help
achieve your goal

Coaching is different from Mentoring

'COACHING'



Work is done on a **very specific area** aimed at performance in the employee's **current position**.



The relationship is one of **professional equality**.



The coach listens, asks questions, sets goals, inspires potential and self-knowledge and **gives autonomy when it comes to decision-making**.



Coaching is recommended for **improvement and consolidation processes**.



The whole process—five to seven sessions—is focused on the **task**.



Mentoring is used to mould professionals with their **medium- and long-term role within**



The relationship established is one of **mentor-mentee**: the mentor gives advice and serves as a role model.



The whole process—which lasts longer than coaching in order to generate the necessary atmosphere of trust—is focused on the relationship, in which **one person has the experience and knowledge**.



The principal motivation of the mentor is to **help someone** by giving advice and recommendations.



The mentor aims to **improve the worker's skills** through dialogue and observation.

Coaching and mentoring both involve a **trainer who is present throughout the learning and personal growth process**. However, they are two different techniques, used for different purposes.

'MENTORING'



STAGES IN A COACHING PROCESS

Context Setting

Understand the specific need for coaching; Recognise need for psychometric tools to assess competency gaps

The total number of sessions can vary from a min of 6 sessions (3 months) to a max of 12 sessions (6 months) conducted once a fortnight.

Psychometric Assessments on behaviour competencies, 360 degree feedback OR Reporting Manager's feedback can be extremely useful prior to the coaching journey.

Chemistry Call with Coachee

30 mins call prior to the start of the coaching program to develop mutual trust and understanding.

1-on-1 Coaching

Each 1-on-1 coaching session of 60-90 mins involves 3 stages:

- Establishing the specific goal to be accomplished within the identified area for improvement
- Develop strategies to accomplish the objectives
- Determining clear action steps to achieve the desired outcomes

Program Close

Success of the coaching program can be assessed via intermediate and end of program feedback.



FEW TESTIMONIALS



Reebhumika Sharma
Manager Customer
Experience, Gold Medalist
in Psychology Honours,
QDM Expert

April 7, 2020, Reebhumika
worked with Hardy in different
groups

I was one of the fortunate ones to get the opportunity to be coached by Hardy when I got transitioned from an individual role to a people manager role. Hardy brings along so much of positiveness and understanding that just the start of discussion with him makes you feel that the challenges are minuscule and you shall be able to overcome them easily. He changes your outlook and the way you approach things., So as they say, he coaches you towards "Success". The coaching sessions helped me in getting deeper insights into different people management challenges and trust me now I am more confident and more prepared to handle any challenge that may come across. Thank you Hardy and may you continue to inspire many in the years to come. [See less](#)



Ranjan Varghese
Partner at Aurion Solutions
March 12, 2018, Ranjan was a
client of Hardy's

Hardy is a great coach. He helped me map and understand my own thought patterns . This clarity, I think, will help me take better decisions. Additionally, his insights into the sales function, helped me formulate an effective sales strategy for my firm.

Source: LinkedIn



FEW TESTIMONIALS



Vijay Vishnu

Director of Products &
Business Systems at
InMobi

December 23, 2018, Hardy was
senior to Vijay but didn't
manage directly

Hardy was my leadership coach for the last 6 months. Before I started the coaching sessions, I was unsure on how it would help me in the leadership journey but having gone through about 6 sessions, I can clearly see the difference. Hardy was able to make me think harder, introspect and bring out facets about myself that I never thought existed. In the true coaching style he has helped me figure out what my vision of a great leader is what it will take me to get there. He was able to bring clarity to my thought process and at the end of each session I felt richer and happier about the conversation. He showed me the mirror and helped me define my path. [See less](#)



Anand Rawle

Manager Sales Operations
at Fedex Express Tscs India
pvt. ltd

March 4, 2015, Anand reported
directly to Hardy

Hardy Alexander is a brilliant coach and a mentor. As a leader for our team, he always encouraged ideas and recommendations. Hardy has a rare quality to identify the hidden potential and guide an individual utilize the positive qualities within. Hardy possesses excellent communication skills, is a fast learner of new knowledge and highly motivated person. All the best for your future endeavors! [See less](#)

Source: LinkedIn



Hardy

India

OVERVIEW

As a Leadership & Sales Coach, Hardy is on a personal mission to inspire more people to their success and growth.

With over 28 years experience in Sales, General Management and L&D, Hardy integrates industry experience to create experiential learning for the participants. In his role as People Manager, Hardy has coached his team members to achieve their personal and professional goals. He has also coached C-Suite Executives and People Managers to think through their dilemmas, set stretch goals, develop strategies and action plans to achieve what they want to achieve.

Hardy has delivered high impact learning programs in the areas of Leadership Development and Sales for corporate clients pan-India and in global markets.

Hardy's quest in life is to create a better world around him by impacting one life at a time!

Coaching Philosophy

I believe, every individual has the capability to be their best self and my role as a coach is to enable each individual recognize their true potential. Asking powerful questions and listening with intent helps me as a Coach to encourage individuals to reflect and think through their solutions.

AREAS OF EXPERTISE

- Executive Coaching
- Leadership Development
- Sales Management

LEVELS COACHED

- Exec & C-Suite
- Director
- Sr. Manager
- Manager

EDUCATION

- Post Graduate in Marketing
- Graduate in Metallurgical Engg.

CERTIFICATIONS

- Executive Coach, ICF
- NLP Master Practitioner
- Emotional Intelligence
- EverythingDISC
- Psychometric Assessments

INDUSTRY EXPERIENCE

- Manufacturing
- Logistics
- Digital Marketing
- Learning & Development

LANGUAGES

- English



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