

Eka Rishi series ®



Presents

PROJECT VISHNAMITRA

CERTIFICATION IN ORGANISATIONAL COACHING AND MENTORING





Imagine a coach training program that combines the world's most comprehensive map of human development, the structure and discipline of the most complex classical dance form of India – **the Kathakali**, the inclusion and transcendence of a participant's knowledge and intuitive capacities, and a proven track record for delivering lasting change – all within a space of deep care and uncompromising standards.

IN ITS COMBINATION OF DRAMA, DANCE, MUSIC AND RITUAL, KATHAKALI IS ONE OF THE OLDEST THEATRE FORMS IN THE WORLD. THE DEMANDS MADE ON THE PERFORMERS ARE HUGE AND PRACTITIONERS REQUIRE TEN TO TWELVE YEARS TRAINING AND REGULAR PRACTICE. TOUGHEST OF ALL, IS THE PHYSICAL TRAINING THAT INVOLVES NUANCED CONTROL OF THE MUSCLES OF EYEBALLS, EYEBROWS, EYELIDS, NECK AND SHOULDER. THIS IS AN ESSENTIAL PART OF KATHAKALI AS EXPRESSIONS ARE THE MOST VITAL ASPECT OF COMMUNICATION.

Boobies, Baobabs and Bot Flies.
Experience of a 'foreigner'
By Dermot J Douglas

THE WAIT IS OVER!

The most potent, accessible, transformative, and relevant coaching program is finally here. Combining the eastern wisdom with western techniques, **Project Vishwamitra®** is created and validated by master coaches across three continents and 100s of coaching hours.

Presenting the **Project Vishwamitra** – The first and only coaching certification that combines individual, group and organizational coaching in one robust theoretical framework – and delivered by master coaches from across the globe.

PROJECT VISHWAMITRA

THE EVOLUTION: PROJECT VISHWAMITRA

Over the 10 years of its existence, Eka has trained thousands of participants and coached hundreds of professionals to help *realize their potential and drive up their success.*

However, to ensure scalability and sustainability of this, it is felt that a very robust “Coaching Certification” program be initiated that is tropicalized for India and draws the best from East and West. The first phase of this initiative is the launch of “**Project Dhronacharya**” – a very unique program that, over a period of 3 days, transform the participants into powerful trainers with proficiency over wide repository of training methodology and delivery styles.

After successful implementation of “**Project Dhronacharya**”, we now offer an even more powerful program to create coaches in organization – called “**Project Vishwamitra**”.

This program is divided into 5 powerful Modules:-

Module 1: Theory Session for 20 hours (5 hours x 1 day, 3 hours x 5 days)

Module 2: 40 hours of individual coaching experience (Three Months)

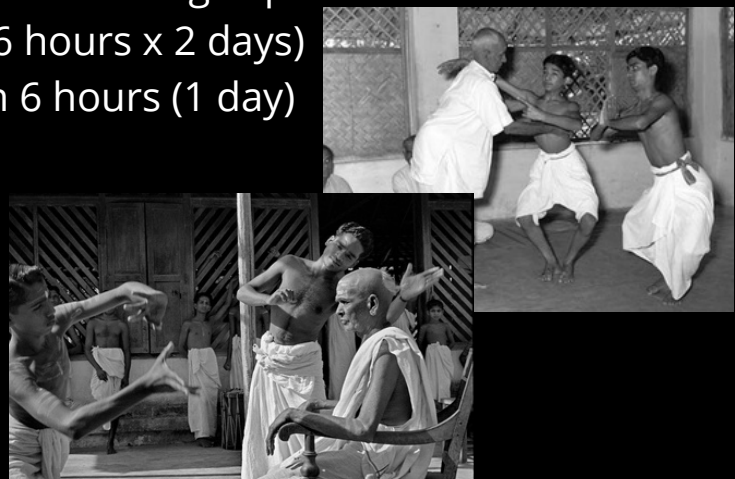
Module 3: Theory session for 12 hours (6 hours x 2 days)

Module 4:

- a) 60 hours of individual coaching experience
- b) 25 hours of group coaching experience
- c) 20 hours of organizational coaching experience

Module 5: Theory session for 12 hours (6 hours x 2 days)

Certification and Presentation 6 hours (1 day)



PROJECT VISHWAMITRA

MODULE 1: THEORY

Session 1 - Foundation of Coaching

Skill and Competency Definitions
Model Definitions and Explanation
Competencies Practicing Within a System
Assessment, Analysis and Competency Road Map
Exercise

Session 2 -Establishing Coaching Relationship

Elements to Consider for the Right Fit
Questions the Coach Should be Prepared to Answer
Readiness for Coaching
Ethical Guidelines Making
Coaching Agreements

Session 3 - Creation of a Partnership

The Language of Coaching
Dialogue and Supporting Skills Sets
Listening - Inquiry - Advocacy
SIZE Prozess personality and communication model
Mastering Dialogue

Session 4 -Coaching Approach and Models

Gestalt approach
Gestalt cycle and its application in a coaching session
The GROW model - how to structuring best a coaching session
Comfort zone model - how to deal with resistance - establishing trust
The flow concept

Session 5 - Measuring and Tracking Results

Developing Action Plans and Monitoring Progress
Guidelines and Template for Coaching
Action Planning Measuring Results: Pre- and Post-Coaching
Measurement Tools and Templates

MODULE 1: THEORY (CONT'D)

Session 6 - Planning and Managing the Coaching Program

Create the Vision

Assess Organizational Readiness

Design the Program

Managing the Program

Measuring Process and Results

Publicizing Results

Navigating Challenges

Session 7 - ICF Coaching Core Competencies

A. Setting the Foundation

1. Meeting Ethical Guidelines and Professional Standards

2. Establishing the Coaching Agreement

B. Co-creating the Relationship

3. Establishing Trust and Intimacy with the Client

4. Coaching Presence

C. Communicating Effectively

5. Active Listening

6. Powerful Questioning

7. Direct Communication

D. Facilitating Learning and Results

8. Creating Awareness

9. Designing Actions

10. Planning and Goal Setting

11. Managing Progress and Accountability

Session 9 - ICF Coaching Ethics

Professional Conduct At Large

Conflicts of Interest

Professional Conduct with Clients

Confidentiality/Privacy



MODULE 2,4: COACHING EXERCISES

Coaching of Individual, group and organizational nature should conform to the following internal coaching guidelines of ICF

The following is an extract from the ICF guidelines:-

Internal Coaching

Internal coaching is coaching done as part of employment. In order to count as client coaching hours, internal coaching must be verified by a supervisor as part of their duties performed. Coaching of direct reports (employees for whom the coach is an immediate supervisor) does not count as client coaching hours. In addition, coaching provided in a training program by teachers, trainers, mentors, or supervisors does not count as client coaching hours. Internal clients should be logged the same as other individual or group clients unless there is an organizational confidentiality policy that prevents you from disclosing the client's information. If there is a confidentiality policy, the participants must provide a reference letter from a contact person at the organization who is familiar with his/her work. The reference letter must be on company letterhead and include:

- The name and contact information for the contact person
- A description of the role of the contact person in the organization
- A description of your role in the organization
- Confirmation of the organization's confidentiality policy
- Confirmation of the information that you have logged for confidential clients

For internal confidential clients, the participant must also log:

- An alias for each confidential client (for example, "Confidential Client 1")
- The email address of the contact person at the organization
- The start and end date of the coaching relationship with each client

The exact structure of the coaching and the log / transcript templates would be shared to the participants during the theory sessions.

MODULE 3: THEORY

Session 1 - Psychodrama in Coaching

Group Therapy

Techniques of Psychodrama

1. Role reversal
2. Mirroring
3. Modelling
4. Doubling

Session 2- Dealing with Resistance

Resistance and Reluctance

Preventing, Managing and Diffusing Resistance

Techniques and Templates

Session 3 -Group and Organisational Coaching

Shadow coaching and peer coaching

Application of clinical paradigm in group coaching

Dealing with heterogeneous groups: Powers, Conflicts and Needs

Building organisational coaching framework

Cultural transformation

Coaching for diversity, performance and effectiveness

Session 4 - Transformational Coaching

Transformation Skills for Leaders and Coaches

Coaching for Transformative Change



MODULE 5: THEORY

Session 1 - Neuroscience and Consciousness in Coaching

Creating positive neuroplasticity

Understanding and working with Pre-Frontal Cortex

Integrating Right and Left Hemisphere

Session 2 - Connection and Intuition

The Human Intuition System

The Brain-Mind-Body Connection

Mindfulness, Attention and Presence

Consciousness and Conscious Creation

Session 3 - Evolving past coaching

Coach clients who have evolved past coaching

Coaching as a conversation for continuous evolution



PROJECT VISHWAMITRA: WHY?

Project Vishwamitra is the first and the only coaching certification that weaves the entire fabric of coaching - individual coaching to organizational coaching in one program

- The program not only covers the entire theoretical requirement of ICF coaching but exceeds the specifications
- The first coaching program to include advanced topics of neurosciences and consciousness
- Coaching and mentoring by world class trainers from across 3 continents – Anchored by ICF accredited master coaches from Europe and Australia
- The first program in India to have structured psychodrama as its integral part.
- World class study materials prepared and validated by practicing coaches, trainers and psycho-analysts from across the world
- First coaching certification program in the world to incorporate structured “organizational coaching” exercises as part of the curriculum
- Program is completely tropicalized for the Indian coaching ecosystem



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For more information on how this program can be implemented in your organization, please contact

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