

## Coaching Profile: Balisha Desai



### Coaching approach:

How would you describe your coaching approach?

**I would like to share a little of who I am and what I do.**

**I am a Human Capital leader within the financial services industry. I became a coach because of my passion and belief in the infinite potential and possibilities that people can unlock within themselves – with just the right support and thinking partnership. As a coach my job is to give my client permission to show up and discover their innate potential and passion. As such, my role is to support them in getting them from where they are to where they want to go. The question is:**

**Where do they want to go?**

**Who do they want to be?**

**And what would they love to achieve?**

**We spend a lot of our lives feeling like a hamster on a hamster wheel, frantically in motion in a repetitive cycle of keeping all the balls in the air and getting ahead whilst very often losing sight of the things that really matter, and not feeling truly fulfilled. Every now and then it is good to take a trip up the mountain, above all the noise and away from all the busyness, and gain some perspective on the bigger picture; on where we are, who we are becoming, and where we would like to go.**

**In order to best support my client in their coaching journey, I will invite them to do exactly that by answering a questionnaire in preparation for our first session. They may be clear on what they would like to work on in our sessions, or they may not. Either way these questions will support them in seeing more clearly and getting perspective on their life which will prepare them for getting the most out of our sessions.**

**My coaching approach is about honouring the client as the expert in his or her life and work and believe every client is creative, resourceful and whole. Standing on this foundation, my responsibility is to:**

**Discover, clarify, and align with what the client wants to achieve**

**Encourage client self-discovery**

**Elicit client-generated solutions and strategies**

**Hold the client responsible and accountable**

**This process helps clients dramatically improve their outlook on work and life, while improving their leadership skills and unlocking their potential.**

**My message to my client:**

**Today when someone shares a problem with us our conditioned response is to give advice or try to fix the problem. There is nothing wrong with that. There is a time and place for it. But that is not coaching.**

**Coaching is based on the fact that you, the coachee, are the number one expert in your life. No one is more familiar or has more insight into your life than you. And so you are the best placed to figure out the answers to your questions and to get you from where you are to where you want to go. Where coaching is a benefit in this is that it helps you to see for yourself and empower you to move yourself into action. And that's where I come in...**

**My job is to help you see by making you aware of that which you are not aware of. This is done by awakening you to yourself, your perspectives and your inner conversations. I do this by asking powerfully directed questions, designing effective actions, and being a mirror for you to see your own reflection. In this way you will be able to shift your perspective which will cause a shift in how you see and experience life, how you interact with life, and consequently, the results you get out of life.**

**In this journey we are equal partners with different responsibilities in achieving your success. Mine is to create the space to facilitate and support you in reaching your goals. Yours is to commit to the process, to ask the questions as honestly and openly as you can, to go in and look for the answers in your own life, to dare to show up and risk yourself, and to be in constant creation and action of the commitments you make.**

**As such, coaching is not for the fainthearted or uncommitted. It is about change. It is about asking the hard questions. It will ask a lot of you. And, if done right, it will support you in becoming more than you thought possible.**

**Coaching is not about the past. It is all about the future. Having said that sometimes we need to revisit the past to move forward. Coaching is always about you and your agenda. It is not about me giving you answers or advice. There is very little empowering in that. Coaching is about empowering you to see for yourself and move into action.**

**In our 1st session we will also create a powerful coaching cycle agreement, which will serve as a road map defining where you would like to get to by the end of our coaching cycle. How long that cycle lasts is completely up to you and the goals you set.**

**Coaching experience:**

Please describe your coaching experience including the type of coaching you've done, the clients and industries that you have worked with. You're welcome to include feedback from coaching clients here as well.

**I have 14 years of experience in Human Capital. My focus is on integrating the people strategy to the organisational strategy and facilitating success through people. One of the ways I do this is through coaching leaders and employees in organisations through a process of self-discovery and clarity on goals and objectives. I have coached leaders and employees within the financial services industry.**

**Qualifications:**

Please share the details of your coaching qualification(s).

**I have completed a post graduate qualification in Industrial and Organisational Psychology (B Com Hons)**

**I have recently completed Level 1 coaching through Star Leadership, and in the process of completing level 2 coaching.**

**Personal:**

Please include any other information that you'd like to mention, specific achievements or forums and groups that you are part of.

**I am currently completing Level 2 coach training.**