

# Coaching for Future Success

Ideal for: Individuals looking  
for fulfilment to their  
futuristic goals



Coaching.  
Humanised.



# ONE TO ONE FUTURE SUCCESS COACHING

80% of people who receive coaching report increased self-confidence, and over 70% benefit from improved work performance, relationships, and more effective communication skills. 86% of companies report that they recouped their investment on coaching and more.

(source: ICF 2009)

## THE NEED FOR FUTURE SUCCESS COACHING

The overall theme of this coaching specialty is to enable individuals to broaden, develop and motivate themselves to achieve improvement in their lives, and what ever they desire to reach in the future. It flexes individual's muscles to aim high and forward.

Coaching is all about getting you where you want to be. Not what your friends want. Not what your colleagues want. Not even what your love ones want. Face it — they have goals, agendas and/or aspirations that may not be the same as yours. It's so much easier and faster to achieve personal success when you've got someone in your corner who wants what you want. You may not know what that is, but that is the best part about coaches; they can help you focus on the right strategies and approaches to figure out more about your capabilities and goals to get you where you need and want to be.

As a process, it helps individuals both to define and achieve realistic personal and/or professional and financial goals faster and with greater ease than would otherwise be possible. Individuals who needs to identify specific goas and spire to reach a particular dream in the future are best to go for this coaching specialty.

The success coaching process is supportive and inspiring in nature. Success coaching is about enhancing a person's ability to increase his or her personal dreams; considering his or her available resources – including “time”.

# One to One Business Coaching

Our coaches can help you identify and envision how your future looks like and broaden the scope what you think for your future and how to more of what your have currently in mind for yourself.

The approach we have helps you focus on what you want to reach in the future efficiently and effectively. Our coaches focus is on inspiring you to aim forward and help you achieve your aspirations at your own convenience and accountability.



## THE DISCOVERY SESSION

- The style of the coach and how that resonates with the coachee
- Rules of engagement and protocol (Coaching is confidential and priority to the client, no one else!)
- Coach and coachee discuss personal goals with the coachee defining his own success measures – (how success for coaching will be measured)
- Agreement to move forward



## COACHING SESSIONS

- Session every 1-2 weeks
  - Capsule Coaching: 3 Sessions of 30-45 minutes each
  - OR
  - Full Coaching: 6 Sessions of 60 minutes each
- Extra sessions as required (on demand) if needed
- Digital Sessions
- Check-in and follow up on set goals
- Coach on goals
- Set accountabilities



## BETWEEN SESSIONS

- Access to coach – email
- Coachee to notice results, record actions and reflect on outcomes
- Coachee stays aligned with his/her own goals and accountabilities



## EVALUATE AND CLOSE

- Final session to celebrate success
- Plan forward
- End of engagement

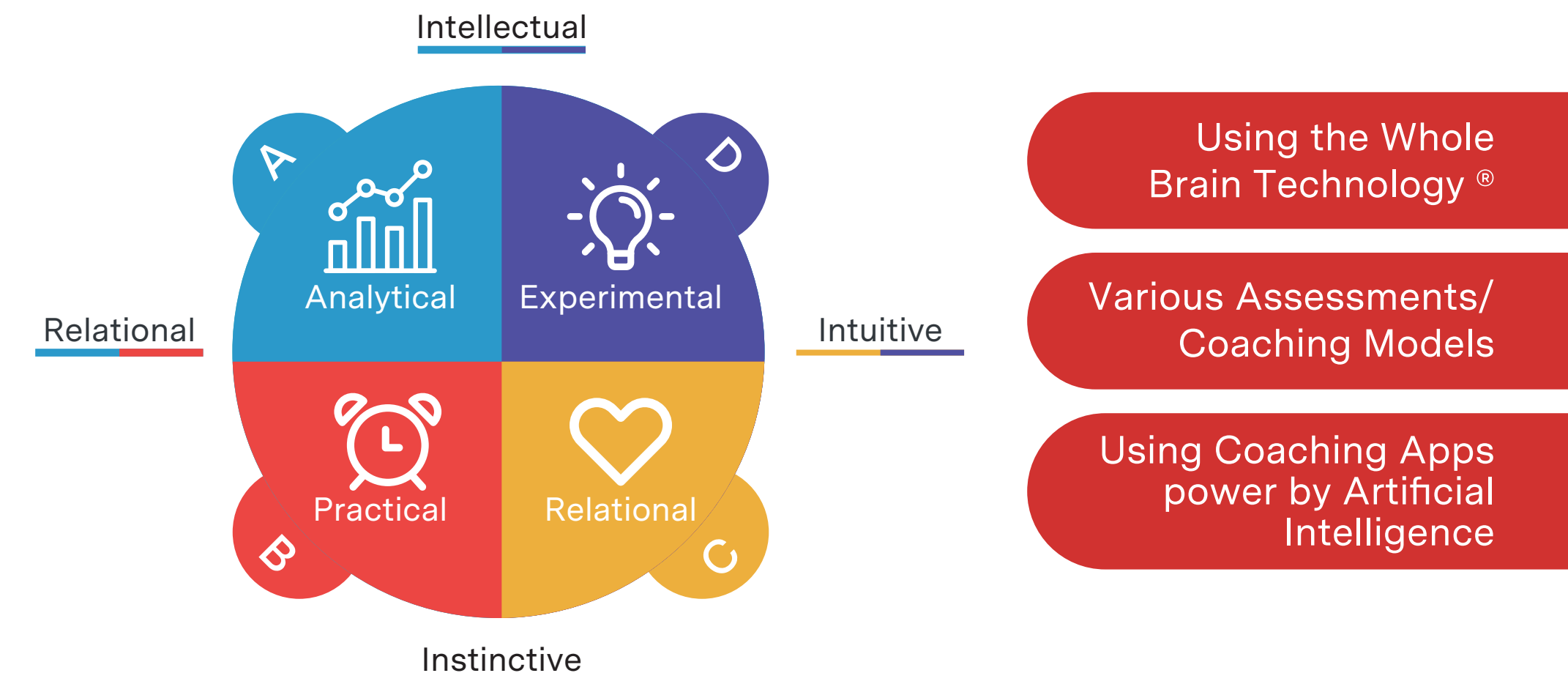
## MATCHING & FINE TUNING USING WHOLE BRAIN TECHNOLOGY

TTM coaches understand the pivotal role played by the brain in both the client's and the coach's capacity to adapt effectively to meet the demands of a situation and to successfully navigate crisis and transition. The coach can provide the ongoing relationship that stabilizes situations and facilitating changes in the client's brain. The very extensive research into the brain combining the work of many neuroscientists such as Paul Maclean who was the first to give systematic thought to the evolutionary development of the brain defining the Triune Brain, Roger Sperry's lateralization theory, and later by Ned Herrmann to define how the brain works as a whole, not just work out what each bit does.

Change that will last originates in the limbic system through emotions being fired that will create and support the neural pathways upon which change depends. The emotions are especially aroused during crisis, and during transition they need consolidating in new pathways.

From a brain-based point of view, the primary coaching task TTM follows is to create the optimal conditions for brain change. The coaching relationship is the foundation for the work of the client's brain in making sense of their unique situation. Meaning and sense-making are crucial to this process. The attachment emotions of trust and joy facilitate change. The survival emotions of fear, anger, disgust, shame and sadness inhibit change. Surprise creates possibility and potential.

## TTM Coaching Methodology



Effective coaching needs to manage energy in the coaching session in order to create shared 'sense making'. Mindfulness training is good way of doing this (Hall, 2013). It allows the brain to start functioning in such a way that the mind can entertain a 'plane of possibilities' (Siegel, 2010) that makes transition possible, overcoming the confusion or rigidity that is characteristic of a mind grappling with crisis.

Enough understanding of brain and behaviour gives the coach a body of professional knowledge that has worldwide applicability as the underpinnings of coaching technique and method. At the same time, Applied neuroscience offers coaches the opportunity to become the coach not only to the individual or team but, as an expert in brain and (emotionally driven cognitive) executive behaviour, to the whole organisation.



# References

- <https://www.strategyand.pwc.com/reports/2014-ceo-study>  
<https://hbr.org/2017/05/what-sets-successful-ceos-apart>  
<https://hbr.org/2015/03/how-to-get-your-team-to-coach-each-other>  
 Arrien, A (1999) *The Four-fold Way: Walking the paths of the warrior, teacher, healer and visionary*, Wisdom Circles  
 Bee, H (1994) *Lifespan Development*, HarperCollins, New York  
 Bee, H L and Mitchell, S K (1984) *The Developing Person: A life-span approach* (2nd edn), Harper and Row, San Francisco, CA  
 Bolen, J S (1994) *Crossing to Avalon: A woman's midlife*, HarperCollins, New York  
 Bridges, W (2009) *Managing Transitions: Making the most of change* (3rd edn), Nicholas Brealey Publishing, London  
 Campbell, J (2008) *The Hero With a Thousand Faces*, 3rd edn, New World Library, CA  
 Casserley, T and Megginson, D (2008) *Feel the burn*, *Coaching at Work*, 3 (4)  
 Elsner and Farrands (2012) *Leadership Transitions: How business leaders take charge in their new roles*, Kogan Page, London  
 Erikson, E (1950) *Childhood and Society*, Norton, New York  
 Erikson, E H (1959) *Identity and the Life Cycle*, *Psychological Issues*, 1 (1), pp 1–171  
 Erikson, E H (1980) *Identity and the Life Cycle: A reissue*, Norton, New York  
 Hopson, B (1981) *Response to the papers by Schlossberg, Brammer and Abrego*, *Counselling Psychologist*, 9, pp 36–39, in Sugarman (2001)  
 Karpf, Ann (2014) *How to Age*, Macmillan  
 Kimball, S (1960) in Van Gennep, A (1960) *The Rites of Passage*, The University of Chicago Press, Chicago (pp xvi–xviii)  
 Linley, P A, Biswas-Diener, R and Trenier E (2012) *Positive psychology and strengths coaching through transition*, in Palmer, S and Panchal, S (eds) *Developmental Coaching: Life transitions and generational perspectives*, Routledge, Hove  
 Palmer, S and Panchal, S (eds) *Developmental Coaching: Life transitions and generational perspectives*, Routledge, Hove  
 Price, D and Taylor, T (2014) *Time of your life*, *Coaching at Work*, 9 (1), pp 32–36  
 Rice, F P (1995) *Human Development: A life-span approach* (2nd edn), Prentice Hall, Englewood Cliffs, NJ  
 Sugarman, L (2011) *In the foreword to Palmer and Panchal (eds) Developmental Coaching: Life transitions and generational perspectives*, Routledge: Hove  
 Sugarman, L (2001) *Life-span Development: Frameworks, accounts, and strategies*, Psychology Press, Hove  
 Talbott, C (2013) *Essential Career Transition Coaching Skills*, Routledge, Hove  
 Wilber, K (2001) *A Theory of Everything: An integral vision for business, politics, science and spirituality*, Shambhala Publications  
<http://www.cipd.co.uk/hr-resources/behavioural-science.aspx>  
 Beckhard, R (1969) *Organization Development: Strategies and models*, Addison-Wesley, Reading, MA  
 Coaching in Times of Crisis and Transformation ,Liz Hall 2015  
 Effective Modern Coaching: The Principles and Art of Successful Business  
 Coaching Book by Miles Downey | Published by LID Publishing | © 2014  
 Fisher, J M (Revised 2012) *Fisher's process of personal change*, Businessballs.com  
 [Online] <http://www.businessballs.com/personalchangeprocess.htm> [accessed 13 July 2012]  
 Making Coaching Work: Creating a Coaching Culture by David Clutterbuck and David Megginson, CIPD Enterprises, © 2005, ISBN 978-1843980742.  
 Performance Coaching: The Handbook for Managers, HR Professionals and Coaches by Angus McLeod, Crown House Publishing, © 2003, ISBN 978-1904424055.  
 Managing Coaching at Work: Developing, Evaluating and Sustaining Coaching in Organizations by Jackie Keddy and Clive Johnson, Kogan Page, © 2011, ISBN 978-0749461362.  
 Kegan, R and Lahey, L L (2009) *Immunity to change: How to overcome it and unlock potential in yourself and your organization*, Harvard Business School Press, Boston, MA  
 Kotter, J P (1996) *Leading Change*, Harvard Business School Press, Boston, MA  
 Kotter, J P and Cohen, D S (2002) *The Heart of Change: Real-life stories about how people change their organizations*, Harvard Business Review Press, Boston, MA  
 Level Playing Field (2010) *Coaching at Work*, 5 (5)  
 Lewin, K (1947) *Frontiers in Group Dynamics: Concept, method and reality in social science; social equilibria and social change*, *Human Relations*, June 1947, 1, pp 5–41  
 Marshak, R J (2006) *Covert Processes at Work: Managing the five hidden dimensions of organizational change*, Berrett-Koehler Publishers  
 Nicholson, N A (1984) *Theory of work role transitions*, *Administrative Science Quarterly*, 29 (2), pp 172–91  
 Rock, D (2008) *SCARF: A brain-based model for collaborating with and influencing others*, *NeuroLeadership Journal*, 1 (1), pp 44–52  
 Schein, E H (1999) *Process Consultation Revisited: Building the helping relationship*, Addison-Wesley, Reading, MA  
 Talbott, C (2013) *Essential Career Transition Coaching Skills*, Routledge, Hove  
 Strength-Based Leadership Coaching in Organizations: An Evidence-based Guide to Positive Leadership Development Book by Doug MacKie | Published by Kogan Page | © 2016





United Kingdom • France  
Belgium • Cyprus  
Saudi Arabia • United Arab Emirates



[info@ttmassociates.com](mailto:info@ttmassociates.com)  
[www.ttmassociates.com](http://www.ttmassociates.com)

