

LINDA NKOMO CONSULTING SERVICES

Ms Nickolette Assy

Nickolette and Associates

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RE: COACHING FEEDBACK AND RECCOMENDATION - LINDA NCUBE-NKOMO

The coaching journey started about 5 years ago when I was six months into a new position with a large corporate and needed to come to grips with my new role, team and the delivery expectations of the organisation. The coaching interventions helped my professional transformation from an inexperienced operational leader to a high-performing executive. In the six months prior to my working with a coach, my performance appraisal just met expectations and it was the lowest that I received in the 6 years that I worked within that Group. After starting coaching, my performance consistently exceeded expectations to the point that I was promoted into a CFO position in one of the African operations.

Coaching gave me tools that have worked for me both in professional and personal life such as:

- Recognise my values and the "non-negotiables" in all areas of my life.
- Recognise and build on my strengths.
- Face my fears when I had to travel "uncharted " waters.
- Focus on the goal and choose my battles.
- Be the person that I was meant to be (maintaining a balanced life).
- Be "aware" but not necessarily get involved in the politics of the corporate world.

Over the years, my coach and I have developed a professional but friendly relationship based on mutual respect. Coaching sessions have swung between coaching, mentoring and sometimes counselling depending on what we are working on at that particular time and session. Even though I have moved countries and companies, I have kept the same coach as I value her insights and professionalism and the tools that she brings to the various sessions.

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The coaching sessions have mainly been defined by my agenda and what I want to achieve in each session. The coach has helped me to see the forest instead of just the trees in the various issues that we have had to work through. While the coach has never prescribed solutions, she had definitely been of great help in helping to look at "option scenarios" but always leaving me with making the final decision.

Coaching has helped both the companies that I have worked for and myself in that I have transformed into a confident professional who is self-aware and is able to use some of the tools learned in coaching with peers and subordinates. I am able to manage stressful and even hostile environments and deliver the expected results.

One of the important tools that I learned through coaching is to focus on what is within my control and execute on that. This I apply to my daily life situations and as in the professional environment, it has helped me to manage the stressful situations in my life.

The fact that I have continued to use the same coach over 5 years speaks highly of the coaching program. I would highly recommend this program to anyone who wants to grow as an individual, professional and leader.

I have seen this coaching program as being beyond what was prescribed by a company to help me in my professional development. I have continued to invest in it in my personal capacity because I have seen the development in myself that cannot be quantified and which progress will help me meet the next challenge whether from a professional or social perspective.

Regards

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