

2 September 2015

Nickolette Assy  
Nickolette & Associates

Dear Nickolette

Executive Leadership Coaching Programme: Petra Diamonds

Having had the privilege of being part of the above-mentioned coaching program over the last six months, was an overwhelming experience. Although it was challenging to get used to the “personal space and personal time” during the sessions, I found comfort in being informed that managers at all levels require personal coaching.

This programme assisted in my personal transformation in that I was trained to reflect on my situation in totality, and to realise the effect of unsolved issues in my personal life on my work-related environment. The fact that some managers do not set aside time to attend to personal aspects in life, gave me new insight into why they don't perform to their full potential.

I have realised once again that my performance in relation to my work will depend on my internal strength, which will be informed by my ability to assess my situation, eliminate issues that might influence my development, and last but not least, my faith, which will always be my main pillar. The impact of internal issues on the full scope of my environment (at home and at work), have been identified by taking time to reflect. I have since, constantly reflected on possible barriers to me strengthening my position in my immediate inner circle, in order to influence the “world” around me.

My brain profile shed light on certain limitations to and opportunities for growth when assessing my personal preferences and I am excited to develop skills to support me in identifying ways to be more effective in my current position.

The relationship between me and you (as my coach) was of such a nature that it had put me at ease to discuss sensitive matters openly, whilst feeling confident that it was within a secure and safe environment. Your capability to assist me in identifying my personal goals, and stimulating me in focussing on achieving these, was in perfect balance for what we had to achieve.

This coaching programme will benefit my company if more managers could be allowed onto the programme, because most people on the managerial level do not see the importance of reflecting on their internal issues. The coaching has influenced me to such a degree that I constantly weigh up my daily challenges and compare it to the amount of unresolved matters that might become barriers and what actions I will put in place to remove these. I had to also challenge my age-old “soft” approach with my peers in confronting issues in the workplace.

I recommend this programme to any manager considering embarking on a coaching programme. I believe that the value I have received through this programme was sufficient but could be improved by a longer term or more frequent sessions, as this only addressed the “tip of the iceberg” that faces managers on a daily basis.

Kind Regards  
Etheline Britz

