



Nickolette & Associates

Dear Nickolette

Testimony & Feedback of Executive Coaching Session with Nickolette

Coaching sessions were introduced to me when I started a journey of learning. Petra Diamonds has programmes to develop junior managers, to equip them to be leaders within the Petra Group. As I was a Mining Manager at that time, I found it was vital important to be developed to another level in my career. I applied to study SMDP through USB- ED (Stellenbosch) sponsored by Petra Diamonds.

When I was informed about coaching I thought it was another mechanism that management uses to evaluate my work performance. A test was sent via a link which I had to complete and later the results were furnished to me.

After receiving the results, I had to meet my appointed coach in person, and I remember the feeling when meeting her.

At first there was sense of uncertainty when I met Nickolette, however I later came to realise that she is a professional in the field of coaching. All I was thinking was the results of the NBI Brain profile that I written earlier, and that made me uncomfortable.

She put me at ease and told me was that I am a human being and that we are all different. She also told me that we should work to improve ourselves. She assured me that she is there to assist and support me with all the challenges that I might be experiencing.

Personally I have challenges that I may face in life from social life, family life as well as career and working place. Having a professional person working with you, creates a platform whereby you can freely talk about anything that might be affecting you personally. She was reassuring that whatever we discuss, will be treated as strictly confidential and I should not feel uncomfortable to share my experiences.

The process of coaching has been nothing but the most powerful and valuable personal development tool that the company has provided me with. What places my coaching on another level is that, my coach is coming from different background. I am from a mining and engineering background.

The role she played and is currently playing is, sharing my vision, goals as well as my achievements. She gives me motivation and she will actually encourage and push me to do more and exceed what is expected of me. She also feels a part of my failures and celebrates my successes.

During the coaching sessions the focus was all about me and how well I can develop myself, both personally and working life. I enjoyed the fact that she shared the principle, using the illustration of circles, and how it reflects as what makes my life complete. If I choose to neglect one of them, I will eventually have a broken life, and that will destroy me, and impact my family life as well.

The circles were represented as: Family, spiritual, social, and working life. It also included financial stability. This really assisted me to become more aware of a good balance in life. You can't spend time on aspect/circle of your life, while the other side is falling apart. Your life is only complete when all the circles are correctly balanced. The advice and tools provided were very valuable.

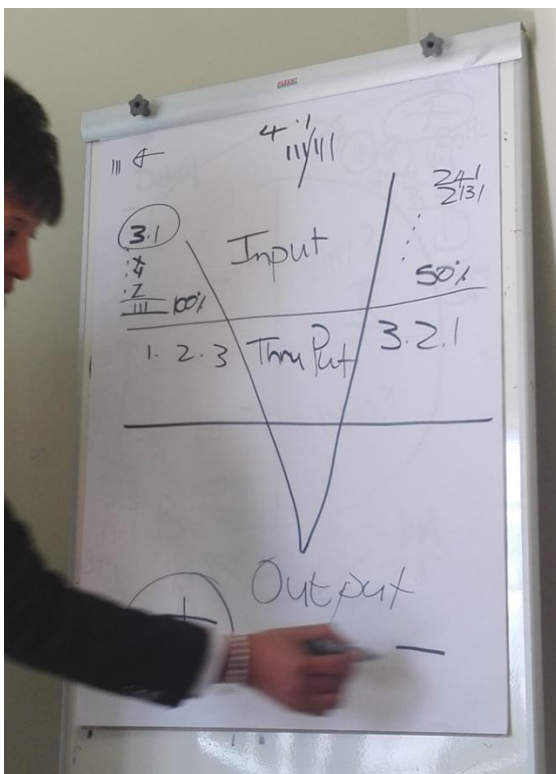


In order for me to accept changes in my life, and where I required some improvement, it was very necessary for me to have this support of an executive coach. The fact that it came in the person of Nickolette was an extra bonus. I had to open myself and face any criticism or rebuke dished out. This was, and still is a part of the journey on learning how to improve myself.

Apart from meeting with me, she also had ad-hoc meetings with my supervisor, where discussions about my progress and gaps were identified and actions agreed on the way forward. I used the feedback as challenges and accept the identified gaps that needed to be worked on.

I had some limitations with regards to my career. One of which I can say I have not performed to my full potential. In order for a person to grow, you need to accept the coaching process. You should be willing to participate in the process wholeheartedly. The sessions also provide you with the opportunity to address your concerns and make suggestions on the development journey.

The session were mostly focused on a practical approach and the tools used to simplify application of knowledge.



The charts above is just a snapshot of how your meeting will be structured, and questions will eventually be based on the information that you have collected and provided.



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Looking at both charts you will be notice it is about where you fit in as an individual in the world, as well as within your family, and your work environment. Given the different roles and responsibilities that you need to fulfil, it's very important that you are made aware of and understand where you fit in and how far you are able to push yourself.

Coaching is very important in any organisation. It is critical for individuals interested in developing to their full potential to undergo such a process. In facts it should be a part of the rest of your life (Although not always formally).

I will personally encourage my peers, subordinates, my wife, kids and as many other members of the broader society to have such an intervention sometime in their life.

We are all important and have lots of capabilities, but we are not aware and have no understanding of these until it is unlocked somehow. We all thought that where we are today is our destination. We should get a coach and be challenged about the current status quo. Eventually you will realise that you have only done fraction of what you are destined to achieve in life.

This whole process has made me to consider becoming a coach myself and contribute in the life of someone to grow to their full potential. This will make the journey even more worthwhile.

Kind Regards

Thabo Mokone

Mine Manager

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