



Center for  
Consciousness Studies  
& Inner Transformation

**INDICA**



Academy of HRD

**Center for Consciousness Studies  
& Inner Transformation**

**&**

**Academy of Human Resources Development**

Presents

# **Coach Training Program Based on Yogic Wisdom**

Building Coaching Capability based on Yogic Principles & Practices



# Managing, Leading and Coaching

Managers are who work in and build teams, understand the use of technology, and engage with customers. The critical gap to be crossed when managers become leaders is understanding the use of power. Leaders shape their environment, strategise the use of resources, influence the team and organizational culture and take the final responsibility for the outcomes. Indian wisdom states that leaders have to comprehend their own inner dynamics in relationship to power, to enable others whom they influence to feel empowered. Coaching is an effective way of firstly enabling the leader to explore and understand their own unique capacities, and secondly as a way of helping the leader learn to ignite the potential of others.

The Coach Training Programme jointly offered by Center for Consciousness Studies & Inner Transformation (CCSIT) and Academy of Human Resource Development (AHRD) is based on a judicious blend of Indic wisdom drawn from the great epic of Mahabharat and principles and practices arising from Patanjali Yoga Sutras with contemporary research in the field of coaching. It is founded on the tenets that a Yogi is capable of being:

- A Coach who enables leaders to discover and nurture their inner abundance.
- A Leader who can nurture the inner abundance of the members of their teams and organization.

## It is offered in two parts:

- The first part uses the Mahābhārata to enable participants to reflect deeply on their own ways of deploying power and shaping their roles. It will also introduce the participants to the key competencies of coaching.

- The second part delves into the Yoga śāstrās to enable participants to deepen their understanding of their psyche and the ways by which they can enable others to discover their unique gifts and nurture them.

## An overview of the programme

Leaders are heroes who take responsibility for their context and their people. Being fluent in all aspects of power and knowing how to deploy them, is crucial in navigating an organization in the emerging world where sustainability and profound interdependency is the key to organizational excellence.

The Mahābhārata, one of the most ancient and richest Indic texts, enquires deeply into Leadership, Dharmā and the five types of Power through the framework of the Pāndava as heroes. Understanding how each of us is uniquely gifted with the 5 types of power, namely, the power of structure, passion, compassion, innovation and contextual intelligence, can be of great insight and of practical use for us to unleash our heroic potential.

The Yoga śāstrās provide us with the key component of inner growth and transformation, i.e., practices that enable one to discover their deepest potential, bring inner coherence and nurture the being. Yoga śāstrās helps in understanding one's psycho-somatic, psycho-social and psycho-spiritual processes and imparts the methods of aligning those processes that in turn energises the outer deployment of power.

## Module I - Coaching fundamentals and harnessing the Universe of Powers

Power is a double-edged sword. It can be used in the ways that are constructive and dhārmic or in ways that are destructive and not dhārmic. The Mahābhārata examines power in all its nuances through archetypal stories. It presents five types of power personified by the five Pāndava brothers and through its many stories, it speaks about how each Pāndava explored all the facets of the power they are gifted with till they become the best they can be. They make mistakes, they get derailed by the shadow sides of these gifts, and they encounter the shadow fully, to emerge as impeccable human beings and heroic warriors. Through a clever juxtaposition of the behaviours of the Kauravas, Mahābhārata explicates what happens when one is endowed with gifts but is driven by egoistic compulsions resulting in a massive destruction.

Leadership positions legitimise the use of power. It is for us to move from a stage of being unconscious of our true potential and competencies to become conscious and mindful in the way we deploy them. We then become the best that we can be. Enabling a person to awaken to their true potential and learn how to use them is enhanced through coaching. Coaching is an art. One can learn the fundamentals of good coaching and build one's own style over time. The Facilitators of Module 1 will model the behaviours of a good coach and will teach the basics through theory and practice sessions.

## Module II - Tuning one's psyche with Saptaswara Practices to enhance Coaching Presence

Yogic wisdom has looked at an individual in a holistic manner. It has devised a psychosomatic, psycho-social and psycho-spiritual lens to comprehend the inner processes of a person engaged in an encounter with the world. This enables one to understand and develop a measure of inner control and to alter habitual and limiting patterns of behaviour through various practices. In this Module, the participants will be initiated on seven keynote practices termed Saptaswarās derived from Yogic Wisdom, namely, Dharma, Maitri, Karma, Jñāna, Rāmyam, Yoga and Abhyāsa. These when practised in unison help dissolve the constraining aspects present in one's inner psyche. This in turn enables the awakening of innate potential hitherto untapped.

Understanding of these principles and following the practices arising from the Yogic wisdom can awaken the inner potential and kindle deeper compassion. This module is aimed at enhancing the connectedness of aspiring coaches towards their protégé or coachees. Continued practice over a period of time will foster the integration of all forms of power and will lead to sustained levels of inner harmony among the coaches. In the process, their coaching presence gets enhanced. At a broader level, a coach anchored in Yogic wisdom becomes capable of staying true to one's dhārmic core and unfolding with boundless potential of self and their coachees..

# YCT Program Module I Engagement Plan

Four months module with:

- Weekly sessions of 3 hours on weekends
  - 30 hrs of classroom and
  - 18 hours of practice review sessions
- Individual coaching with program facilitators (3 hrs),
- Peer coaching (6 hrs), client coaching (6-12 hrs) [In between sessions]

## Objectives and Session Flow

1. Understand and assimilate the basics of coaching: the what, the what not, the why and the how
2. Understanding Sakhi bhāva and Sākshi bhāva as the two distinct ways of engaging with clients
3. Explore and awaken seats (sources) of power
  - a. Power of Order & Structure
  - b. Power of Passion & Initiative
  - c. Power of Compassion & Service
  - d. Power of Knowledge & Curiosity
  - e. Power of Contextual Intelligence (Dharma Sankata)
4. Internalise wise use of power for building coaching presence
5. Follow the Yogic practices to build coaching capability

# YCT Program Module II

This module will build on Module I and be available to participants who complete the application requirements that will be laid out in Module I. It will facilitate participants to tune into themselves and listen deeply.

## Broad engagement plan

- Weekly sessions of 3 hours on weekends
  - 30 hrs of classroom and
  - 18 hours of practice review sessions

## Objectives and Session Flow

1. Practice and internalize Sakhi bhāva and Sākshi bhāva
  - a. Triadic Dialogue Practice
  - b. Peer Coaching
  - c. Mentoring and guidance
2. Understand and practice Sapta Swarās for tuning the inner psyche
  - a. Maitri
  - b. Karma
  - c. Dharma
  - d. Jnāna
  - e. Ramyam
  - f. Yoga
  - g. Abhyāsa
3. Commit to a sādhana to enhance coaching capabilities
  - a. Learn practices to internalise saptaswaras
  - b. Deliberate practice protocols

# For Whom?

This program is for:

- Individuals who are willing to tap into inner energies and channel them for the greater good.
- Managers who are willing to harness the highest potentials to nurture the inner abundance of the self and their teams through coaching.

## Profile and Eligibility Criteria

Module I	Leaders and managers interested in developing coaching capability.
Module II	Leaders and managers who have completed Module I followed up with 50 documented hours of coaching conversations and wish to attain advance level expertise in coaching

- **Start date for the program: 17<sup>th</sup> June 2023**
- **Weekly sessions on Saturdays, 3 hours per session with a short break in between**

## Program Fees For Module I:

- Early Bird Pricing (for registrations upto 27<sup>th</sup> May 2023) - INR 38,000 + 18% GST (Total INR 44,840)
- Regular Pricing (for registrations after 27<sup>th</sup> May and up to 10<sup>th</sup> June 2023) - INR 42,000 + 18% GST (Total INR 49,560)
- Registrations close on 10<sup>th</sup> June 2023
- Batch size: 25 participants

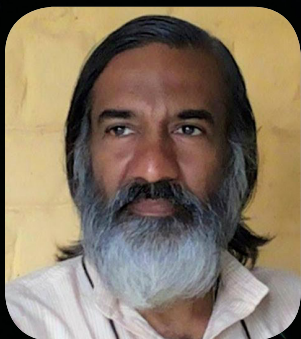
## Payment to be made to:

**Academy of HRD**

**HDFC BANK SAVINGS A/C**

**ACCOUNT NO: 00491000041162**

**IFSC - HDFC0000049**



## Raghu Ananthanarayanan

Raghu Ananthanarayanan, an alumnus of IIT Madras is a behavioural scientist, Yoga teacher and author. His central quest has been the enquiry: "How to continually look within, transform, be the best and inspire?" This seeking led to discipleship with Yogacharya Krisnamacharya, dialoguing with J Krishnamurti and collaborating with Prof. Pulin K Garg. He has dedicated his life to the study and application of Yogic traditions to guide the inner transformation of individuals and shape leadership and culture-building of organizations. He has pioneered the use of the Yoga Sutras, traditional theatre, and the Mahābhārata in experiential learning. Raghu has authored many books. The latest books are "The Five Seats of Power - Discovering the best you can be through the Mahābhārata" and "Antaranga Yoga - the Foundation of Indian Psychology".



## Sarbari Gomes

Sarbari is an Organisation Consultant, Executive Coach and a Behavioural Practitioner. She works in the areas of Gender and Leadership, Organisation Diagnostics and Culture Study, Alignment and Transformation, Leadership Development (assessment, workshops and coaching), Inclusion and Diversity and, Process Consulting. Apart from being trained in various psychometric tools, Sarbari is an Associate Coach with CCL, is a PCC with ICF, a Fellow of Sumedhas Academy For Human Context and an avid blogger. She is a Co-founder of Reflexive Lenses Consulting and its CEO. She is also a Principal Consultant of Flame TAO Consulting Private Limited. Sarbari resides in Bengaluru.



## Anil Grovor

Anil Grovor is a mentor and coach. He is the founder of ATMATVA, and facilitates personalized journeys of inner transformation for individuals, leadership and organizations through 1-1 and/or group sessions. Anil is an alumnus of IIT Roorkee and IIT Delhi, and has played top leadership roles in MNCs and founded several start-ups. Anil has 33+ years' experience and has coached senior leaders in multiple geographies and diverse industries. He is certified in a unique confluence of western frameworks and Indic wisdom. Anil was initiated into Integral Yoga of Sri Aurobindo and The Mother in New Delhi at a very early age. He is passionate about contributing to the model and practices of 'Yogic Presence' for Coaches, Leaders and Healers, in alignment with fellow contributors in 'Centre for Consciousness Studies and Inner Transformation' (CCSIT). Anil lives in Hyderabad, India.



## Ajay Viswanath

A Bharatanatyam dancer of the Mysore bani, Ajay has over 22 years' experience designing and facilitating behavioural transformation in corporates across the industries. He has successfully designed and delivered interventions focused on Competency-based LDP, Assessment Centers, Hi-performance Teams, First Time Managers and Change management for clientele across industries. Ajay's interest in inner work has been nurtured at Ritambhara and Co-designed and anchored the Ramayana Exploration, a flagship offering of Ritambhara. Ajay is a Leadership Coach for many senior leaders in various organizations, across India and the US, helping them to harness their own potential, through deep self-work enabling them to have consciousness of the people and systems around them. Ajay finds great joy in working with body, mind and emotions to help individuals artistically explore their own latent potential. Deepening his studies of Yoga Sutra, Ajay is working on models to integrate the practices into Leadership Coaching.



## Sai Sambat

Sai Sambat is a spiritual practitioner who has been focusing on the psycho-spiritual evolution of self and others for over three decades. An intense identity process-work in the early 90s and immersive apprenticeship with a realized Spiritual Master has gifted him with non-evaluative awareness and evolved levels of psycho-spiritual, socio-cultural and ecological coherence. He has been a monastic member of Sree Ramadasa Ashram, Thiruvananthapuram since 1997. As a Leadership Development Consultant and Coach, Sai enables managers and leaders to discover innate potential and leverage it towards greater efficacy, excellence and results. He is a graduate of Production Engineering from NIT, Trichy and has a Masters in HRM&OD from XLRI, Jamshedpur. At present, he serves as a Co-founder of the Center for Consciousness Studies and Inner Transformation at the Indic Academy.