INFLUENCE SOLUTIONS PTE LTD

Your F.I.R.S.T.™ Learning & Organisational Development Partner

EXECUTIVE COACHING

TRANSLATING COMPETENCE INTO PERFORMANCE

Fostering a Growth-Oriented Culture of
Trust, Empowerment & Accountability

Inspiring Leaders. Inspired Organisations.

FORGING HIGH-TRUST, HIGH-PERFORMANCE CULTURES

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CLEAR & MEASURABLE TAKEAWAYS

Empowering sessions that enable you to take a strategic pause and:

1. Better understand yourself and your impact as a leader.
2. Get clarity on your long, medium and short-term goals.
3. Identify clearly the opportunities and challenges you face and evolve pragmatic solutions to deal with them.
4. Have a better understanding of the internal and external stakeholders you need to engage and how to create powerful and positive relationships with them.
5. Prepare an action plan to lead teams and achieve organisational and personal goals more effectively.
6. Be energised so that you lead in an inspiring manner, with purpose and balance.

Who Will Benefit the Most

- If you are keen to enhance your impact and/or accelerate your career.
- When you are transitioning to a different role / taking on higher roles & responsibilities.
- When your productivity or impact is currently held back by obstacles.
- When your organisation is experiencing major change / disruption / M&A, etc.
- When you are going through a long-term development programme / training.
- When you wish to take charge of your development and career.

Themes Commonly Addressed Through This Coaching Programme

1. Leadership challenges and development
2. Influencing skills
3. Influential communication skills
4. Performance management
5. Managing / resolving conflict
6. Innovation at work
7. Building, nurturing & sustaining high-performing teams
8. Using coaching skills at work
9. Critical & strategic thinking
10. Life, transition and change challenges
11. Breakthrough thinking and leadership
12. Executive presence and stakeholder engagement
13. Preparing for high-stakes presentations
14. Cross-cultural challenges

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COACHING PROGRAMME OUTLINE

General

Assigned coachee(s) are entitled to a complimentary chemistry check with the coach they select.

Each assigned coachee is provided with eight 75-minute sessions, over a period of 12 months; that is, at intervals of 3–6 weeks.

Optional Value-Add

Up to two **Expectations Mapping Sessions** with the Sponsor (typically the coachee's Performance Manager or a nominated stakeholder) can be arranged at the outset, to align on context and objectives. The Sponsor may also request a Mid-Point Review after Session 4 and an End-Point Review after the Final Session.

Focus of the First Session

- Establishing rapport and confirming confidentiality to create a safe environment
- Clarifying experience of and expectation from this coaching
- Defining responsibilities in the coaching partnership
- Setting accountability
- Anticipating setbacks
- Identifying what is important — clarifying the coachee's primary focus
- Getting started on the primary focus
- Achieving alignment on the learning to implement by the next session
- Enabling a deeper chemistry check between the coach and coachee
- The coachee has the option to continue the coaching journey with the current coach, or select another Influence Solutions master coach
- A 3–6 week gap after this session — this is an opportunity to implement learning

Setting & Tracking Development Goals

- Development goals are established collaboratively in Session 1, informed by the coachee's 360-degree feedback (if available)
- Progress against these goals is reviewed at the start of every subsequent session and tracked through to the Final Session review

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COACHING PROGRAMME OUTLINE (CONTINUED)

The Intermediate Sessions

- Discussion about the actions implemented — successes and setbacks
- Further exploration of the primary focus for learning or other areas that emerge
- Discussion of “bumps along the way” and how they can be overcome
- Agreement on the learning to implement by the next session
- A 3–6 week gap after this session — this is an opportunity to implement learning

The Final Session

- Discussion about the actions implemented — successes and setbacks
- Further exploration of the primary focus for learning
- Review of progress and determination of whether further sessions are required
- Agreement on the learning to implement and where to access ongoing support
- Ongoing learning: an opportunity for the coachee to keep applying the learning beyond the programme and discuss any further support required
- Where selected, a Sponsor End-Point Review follows, closing the loop on outcomes achieved

Measuring Progress & Sponsor Reporting

Progress is measured through:

- the coachee’s self-rated confidence and readiness against session goals
- the Sponsor’s Mid-Point and End-Point Reviews (where selected)
- a compiled feedback summary submitted to the Sponsor after the Final Session

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COACHING TOOLS & METHODOLOGIES

Our coaches are trained across multiple globally recognised coaching methodologies and flex their approach to match each coachee's context, goals, and preferred way of working.

- Goal-focused frameworks (e.g. GROW) to structure conversations and drive accountability
- Stakeholder-centred and systemic coaching to address organisational context, not just the individual
- Behavioural and psychometric profiling to sharpen self-awareness and stakeholder influence
- Cognitive and reframing techniques to support decision-making under pressure
- Strengths-based coaching to build confidence and sustain momentum
- Scenario rehearsal and role-play for high-stakes presentations and stakeholder engagements

Roles in the Engagement

- **Coachee**
  - commits to sessions, completes practice assignments, drives their own agenda
- **Coach**
  - provides structure, tools, challenge and accountability; maintains confidentiality
- **Sponsor**
  - may use the Expectations Mapping Session to set context at the outset, and may request a Mid-Point Review after Session 4 and an End-Point Review after the Final Session
  - Sponsor Reporting covers agreed objectives, progress and outcomes, not confidential details of coaching conversations

Confidentiality

To ensure a safe zone for the coachee(s), the Sponsor shall not ask the Influence Solutions (ISPL) executive coach to divulge specific details shared by a coachee during coaching sessions.

The Sponsor shall communicate this to the coachee(s), and the ISPL coach will reaffirm it with the coachee at the start of every session. This clause does not apply to anything the ISPL executive coach is legally bound to disclose.

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EXPERIENCED EXECUTIVE COACHES

Mukul Deva

Founding Director | Influence Solutions | mukuldeva.com

Mukul went from leading combat operations in the Indian Army to becoming a successful serial entrepreneur across three countries.

International bestselling author (21 books spanning fiction, history and business) and one of Asia's most sought-after executive coaches, mentors and business strategists.

Having worked with over 10,000 C-suite and senior leaders, he learned that transformation (battlefield or boardroom) requires clarity of mission, trust under pressure, the courage to make hard calls, and execution with precision.

Mukul is well known for his coaching of senior leaders on command presence and decision communication under pressure, drawn from his combat and boardroom experience.

Karen Leong, CA, CSP, PCC

Founding Director | Influence Solutions | karenleong.com

Karen went from a corporate career in assurance and consulting with KPMG to rescuing trafficking victims in Amsterdam, where she discovered the power of influencing without authority.

Author of the pathbreaking book *Win People Over* and creator of the Influencing Styles Profiling Tool, used by Fortune 500 companies across Asia Pacific.

A Certified Speaking Professional (top 1% globally), TEDx speaker and PCC-credentialed executive coach, she has empowered 500,000+ executives across 500+ global organisations. She is sought after as an executive coach for high-stakes presentation delivery, stakeholder influence and executive presence.

Wendy Leong

Senior Facilitator & Coach | Influence Solutions

Wendy went from Summit Director of Rise Through the Ranks — a global leadership conference reaching executives across 70 countries — to becoming one of Asia's most sought-after Master Trainers and executive coaches.

An Amazon bestselling co-author, she has delivered programmes across 14 countries and is known for her ability to engage multi-cultural audiences with vivacity and rigour. She is a highly experienced solutions-focused coach, well known for her people-centred approach.

Wendy has empowered leaders across Asia Pacific at MNCs and government organisations.

NOTE:

Detailed profiles of the above coaches can be provided upon request.

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COACHING JOURNEY — INVESTMENT

Each coachee assigned by the Sponsor receives a complimentary chemistry check session, followed by the Executive Coaching Sessions Package below.

DETAIL	INVESTMENT (SGD)
Complimentary Chemistry Check Session Between coachee and selected coach — in person in Singapore or virtually (up to 30 minutes)	Complimentary
Executive Coaching Sessions Package 8 sessions of 75 minutes each @ SGD 1,450 per session	11,600
Total Investment (Core Coaching Package)	**11,600**

Optional Add-Ons	SGD
Expectations Mapping Session – 45 min, with Sponsor	590
Mid-Point Review – 45 min, after Session 4, with Sponsor	590
End-Point Review – 45 min, after Session 8, with Sponsor	590

Value-added Options

- Various diagnostic tools are available on request. For example, Leadership Maturity Assessment, 3-C Communication Pulse and Influencing Styles Profiling.
- Our coaches are also able to work with your existing profiling tools like Colours, Harrison, DISC, etc.
- When requested by your organisation, we can also incorporate your existing 360-degree leadership profiles to give the coachee context for their development journey.

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APPLICABLE TERMS & CONDITIONS

1. Each coachee is provided with eight sessions of 75 minutes each, over a period of 12 months; that is, at intervals of 3–6 weeks.
2. The coaching session rate is SGD 1,450 per session of 75-minute duration.
3. When five or more coachees are assigned in the same order confirmation form, a special group discount will be applicable.
4. Additional sessions requested will be at the current contracted rate, provided the request from the coachee/Sponsor is within 30 days of the final coaching session.
5. Up to two Expectations Mapping Sessions with the Sponsor can be arranged, in person or virtually. Each session lasts 45 minutes, accommodates a maximum of two stakeholders, and is priced at SGD 590.
6. An invoice for the sessions will be raised prior to the start of the first session and is payable within 30 days or prior to the first session, whichever is earlier.
7. The investment quoted will remain valid for all coachees assigned by the Sponsor over the next 12 months from the date of the first session.
8. Coachee(s) can schedule the sessions directly with the coach. There is no fee to reschedule sessions with 24 hours' notice. For cancellation of sessions with less than 24 hours' notice, the session will be considered completed, unless it is due to medical emergencies/force majeure.
9. All sessions will be conducted on working days, during regular office hours, face-to-face in the same city as the coach, or via video conference or telephone, whichever is most convenient. For sessions requested after regular office hours, or on holidays and weekends, a 15% surcharge on the coaching session rate will apply. (Office hours are assumed to be 9.00am to 5.30pm in the time zone in which the coach is located.)
10. All sessions must be utilised within 12 months of the first session. Those scheduled after the 12-month period (from the date of the first session) will be separately billed.
11. In case the assigned coachee leaves the organisation for any reason, their remaining sessions may be transferred to any other coachee designated by the Sponsor, provided these sessions are completed within the stipulated 12-month period.
12. In all circumstances, the liability of ISPL and its coaches is limited to the amount paid by the Sponsor for the relevant coachee.
13. This brochure and all agreements arising from it are subject to the laws of the Republic of Singapore.

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POWER UP LEADERSHIP IMPACT,
ACCELERATE CAREER GOALS AND
ACHIEVE GREATER RESULTS

INFLUENCE SOLUTIONS

Inspiring Leaders. Inspired Organisations.

FORGING HIGH-TRUST, HIGH-PERFORMANCE CULTURES

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