

Thank you for downloading this e-brochure. We hope it will provide you with much valuable information about our firm and the help we can be to yours!

Q: Who is Ascent Coaching?

A: Based in the country’s financial capital, Johannesburg, Ascent Coaching is a member of the CLI-Power Coaching® network that exists to “advise, consult and coach C-Suite executives, their teams and High Potential talent of South Africa’s largest corporations, helping them and their organization’s achieve optimal success”.

Q: What do you do?

A: We assist C-Suite executives:

- lead transformation and engagement;
- accelerate talent development;
- build global management capability.

Q: How do you do it?

A: We use a blend of consultancy, mentoring, subject matter expertise and executive coaching to give 1:1 and team support to help your senior leaders turn your strategy into action. They then become role models for the new leadership behaviours that are critical to the success of your organisation’s transformation.

We take a strategic, comprehensive and future-focused approach to creating leadership behaviour and culture changes to support your business transformation and increase engagement with your people.

Q: What is Power Coaching®?

A: Power Coaching® is the primary method we employ in our 1:1 and group coaching engagements. Power Coaching® is a blend of coaching, mentoring and the use of a CLI science called Mind-Kinetics®.

Q: Is Power Coaching® just a different or alternate method of coaching?

A: **No**, Power Coaching® represents *the evolution of executive coaching*, from “talk coaching” [conversational models primarily using questions to stimulate left-brain (analytical) responses], which then depends on an executive’s will power to generate change, to a *new* scientifically engineered process - **Mind-Kinetics®**.

Q: Is Mind-Kinetics® a science?

A: Mind-Kinetics® is CLI-Power Coaching®’s proprietary technology. It was developed by CLI’s research team in British Columbia, Canada, headed by (the now Co-President of CLI), Betska K-Burr, AMC. It is based on foundational knowledge deriving from cognitive psychology, cellular biology, epigenetics and quantum physics. To that CLI researchers have added Wisdom Knowledge about the relationship between mind, body and spirit, and provided a methodological foundation for behavior change.

Mind-Kinetics® is honest about what it is: A method of executive development and for

personal growth based on scientific principles, and now, after much research and testing, offered to senior executives internationally.

Q: What does Power Coaching® with Mind-Kinetics® achieve?

A: Using PCMK® a client is able to:

- activate bi-lateral thinking abilities – easily switching between analytical and creative (*convergent and divergent thinking*) thereby strengthening both IQ and EQ.
- access the subconscious to both free limiting beliefs as well as actuate the genius within; and
- create changes at a cellular level of the mind so that **permanent positive changes in behavior automatically occur.**



Power Coaching® Philosophy

Q: Different firms seem to have different philosophies. Does yours have one and what is it?

A: CLI-Power Coaches® have two primary philosophical views on executive development:

The **CLI Success Triangle™**, holds that increased leadership effectiveness arises from an executive's further progress toward self-actualisation. To achieve this we guide our clients to practice **Mind** (their thoughts), **Body** (exercise and a healthy diet) and **Spirit** (connection with their deepest values and meanings) **Mastery**. As these three are reinforced and lived, self-actualisation is fostered and leadership effectiveness automatically improves.

The **Clarity Solutions Model™**, teaches that lasting solutions to executive challenges can only be found when a client moves from a state of low power (focused on the external) to high power (where the focus shifts to the inner person).

Q: Do you offer bespoke as well as established programmes?

A: Yes, Ascent Coaching is able to create a bespoke executive coaching programme for your organisation depending on your individual needs and objectives. All our flexible, integrated coaching solutions, so developed, are designed with three elements in mind: a business focus; coaching with innovative content; and rigorous evaluation. However, we have seen the need to offer *three structured programmes* to deliver on particularly specific and measurable leadership objectives. These are then customized for your organization and refined based on the development priorities participants set for themselves.

Flagship Programmes

Inspired by Google's slogan that "*Great Just Isn't Good Enough*" our established programmes are **intensive, rigorous and aim to stretch the leadership potential of each participant.**

Good to Great:

An intensive 36 hour engagement aimed at **current C-Suite executives** who wish to prepare to lead the next phase of their organisation's growth, a turnaround or restructuring assignment or simply improve their effectiveness. The focus is on mastering *exemplary leadership* (modelling the way, inspiring a shared vision, challenging processes, enabling others and encouraging the heart).

Accelerated Development:

Over a 36 hour engagement, **High Potential Talent**, who are being groomed to ascend to the C-Suite, will be coached to demonstrate level 5 *transformational leadership* behaviours (self-management, interpersonal communication, problem management, consulting, OD skills and versatility).

Group UNITY

A yearlong engagement (*48 hours/participant*) for the **Executive Team** comprising 1:1 and group coaching as well as mentoring, with a focus on - producing larger volumes of higher quality work, achieving more in a shorter timeframe, accelerating decision-making, and encouraging team ownership of strategy and process.



Critical Incident Intervention

Critical incident coaching is about providing short (ranging between 8 and 15 hours), very situation specific, leadership development interventions when, for example:

- executives have very real and current opportunities in their professional lives, that if seized, will give them the most leverage for success;
- executives are transitioning into a new leadership role; or
- a new **business unit head** is appointed who has to learn to think strategically and demonstrate management competencies above the technical skills they already have.