



INTERNATIONAL
COACHING
CONFERENCE
KUALA LUMPUR

2023

**COACHING BEYOND
PERFORMANCE**

9-10 MAY 2023

5th INTERNATIONAL
COACHING CONFERENCE
Berjaya Times Square Hotel Kuala Lumpur

Coach the Person Touch the Heart

Jessica Lu

Learning Sharing as an Executive Coach



Current Roles

- Executive Coach (ICF-PCC, IAC-CC)
- Master Trainer, FranklinCovey Vietnam
- Master Trainer, Mindful Leadership Vietnam
- Board member, IAC (International Association of Coaching)

Experience

- ✓ School Teacher, Taipei, Taiwan
- ✓ Project Manager, Asia Pacific Regional Office, KPMG
- ✓ Chief Administrator & Financial Controller, KPMG Vietnam
- ✓ Managing Consultant, Mercer affiliation in Vietnam
- ✓ Founder, SMART HR Vietnam
- ✓ Managing Consultant, Watson Wyatt Vietnam

Expertise

- Human resources management system installation & management
- Corporate management competency/ leadership development

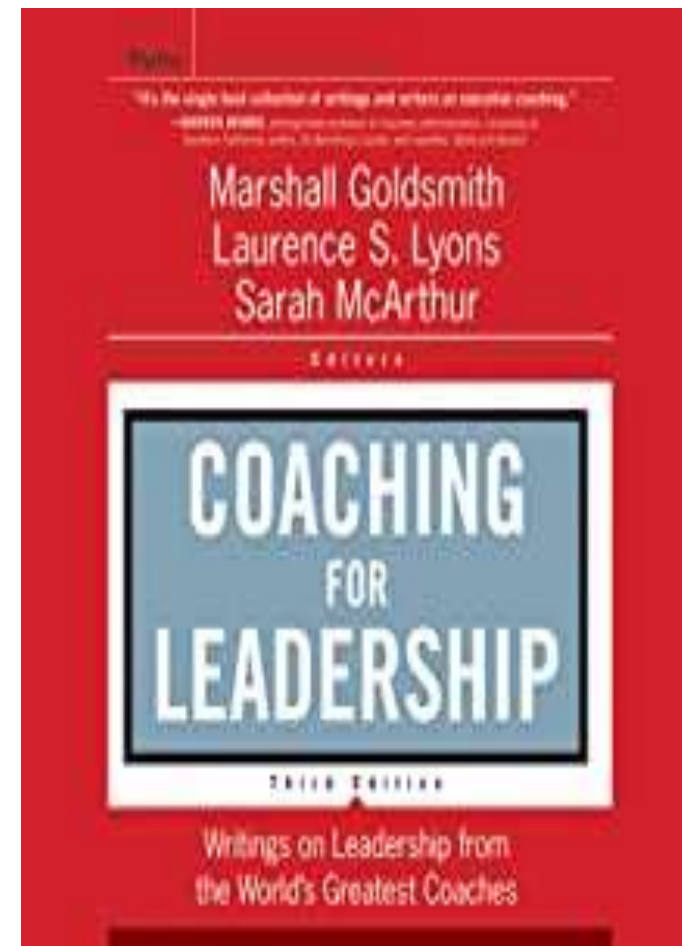
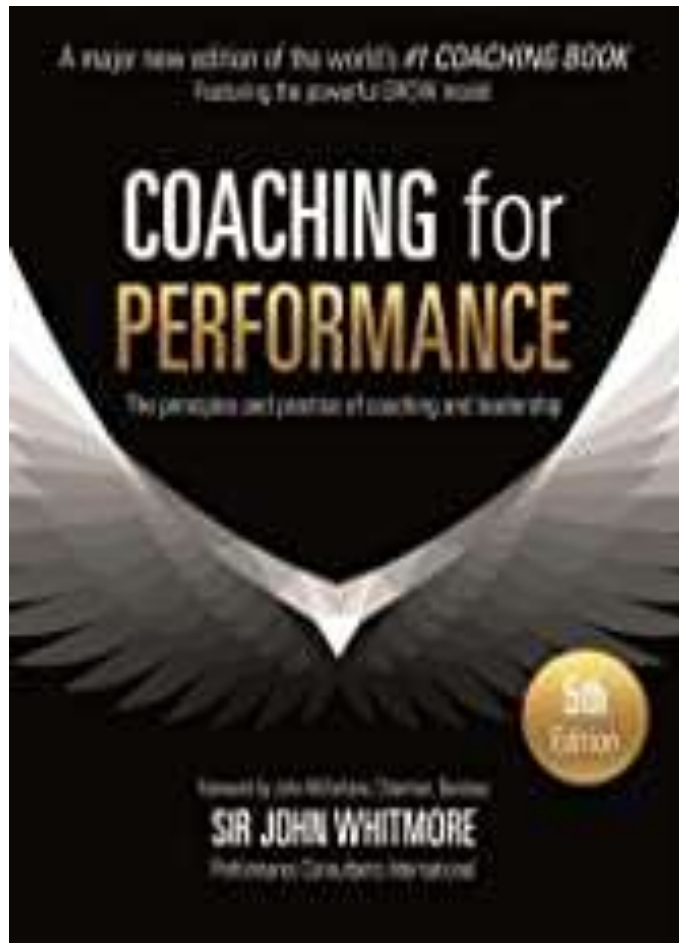
Motto

- ❖ Help others to succeed; become others' benefactor



JESSICA LU

Coaching improves performance and delivers results.



Coaching prepares leaders and leaders become coaches.



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The Purpose of Coaching

Change Behaviours

Transform Mindsets

Discover Perspectives

Understand Emotions

NEW YORK TIMES AND WALL STREET JOURNAL BESTSELLER

TRILLION DOLLAR COACH

—
THE LEADERSHIP PLAYBOOK
OF SILICON VALLEY'S
BILL CAMPBELL

—
ERIC SCHMIDT
JONATHAN ROSENBERG
AND ALAN EAGLE

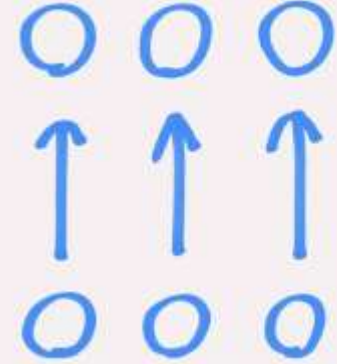


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11

Only coach the coachable.

The traits that make a person coachable include honesty and humility, the willingness to persevere and work hard, and a constant openness to learning.



15

Be the evangelist for courage.

Believe in people more than they believe in themselves, and push them to be more courageous.



$$P = P - I$$

Performance =
Potential -
Interference



**COACH
BENEATH
THE SURFACE**

WHAT

Problems

Behaviours

Strengths

Beliefs

Values

Identity

WHO

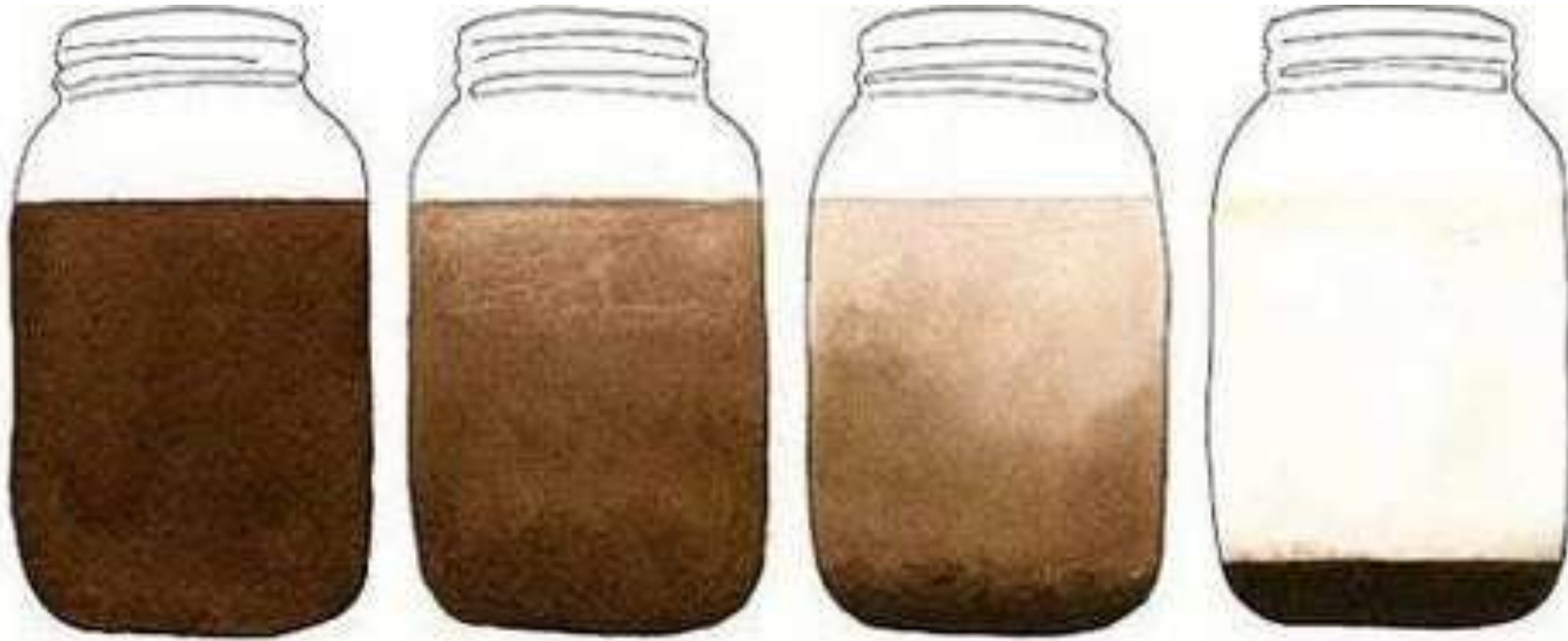


Coach is the
thinking
partner, but...

Facts

Feelings

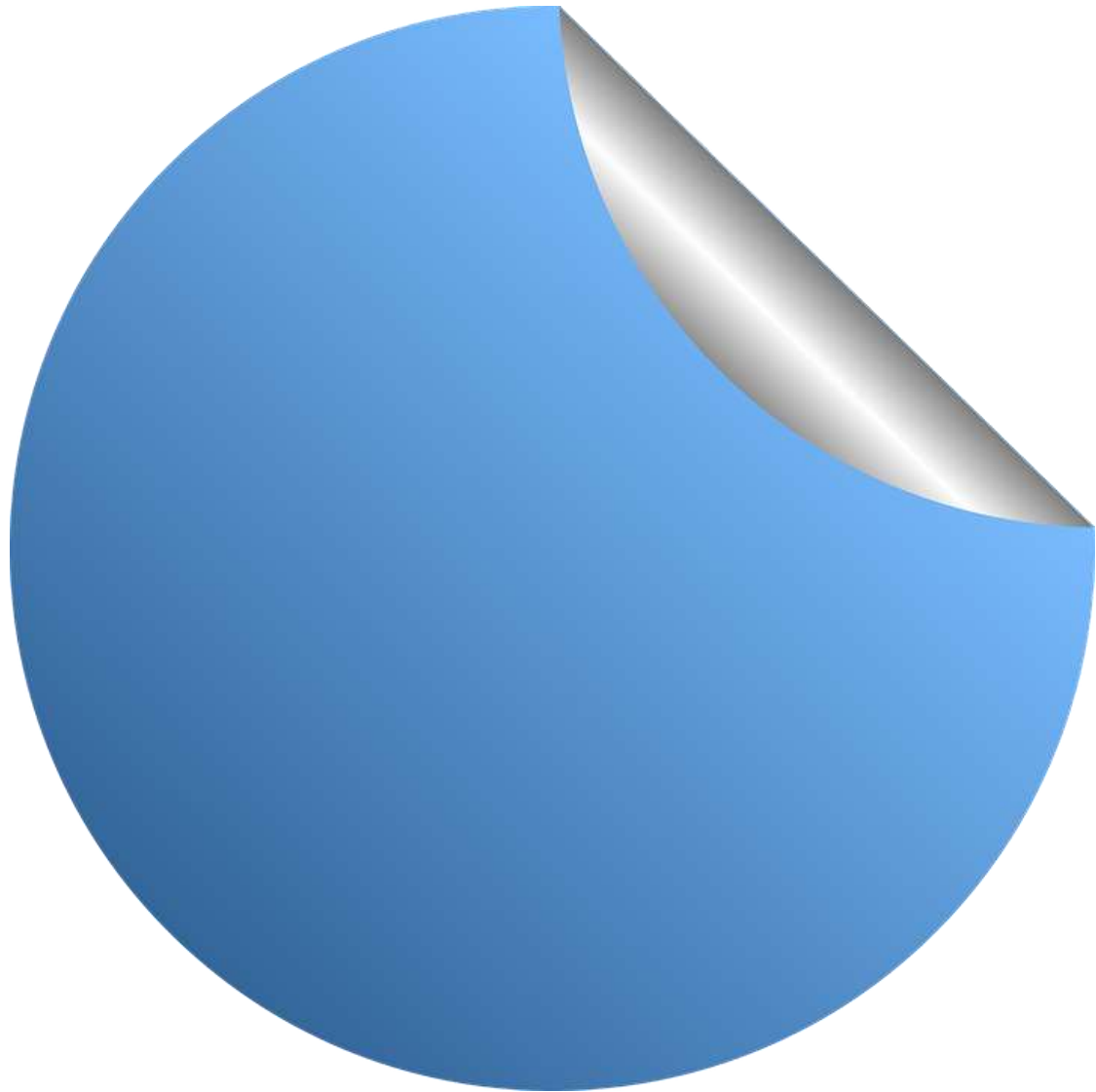
deal with the
feeling
first!



The coach helps the coachee to see things clearly,
then the answers will surface.



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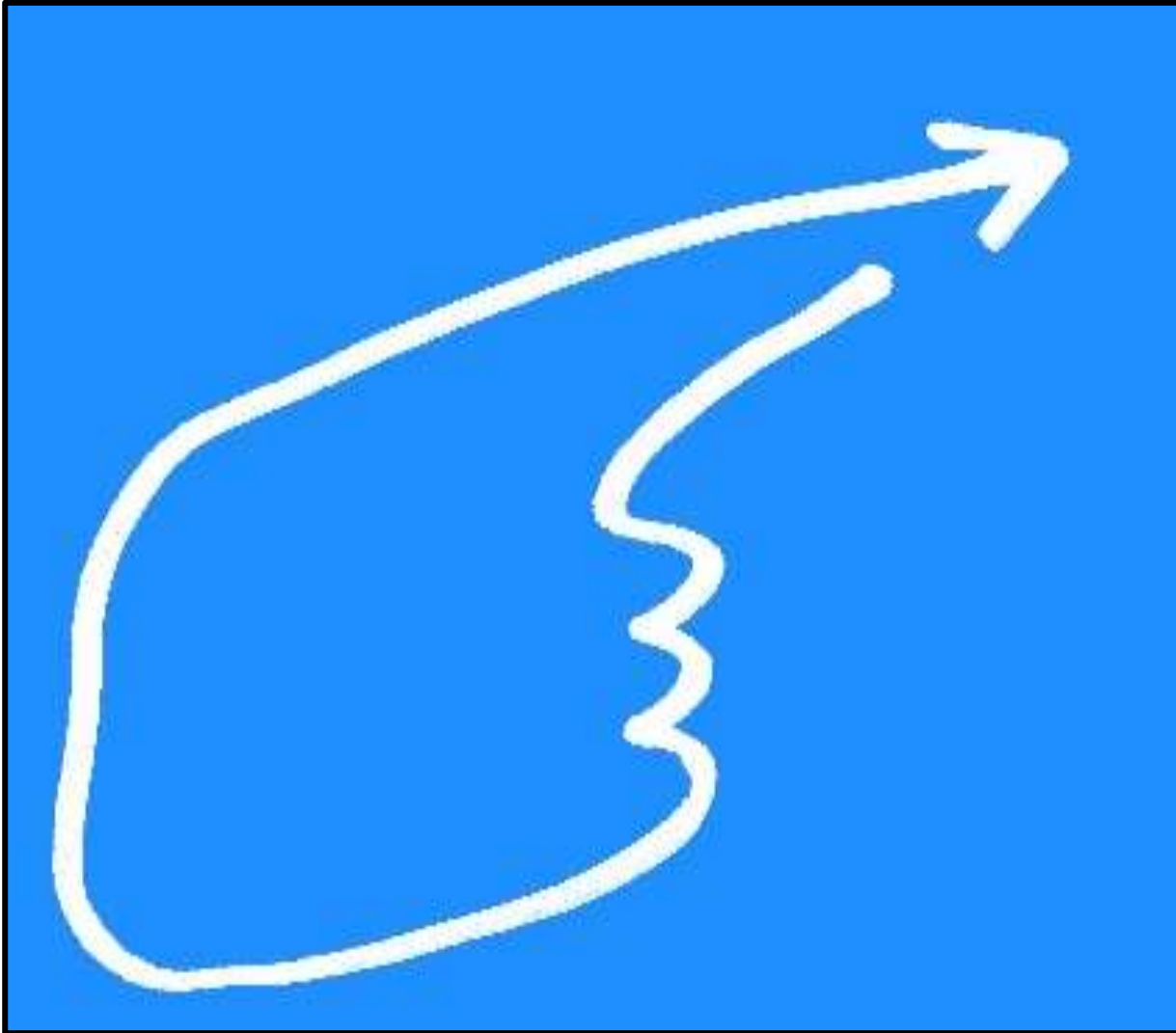
The other side
Behind the scene
Further ahead

My learning to share – the reminders

- Be in the present and mindful
- I don't know what I don't know
- Forget the models, focus on the coachee
- Serve the coachee, not my own curiosity
- There are other choices/possibilities available
- Find true motivation source for the change wanted
- The coachees are responsible for their own growth

Working on the muscles to

- Detect feelings with empathy
- Suspend judgement, advice and solution
- See positive intention and aspiration beneath the emotions
- Have courage to reflect & challenge assumptions



- Understand Emotions
- Discover Perspectives
- Transform Mindsets
- Change Behaviours

Thank you

Jessica Lu

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