

WHO WE ARE

WHAT WE DO

An Outline

Floyd Vaz



GREAT HEART
COACH

www.greatheartcoach.com

“

The secret of change is to focus all your energy not on fighting (or flogging) the old but on building the new.

Dan Millman

”



About Us

- « GreatHeart Coach is a global community of experienced and credentialed Executive MentorCoaches (EMCs) carefully selected, trained, and supervised to deliver solutions to individuals and organizations. Our focus areas are **people** development, **team** development, **leadership** development, **culture** building, and **business** improvement.
- « We provide our customers with the highest standards of ethics and integrity. We do not operate out of selfish ambition, nor do we approach our work with a mindset of one-upmanship. Instead, our methods are rooted in servanthood, and are designed to be practical, pragmatic, and easy to apply, giving you the confidence that you can implement them effectively.
- « We serve our customers through training, facilitation, coaching, and mentoring. We lead our sessions through facilitation – asking rather than telling so that the **'ownership'** for learning is fully transferable.
- « We are committed to nurturing and guiding our clients. Our sessions are held in the highest regard, and we maintain trustworthy and confidential relationships. We empower and affirm each person, recognizing their uniqueness, precious value, and tremendous untapped potential.
- « Traditionally, people learn from and through what they have experienced, been told, instructed, or seen what others are doing. Unfortunately, the real world is dynamic as much as it is diverse. So often, what appears as a solution in one case might not necessarily be a solution in another.
- « At GreatHeart Coach, we are different on purpose. We don't advise, tell, or direct anyone on how things should be done. Instead, we challenge them in environments of **safety, security, and DISCOVERY**. Once they discover solutions for themselves, people are more likely to take the necessary action for change and transformation. Our job is to stand alongside them, helping them explore all unraveled possibilities and give them the courage and ownership needed to transform their personal and professional lives.

Call 0 96207 92010 to contact a GreatHeart EMC today.



Offering Overview

GET COACHED

Personalized individual, team, or group coaching to help you strategize and accomplish your urgent and vital issues.

GET MENTORED

An actionable 'instruction manual' will help you move from where you are to unleash your full, known, and unknown potential.

GET MENTORCOACH CERTIFIED

Become a GreatHeart Certified MentorCoach (EMC) to offer and guide others via your own coaching and mentoring practice.

BUILD YOUR MENTORCOACHING ORGANIZATION

Change your organization's culture to support your people to become the best they can be. All stakeholders gain immeasurably.

PARTNER WITH US

You are not on your own. As EMCs, we stand with you in a unique partnering model that creates many win-win opportunities.

GET TRAINED

To continuously improve on developing your skills and worth as a professional.

GET SMALL BUSINESS SUPPORT

At GreatHeart, we have a vision to develop small businesses everywhere. Small businesses with limited budgets have unique challenges. Yet, they must be encouraged because they create the bulk of jobs and provide wider employment opportunities.

Get Coached

1

In a GreatHeart coaching intervention, a GreatHeart Executive MentorCoach works with an individual, team, or group to set behavioral, strategy, or corporate skill-based goals and achieve those goals in a co-creative and collaborative environment.

EMCs work by using the process of coaching facilitation and not consulting, directing, telling, or instructing.

Coached professionals discover, develop, and demonstrate higher capability, capacity, and performance. They eventually learn much better when they agree and have ownership and accountability on their own with the guidance and support of their EMC.

The professionals are always responsible for achieving their outcomes. The job of the EMC is to nurture, encourage, and support the client in a safe and nonjudgemental environment through proven processes and methodologies.

While coaching interventions encompass a wide range of techniques and approaches, they are all tailored to individual or organizational needs.

We offer:

One-on-one coaching ♦ One-to-many group/team coaching ♦ Executive coaching ♦ Performance coaching ♦ Career coaching ♦ Life coaching ♦ Skill-based coaching ♦ Transformational coaching ♦ Health and wellness coaching ♦ Cross-cultural diversity coaching ♦ Coaching for high potential development ♦ Coaching for succession ♦ Coaching to develop executive presence ♦ Coaching to set and achieve goals

Coaching is generally a three-to-six-month intervention with 4-hours dedicated every month for the first three months as a minimum.

Get Mentored

2

In a GreatHeart mentoring intervention, a GreatHeart Executive MentorCoach collaborates with individuals to empower them to identify, clarify, and generate solutions and strategies for holistic change in a safe and nurturing environment.

The focus is on encouraging learning and development through various diagnostics and attitudinal, behavioral, strategic, and planning skills that significantly impact their future. The professionals set the agenda and receive support in identifying issues, implementing actions, and measuring and evaluating their progress.

EMCs utilize a facilitative approach rather than consulting, directing, telling, or instructing. This facilitation allows professionals to discover, develop, and demonstrate enhanced capabilities, capacities, and performance. The method enables them to learn more effectively by doing things themselves with minimal supervision.

Professionals are ultimately responsible for achieving their outcomes. The EMC's role is to nurture, encourage, and support them in a safe and nonjudgemental environment using proven processes and methodologies.

While coaching and mentoring involve the same skill sets, coaching is not mentoring and vice versa. A coach is not usually a mentor; a qualified and certified mentor will also be a facilitative coach.

Our mentoring offerings focus on:

The D x V x P > C principle ♦ The WHERE, NOW, and HOW paradigm ♦ Many pages of unraveling ♦ The one-page strategy plan ♦ Priority setting ♦ Plan execution ♦ Measuring for change

Coaching is generally a six-to-twelve-month intervention with 4-hours dedicated every month for the first six months as a minimum.

Get MentorCoach Certified

3

The GreatHeart Certified Executive MentorCoach (EMC)

The GreatHeart Certified Executive MentorCoach program is designed to qualify senior management or entrepreneurial professionals who want to input positively into the lives of others.

Credibility and competency are at the heart of the EMC program. This must be because TRUST and CONFIDENTIALITY factors matter to individuals signing up to be coached and mentored.

The EMC program is a comprehensive package that equips professionals with the knowledge, skills, tools, and practice they need to become trusted mentors and coaches.

By upholding the principles of trust and confidentiality, GreatHeart EMC graduates emerge as influential leaders who drive organizational success and nurture the potential and well-being of individuals they mentor and coach.

The full course consists of three segments.

Segment 1: 4 x four-hour **coach training** modules, amounting to 16 hours.

Segment 2: 8 x four-hour **mentor training** modules amounting to 32 hours.

Segment 3: 24 x one-hour **fieldwork support** sessions amounting to 24 hours spread across six months.

In all, this is a 72-hour course spread across six consecutive months.

The participants will be certified and entitled to use the qualification emblem upon completing the course requirements.



Build Your MentorCoaching Organization

4

The GreatHeart MentorCoaching Organization (MCO)

While having a few certified coaches within an organization is beneficial, the true value lies in cultivating a unique organizational culture of MentorCoaching. This in-company environment offers numerous unique and cost-effective benefits.

We address challenging questions such as:

- What happens when critical project drivers leave the organization?
- How can internal managers and leaders continually enhance their mentoring and coaching skills?
- How can credibility and authenticity be ensured, and internal checks and balances be maintained?
- How do we demonstrate that investing time, effort, and resources is worthwhile for all stakeholders?

No two MentorCoaching Organizations are identical. Even when the same process is implemented, one organization may be more successful than another. Adaptability, flexibility, persistence, course corrections, and external collaboration are key to a MentorCoaching Organization's success.

To achieve ultimate success, this top-down initiative must have support from the top. It begins with a top-team commitment workshop.

Partner With Us

5

The GreatHeart Accredited Business Partner

This is the era of collaboration and co-creation. While many people development and business improvement initiatives can be facilitated internally within any organization, the quality will be limited. External expertise involves hiring the services of an external partner with broader experience who is objective in their view of the global marketplace. Additionally, we are not caught up in internal politics or existing (what is) culture-based issues. We focus on the future (what can be, what must be).

At GreatHeart, we don't just provide services. We consider ourselves stewards of the partnering relationship. We are committed to seeing through what we have agreed and signed up to perform. Ensuring success is our top priority.

We Partner With...

GreatHeart Certified Internal EMCs: As ambassadors of their companies, we collaborate with them to drive internal change for the organizations they serve.

GreatHeart Certified External EMCs: We partner with them for joint projects and opportunities. They get to use the following emblem.

Not a GreatHeart Certified EMC but a certified professional: At GreatHeart Coach, we are about creating win-win situations. If you have a win-win situation, let's talk.



Get Trained

6

Training is an old-school methodology for developing people. Many companies promote training-only development because it is cheap, but the ROI is low. Besides, the effectiveness of the training-only approach is highly contentious and subjective. How do you transfer the learning from the training room to the workplace?

Training can produce phenomenal improvements combined with mentoring, coaching, and measurement. At GreatHeart, we highly recommend this Approach.

Short-Course Training:

We offer various topics, each lasting from 60 to 120 minutes. Whether you prefer online or in-person learning, we have a topic that suits your professional needs.

Short-course training is effective and designed with your busy schedule in mind. It's convenient for beginner—and intermediate-level professionals with limited time, equipping you with the necessary skills and knowledge quickly and allowing you to return to work promptly.

A list of short-course training topics is available on request.

Long-Course Training:

- Management and Leadership skills
- Skills for Personal Development
- Skills for Interpersonal Development
- Sales and Marketing skills
- Human Resourcefulness Development Skills

Each of the above headings contains numerous topics. An entire topical catalog is available on request.

Get Small Business Support

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At GreatHeart, we have a vision to develop small businesses everywhere. Small businesses with limited budgets have unique challenges. Yet, they must be encouraged because they create the bulk of jobs and provide wider employment opportunities.

Start-Up Support

GreatHeart offers global companies a unique opportunity to establish their operations in India, a country with a thriving business environment, a large consumer base, and a skilled workforce.

Tech Support

Dynamic Website Development with WordPress CMS: We Create a dynamic website using Self-Hosted WordPress as the content management system (CMS). The package includes an admin login and support for unlimited pages/posts.

Conversion of Existing Website to Responsive Android App: Transform your current website into a responsive Android app. The app features a launcher screen displaying your company logo, bottom navigation buttons, and a sidebar menu with navigation drawer buttons.

Content and Advisory Support

Our comprehensive Business Support Services cover many areas, including marketing, sales, content creation, and advisory support. We can assist with developing brochures, PPT and PDF presentations, and even manage email campaigns. Whatever your business needs, we have the expertise to support you.

Our Business Support Services are offered either turnkey or contractually hourly (in slots of two hours a day minimum). Since all requirements will differ, we begin by understanding and quoting for the precise scope of work required.

Overall Benefits

...we provide three distinct development channels (training, coaching, and mentoring).

Training alone is limited in its delivery of outcomes. Blend training with coaching and mentoring, and you have powerful development channels. Coaching and mentoring can be measured and managed for change.

...we share best practices, expertise, and quality in our services.

We adopt best practices and customize them. Our EMCs are experienced professionals who understand that quality, not quantity, defines success.

...our cost savings provide better value propositions.

We stress the benefit of the packaged intervention. We offer our packages to select organizations. Single training, coaching, or mentoring events and initiatives are many times the cost of our packaged deals.

...our development plans are always customized.

Being specific to the needs and goals of each client organization, we ensure that the development initiatives are highly relevant and impactful for developing high-potential individuals.

...the learning opportunities we offer are structured but never off-the-shelf.

Our designed structured learning experiences, such as workshops, seminars, and training sessions, support the mentoring and coaching process. These are always tailored to specific customers' needs and goals.

...we provide continuous feedback and support.

Regular feedback sessions between our MentorCoaches and high-potential professionals help track progress, identify areas for improvement, and celebrate achievements. This ongoing support helps keep high-potentials motivated and engaged in their development journey.

...networking and peer learning.

We create opportunities for high-potentials to connect with their peers within the organization or across industries. Networking events, peer-to-peer learning sessions, and online forums enable high-potentials to exchange ideas, share experiences, and learn from each other.

...low investment, high value, high ROI.

The investment you make with us is incomparable. We can track progress over time and measure its impact on performance. A positive return on investment (ROI) reinforces the value of mentoring, coaching, and training initiatives for our client organizations.

Our Client Wall



MEET THE MAIN DRIVER



Floyd Vaz

Founder and CEO

To stand out from the normative crowd, one must think differently. Floyd promotes independent thinking and celebrates personal discoveries. His interventions foster purpose, acceptance, nurturing, serendipity, accomplishment, and pursuit. He challenges individuals and teams to grow and become unique, recognizing our shared capacity for greatness.

Floyd, a pragmatic and down-to-earth individual, is comfortable mentoring, coaching, facilitating, or training corporate professionals at any level. He embraces the roles of facilitator, challenger, co-creator, and co-discoverer rather than advising, telling, directing, or consulting. His genuine commitment lies in helping individuals unravel and develop their known and unknown potential.

Floyd is deeply committed to his clients' development and journey toward their desired future. He acts as a catalyst for continuous and consistent change, challenging mindsets, beliefs, and behaviors. His expertise in creating highly confidential, nurturing, motivating, and refreshing environments demonstrates his unwavering dedication to his clients' growth.

Floyd takes a comprehensive approach to people development, focusing on developing the 'whole person.' He understands that our personal lives outside work greatly influence our professional lives. Viewing mentoring and coaching as methodologies infused with wisdom, Floyd aims to bring about developmental, transitional, and transformative change, making his services invaluable for personal and professional growth.



WHERE TO FROM HERE?



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Complete this Activity. It is crucially important for everyone.



On Earth, What Am I Here For?

Your Name:

Email:

The statement should be a maximum of 125 to 135 letters, including spaces. You can see what others have written by joining the GreatHeart Global Coach group, but your statement should be uniquely yours.

As the group owner, I invite you to join and support the group with your engagement, questions, thoughts, insights, learnings, or anything else of value. Since the group is global, it may provide future networking opportunities between members. Please join <https://www.linkedin.com/groups/12922181/>

Call 0 96207 92010 today!

floyd.vaz@greatheartcoach.com

+91 96207 92010

www.greatheartcoach.com



...stout GreatHeart, guide, and protector of
wayfaring innocents, fearless leader in life's purposeful
journey. – The Pilgrim's Progress

