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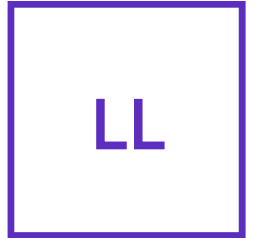
GODDSS FIRM PRESENTS

LAUNCHING LEADERS

Developing agile, inspired,
innovative leaders for Africa

COACHING CORPORATE COACHING PROGRAM FOR GRADUATES,
YOUNG MANAGERS & EXECUTIVES

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CORPORATE COACHING PROGRAMS



I was once afraid of people saying “Who does she think she is? Now I have the courage to stand and say, “This is who I am.”

-Oprah Winfrey

Our Why

BUILDING A FORMIDABLE YOUTH & WORKFORCE

- WHY?

This is the signature effort that every organisation can take in contributing to a better Africa: Investing in the skills and development of our youth; through education, experiences and opportunities. According to the UN, nearly 70% of the population is under 35, which means that the youth development investment occurring today can be expected as the fruits of the future.

- A YOUTH-LED COMPANY

In a country living post an adverse history, with adverse current affairs, diverse in cultures, generational gaps, a young population with highly individualised needs, a key decision in our practise insists on addressing individual and collective trauma in order to progress into healthier people, connected to self and others. We work on addressing healing trauma and building new, progressive pathways that are healthier for all. We are optimistic that addressing root causes of societal ills supports the emergence of legislation and policies that are mindful and supportive of the South African Constitution, as it allows human rights and freedoms, and to thrive on this planet.

- CUSTOMISED & UNIQUE

Coaching is unique for everyone, and what is specifically applicable for one person, may not be applicable for another. As such, further customisation, tailored material and teaching goes according to the individual, and co-created with the coach, because life is a highly individualised journey, therefore, lessons are highly individualised.

Furthermore, the courses extend to all people, and unlimited in terms of the people we work with.

Consider the courses & programs as a guideline or example.

04. BUILDING A FORMIDABLE YOUTH & WORKFORCE



● WHO IS THE PROGRAM FOR?

Graduates who have completed at least 18 months of work experience

Young Managers - Working professionals working towards leadership and managerial positions

Executives who want to lead more effectively from their current positions.

● HOW IT WORKS

Owing to the uniqueness of every organisation, the programs are customised to suit the calendar of the company. Each individual is handled with highly individualised attention, with 1-1- sessions and also have the benefit of group sessions.

05.

CORPORATE COACHING PROGRAMS



2015

The practise was established in 2015.

700+ participants

Since 2015, we have coached & mentored over 700 people!

The Lead Team

MEET THE **LEAD COACHES**



Thato Choma

Director & Lead Coach
CEO, GODDSS FIRM



Mark Nwaila

Lead Mentor,
Head Regulatory
services: Standardbank



Nomha Khumalo

Lead Executive Coach,
CEO Wafira Financial Services, Former
Executive: Public Sector segment strategy
solutions at Momentum Corporate.

Seven core theme's of authenticity

Living authentically is a moment by moment occurrence and is a life long journey of re-discovering the forgotten and discovering the unknown, and to apply our knowing in the best possible way, in a way that enriches others, and also ourselves. This way never asks us to neglect or sacrifice our essence, it asks us to insist on our authenticity.

The reason why you are considering this course is because you recognise that something is amiss within, and there is a restoration to self that needs to occur.

The course is intended to resuscitate your authenticity so that you can reconnect yourself, like restoring to factory settings, so you can lead an inspired, unique and dynamic life, in the way that only you can and only way you know how.

We are going to look at 7 areas to help us ignite the love affair and connection we once had with life and ourselves.



06.

Core themes of authenticity

BASED ON THE BOOK "WIRED FOR AUTHENTICITY" BY HENNA INAM

- ✓ Connecting with your body
- ✓ Celebrating yourself & others
- ✓ Facing fears
- ✓ Embracing the unknown -
Staying curious about self & others
- ✓ The state of being before doing
- ✓ Living the dream & the importance of emotions
- ✓ Developing the ability to let go

Program phases checklist

08.

✓ SELF-AWARENESS

"The purpose of therapy is more about building new associations, making new, healthier default pathways.

It is almost as if therapy is taking your two-lane dirt road and building a four-lane freeway alongside it. The old road stays, but you don't use it much anymore. Therapy is building a better alternative, a new default. And that takes repetition and time." - *What happened to you*, Oprah Winfrey & M.D Bruce D. Perry, Ph.D

Understanding how trauma impacts our self-esteem is important because it impacts on our decision making.

✓ TAKING INSPIRED ACTION

In order to love who you are, you cannot hate the experiences that shaped you.
-Unknown

Nothing will ever be the same again after your trauma's have been acknowledged and understood. More is going to be expected from you in life, and you are going to need the support to help you navigate the new path.

Due to the transition taking place between being more self-aware, outgrowing an old mindset to developing the current, restoring one, decision making becomes a challenge. In the course, we learn how to make aligned actions to our discoveries.

✓ GOING THE EXTRA MILE

This part emphasises the co-creation between the coach & coachee. With growing self-awareness, the individual is able to identify the areas they need help in.

- Stability and grounding in your authenticity to make powerful decisions
- Live purposefully in the context of what they want for their life, professionally and personally.
- Develop a stronger EQ for leadership roles
- Self-acceptance of strengths and shortcomings
- Improve clarity in your career decision making process & path
- Communicate more powerfully & confidently
- Provided life-support for you as you navigate daily decision, using your real time life examples to learn and move on to be effective

10.

RESULTS

These are the kind
of results that are
experienced by
participants

CORPORATE COACHING PROGRAMS



The results of coaching

11.

✓ CHANGE

The participants have demonstrated observable transformations through change in careers, departments, companies or countries upon learning about themselves within the experience of work and the transformational programs. This because they have become more in tune with who they are.

✓ SELF-CARE

Participants become more in tune with their individual needs to keep them inspired for work, in ways such as investing time into energising rest & recreation.

✓ CONFIDENCE

Participants learn to validate themselves internally, and recognise when they have been courageous, and take time to notice & congratulate themselves, and positively appraise themselves.

✓ COMMUNITY

They become more aware of the teams needs, increase in their curiosity about others and what inspires others, which builds a fundamental building block in leadership (understanding people).

✓ SELF-BELIEF

Participants continuously learn the power of being, which brings stability and impact when they actually perform (carry out tasks). Knowing who they are enables them to take aligned action appropriate for the task necessary for completion.

The results of coaching

12.

✓ PROMOTION

People are more likely to get promoted after 12-24 month in the workplace when they have the support of coaching, mentorship in a manager & wellness program accessibility in the workplace. This makes training programs more efficient.

✓ HEALING

Participants learn more about the mind, body and soul connection in order to authentically decide on their spiritual habits, physical health & well-being, which increases the likelihood of sustainability and consistency in maintaining and building on these habits.

✓ OWNERSHIP

Participants tend to proactively further their development through studies & other community initiatives in order to up skill professionally & personally. This demonstrates the value add they invest to the workplace through their personal goals, of which an accumulation and retention of such individuals can make up a strong team.

✓ EFFECTIVE COMMUNICATION

People are more empowered to address difficulties in life & the workplace, such as difficult conversations with colleagues and workplace seniors resulting in quicker resolution & productivity. This ability also translates in everyday life when it comes to working with authority, remaining supportive to managers, maintaining individuality.

✓ CONNECTION

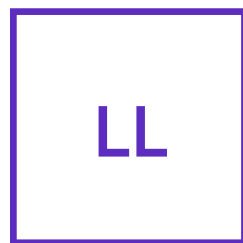
Participants recognise the importance of self-awareness & healing for functional behaviour & powerful life existence and decision making that is aligned to who they are. They prefer the access to a coach (alongside a manager) who can work with them to learn about themselves and how to apply themselves on a one-on-one basis.

13.

RP

What
people
have to say





WHAT PEOPLE HAVE TO SAY

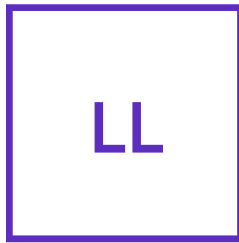
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● REECE, LLB GRADUATE

I was first introduced to Thato during our initial graduate summit In February. The initial feeling I experienced throughout our first interaction was that of scepticism. I was not fully prepared to embrace the concept of 'coaching' in general as I was never someone who examined intrinsically. The concept of doing this type of self reflection, in the presence of another person, was a daunting prospect to say the least. However, after our initial coaching session had ended and the rest of my syndicate left the room, I sat and had a private conversation with Thato regarding my ambitions to study further abroad. It was at this moment I began to realize the valuable insight that Thato possess through her past experiences as a coach. After the aforementioned conversation, I began to consciously remind myself to embrace the possibility of opening myself up for the lessons that may come in the future. This mind-set served me well during our first ono-on-one meeting at the (*) offices. This meeting yielded a surprising result for me personally as I began to consciously examine my own perceptions regarding my interactions with others. Thato helped me gain a valuable insight how my actions might be perceived by those around me. Gaining a conscious awareness of this has In-turn helped both my professional and personal life. The ability to consciously empathise with those around me has helped me gain a better understanding and appreciation for the various relationships in my life. Following this meeting, Thato then facilitated a group session with the entire syndicate. The Importance of this session cannot be over emphasized. Through her one-on-one sessions with the entire syndicate, Thato identified a fundamental shortcoming in our group dynamic and structure. Up until that point, our syndicate was quite directionless and our productivity was misaligned with our ambitions as a group. Thato identified the key roles that needed to be put in-place for us to succeed as a group.

After a vote, the leadership structure changed and our group dynamic and productivity has never been better. Thato's coaching of the group was an integral part to us raising (*)

Personally, my coaching journey thus far has yielded a surprising result for myself. Through the sessions with Thato, my personal brand has developed in a way that has allowed me to realize my strengths and weaknesses definitively. I understand more about my journey to this point in my life than I ever have before. Prior to the sessions with Thato, most of my days would ultimately result in a feeling of uncertainty in both my abilities and personality. Thato has shown me that my journey is not dependent on those around me anymore. I have gained the ability to discern between what makes me happy and what makes those around me happy. I now strive to achieve an overall balance between the two forms of happiness. I have learnt to embrace the fear that comes with taking on new experiences and chasing one's dreams.As such, I cannot express the full scale of Thato's guidance in one testimonial. The Impact of the sessions thus far has opened up a new avenue to my career that I had previously only dreamed of. I now realize and understand my personal ambitions and brand more clearly than ever.



WHAT PEOPLE HAVE TO SAY

15.

● MPH0,ECONOMIST, BIG DATA ANALYST

My biggest take away from the coaching sessions is that I am worth it, I deserve it, I belong and I am capable of so much more. You helped me navigate my childhood which lead to me having a much better understanding of why I do certain things or why I feel the way I do. You made me realize that putting myself first doesn't make me a selfish person but it puts me in a much better position to help others. I'm sure looking back from our first session to today, you can see the growth because I feel it. I am more confident, not only in my personal life but also in my career and where I am headed. I Know what I want, who I want to become and how to achieve it. I am ready to take on the world and share all this awesomeness, no more settling for second place because I now know that I am first place worthy. I also just started therapy thanks to the experience I had with YOU.

As someone who never saw the value in coaching, I have learnt that when we change how we look at something, the thing that we look at also changes, and that's what happened to how I viewed coaching and therapy.

HLENGIWE, SALES GRADUATE

I had a role change at work. I have also stopped postponing work and got into the habit of doing things as soon as I can.

I am more confident, and this has allowed me to take on more projects at work as feel that I can execute on them even when I'm working on unfamiliar areas. Now I know how I deal with difficult situations in my life and this has helped me to make better decisions in an efficient way.

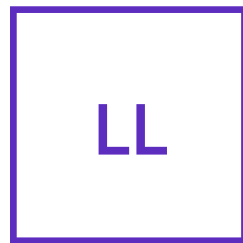
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- **MOKGANYETJI, ACTURIAL ANALYST**

Firstly, what stood out from our interaction is the fact that up until that point, I had not clearly defined what it is that I really wanted, especially in my career. Sometimes things went well but other times not so well. But then I began to realise that I can choose what I want and not only that but whatever it is that I want I can start taking deliberate steps to achieving it. What I have just said sounds like anybody can get it from a book or a song which is true but it takes a lot for a person to say to themselves "stop!", "what am I doing and why?", "what am I becoming, as I continue on this path?" and I think my interaction with Thato helped me to get to these very important questions. Secondly, after having asked myself tons of questions, I needed to settle down and ask myself what it is that I wanted from my career. My career progression was the main reason I approached Thato. At that point, I had not painted a clear picture of the direction I would like my career to take, and my excuse at the time was that I was busy trying to finish my board exams, but this excuse was running out because I was nearing completion of my exams. What stood out for me was that Thato's approach was to define my career goals from a perspective of identifying the person I would like to become in relation to my career, because then I became clearly identified in this journey as the driver who has the ability to change the current course. I found this to be quite powerful and empowering to me to take control of my career. In summary, within our first couple of sessions, I took a job in the area of my profession which I had always been afraid to venture into

- **GLORIA, ENGINEER**

Thato is younger than me, that could have been my barrier to learning. I am glad I became open minded to the whole coaching process. I found her to be very professional, daring and results orientated which has influenced me somehow. Many Thanks to Thato for shinning her light to my dark path. Now I can boldly and unapologetically carry my torch forward to bring light to their path.



WHAT PEOPLE HAVE TO SAY

17.

- **NISE, GRADUATE**

“[I’ve been] Making decisions essentially for myself rather than always trying to bend and contort in every direction for other people.”

“I’ve better come to understand the power in the thoughts you have and how it affects the energy around you. I’m more focused on driving my thoughts in a positive direction whilst similarly acknowledging difficult/painful emotions and working through them.”

- **MBALENHLE, GRADUATE**

I had low self-esteem before the coaching session. I have a disability of hearing and speech impediment and used to describe myself as not normal human being. I did not know what normal means because I used to think how will people respond based on my communication. What I know now is that before I want to be valued by individuals I need to appreciate and love myself. I have learnt to let go of my weaknesses and focus on my strengths which will predict my future and I should not let the disability and opinions of people to control me.

A NOTE FROM THE CEO

Since 2015, we have spent thousands of hours developing over 700 people, where our focus is on assisting others develop their self-esteem, self-confidence and self-awareness. These three aspects work together in assisting people to have healthy concepts of themselves, believing in themselves and understanding who they are and how to be the best of themselves. Through this, identity is fortified, consciousness rises and people can learn, act, participate, transact and make other life choices more consciously and intentionally. This is how Launching Leaders contributes to the socio-economic development of South Africa - raising active citizens. Are you with us?

We live in a nation with built up and building trauma's, and the band-aid is no longer sufficient for the depth of the wound. This trauma fundamentally includes the invalidation of our humanness and the right to be. Understanding how trauma affects our decisions today is important. And from that point, we believe that we can all take the next step through ownership, accountability and optimism; leaning on the formidable nature of the human spirit to overcome anything, as long as the willingness is there. Most of the time, we simply have to give ourselves the permission to be great, and rise to the occasion of our life's purpose and function.

Launching Leaders exists to remind others of their greatness. We want to restore the beautiful, healthy self-concept and dreams we all had as children, which is masked underneath hurt, trauma and the scars of life. To do this, we lead with wisdom that nurtures daring dreams, and create a space that is inspiring, supportive, playful, innovative, agile and intimate so that people can live authentically, and realise that all they really ever need to do, is to be themselves, which automatically honours others.

We look forward to more growth and partnering with more South Africans for co-creation at it's best. Are you with us?

Take care,
Thato

Thato Choma



18.

Ready to Launch Leaders?



Contact

hello@goddss.com

Launching Leaders is a coaching program by GODDSS FIRM PTY LTD



TRUSTED TO COACH & TRAIN BY:

XP SQUARED

