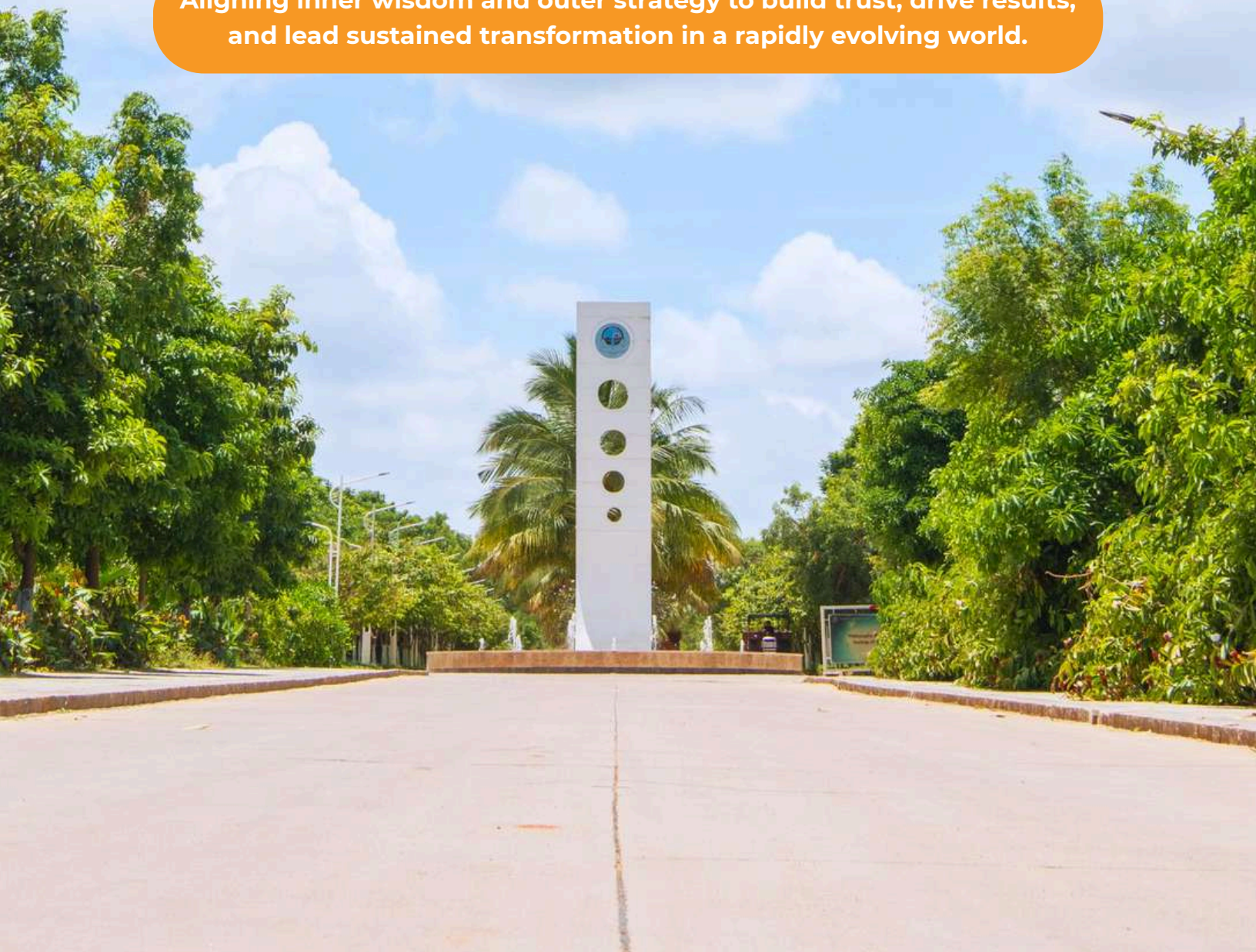




## Heartful Leader as Coach

# Nurturing Humane Leaders for a Better Tomorrow

Aligning inner wisdom and outer strategy to build trust, drive results,  
and lead sustained transformation in a rapidly evolving world.



## **THE LEADERSHIP CONVERSATION THAT NEEDS TO HAPPEN**

### **The Most Pressing Questions Leaders Are Asking Today**

**In every organisation, leaders are grappling with the same unresolved tensions. These are not strategy problems, they are people-and-presence problems that coaching solves.**

**"How do we enable our leaders to engage with their teams for solutioning, rather than just directing?"**

**"How do we enable our leaders to balance time, skills and resources across new and varied expectations?"**

**"How do we foster a culture of preserving innate strengths and unlocking the untapped potential of our people?"**

**"How do our leaders become truly inspirational, empowering teams to build an upward momentum?"**

**"How to develop an adaptive mindset, creating an environment for enhancement of individuals and teams?"**

**"How can our leaders communicate impactfully, with authenticity, care for relationships, not just tasks?"**



#### No Team Ownership

Teams wait to be told. Leaders feel like they are pulling everything alone, despite investing time and energy in their people.

#### Accountability Gaps

Commitments made in meetings dissolve by Monday. Leaders struggle to hold people accountable without damaging relationships.

#### Dependency Trap

People escalate everything upward. The leader becomes a bottleneck, solving problems that their team should own.

#### Feedback Falls Flat

Performance conversations become confrontations or are avoided entirely. Growth conversations never land with lasting impact.

#### Talent Walks Out

High-potential people leave because they feel unseen and unchallenged. The cost of turnover is immense.

#### Resistance to Change

New initiatives meet invisible walls. Leaders cannot understand why intelligent people resist what is clearly better.



## What is Heartful Coaching?

"Heartful Coaching is partnering with the client in an intuitive process using heart-based wisdom through compassionate presence and authentic connection to raise awareness, expand consciousness and enable balanced choices for sustainable self transformation."

It is a partnership where the coach engages clients in a thought-provoking and creative process, using tools and techniques that increase self-awareness and awaken intuitive wisdom, empowering clients to shift perspectives, refine actions, and maximise personal and professional potential.

## The Being and Doing of a Heartful Coach

***Most leadership development touches only skills. This programme begins within, structured around two inseparable dimensions of coaching mastery.***

### Being, Presence & Consciousness

Developing the inner quality of compassionate presence, emotional regulation, and intuitive awareness through Heartfulness practice. The coach's state of being shapes every conversation.

### Doing, Structure & Skill

Mastering focused conversational structures, coaching models, Heartful Questioning, and Deep Listening to conduct confident, structured coaching conversations.

### Holding Space, The Heartful Coaching Space

Learning to create and sustain a safe, expansive container where clients feel truly seen, heard, and supported to explore their own transformation.

## What is Heartfulness?

**A globally practised system of inner development focused on emotional regulation, clarity, and heart-centred awareness. It forms the foundation of transformation and presence for both coach and client.**

## What is ICF?

**The International Coaching Federation (ICF) is the world's largest professional coaching organization:**

**60,000+ coaches globally**

**Presence in 150+ countries**

## FROM PROBLEM TO POSSIBILITY

### WHAT YOU WILL LEARN

Your Next Step: The Curriculum

Built around four integrated learning domains. This is not a toolkit.  
It is a transformation of how you show up as a leader.

#### 1. Coaching Capability

- When to coach vs mentor
- Deep & active listening
- Powerful questioning
- Goal setting & structured conversations
- Feedback & heartfelt observations

#### 2. Human Awareness

- Emotional intelligence in action
- Feelings & needs awareness (RARE)
- Trust, psychological safety, valuing diversity
- Recognising and working with resistance

#### 3. Leadership Application

- Developmental conversations: IDEAS, Appreciative Inquiry, NLP
- Delegation in coaching style
- Building team ownership & accountability
- Celebration & championing
- Performance coaching conversations

#### 4. Inner Development

- Meditation and Heartfulness practices
- Sustained clarity, resilience, and equanimity
- Personal coaching style development
- Peer practice and accountability circles
- Somatic and presence-based awareness

#### PRACTICE · REFLECTION · FEEDBACK · REAL APPLICATION

Every module includes live practice in peer coaching triads, real-world application assignments, and facilitated group reflection, ensuring skills are embedded, not just learned.



## CHOOSE YOUR PATH

### Programme Formats at a Glance

Both formats deliver the full curriculum and lead to equivalent outcomes.

One of the world's largest Heartfulness meditation centres. Hundreds of acres of lush greenery, designed to quieten the mind and open the heart.

**Day 1 :** Foundations: Heartfulness practice, coaching philosophy, the Heartful Coaching Space, presence and deep listening

**Day 2 :** Tools in Action: Heartful Questioning models, trust-building, peer coaching triads

**Day 3 :** Integration: Full coaching conversations, feedback, personal coaching style, commitments and next steps

#### **VIRTUAL · ONLINE, 8-Week Live Cohort**

**Weeks 1–3:** Foundations, Heartfulness & Coaching Space.

**Weeks 4–6:** Tools, Questioning & Trust.

**Weeks 7–8:** Integration, Live Practice.

#### **CITY PROGRAMMES ,Open Enrolment at Heartfulness Centres Across India**

**Bangalore · Pune · Hyderabad · Delhi NCR · Chennai · Kanha (Residential)**

Contact us for upcoming cohort dates in your city. Corporate group bookings available.

Customised in-house programmes for organisations.

## Why This Matters for Leaders

Leaders who coach from the heart generate RARE IDEAS by accessing deeper intuition, listening beyond words, and holding space that invites genuine change.



## **VOICES OF TRANSFORMATION** **What Do our Program's Participants Say**

Leaders should adopt a coaching role to foster a strong, value-driven culture, empowering individuals and enhancing accountability. Coaching also increases leaders' self-awareness, allowing them to recognize their own behaviors and biases, leading to clearer responses and adaptability. Ultimately, coaching develops teams, refines leaders, strengthens culture, and drives sustainable growth.

**Gaurav Uppal**  
**MD- GSI Logistics**

Deep's facilitation and coaching during our Leader as Coach Program at DRIV (Tenneco) was very well appreciated by all the HODs who participated to become Leader as Coach. I fully recommend Deep for such programs where leaders start creating more leaders under them.

**Gyan Pandey**  
**President & Chief Marketing Officer**



## World-Class Faculty. Heart-Centred Presence.



**Olga Gurskaya**

MCC · ICF

Board Member, HIL  
Executive Coach with 3,500+ coaching hours and 20+ years in multinational corporate leadership. Adizes Institute Consultant since 2015. Coaches senior leaders globally.



**Deep Ahuja Sharma**

MCC · ACTC · ICF Toronto Awardee

CEO- Heartful Coaching Services  
Executive and Team Coach, with 20+ years experience in leadership development, coaching, coach education. Logged 10,000 plus coaching hours. Trained 1000s of leaders as coaches.



**Kamakshi Sikha**

PCC · ICF

Professional Certified Coach with 2,800+ hours and 20+ years in facilitation, learning design, and leadership development. Known for her intuitive, deeply empathetic coaching presence.



**Karuna Raghuvanshi**

ACC · ICF

20 years in consulting, leadership development, and organisational culture. Brings a rare blend of strategic business acumen and heartfelt inner practice to her coaching work.

## 30,000+ Leaders Enabled

Our collective of coaches has worked with leaders from first-time managers to board-level executives, across 20+ industries and 30+ countries, bringing credentialed excellence and heartfelt presence to every engagement.

More ICF-Credentialed Heartful Coaches available on request, from ACC to MCC, matched to your organisation's unique needs.

TRUSTED BY LEADERS AT  
Organisations Whose Leaders Have Been Trained by Our Faculty



Begin Your  
**Heartful Leadership Journey**

*Connect with the Heartfulness Institute of Leadership to explore a coaching programme designed for your organisation's unique journey.*

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