

**“A mentor is someone who allows you to see the hope inside yourself.”**

**7MI**

**myDhroNa**

**Life Mentoring &  
Leadership Coaching**

*for* **Senior Executives  
& Entrepreneurs**

**mentor**  
Engineering Behaviour, Delivering Results.

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# Life Mentoring & Leadership Coaching

Leadership is a lonely journey full of dilemmas and adaptation challenges. This path full of ambiguity, risks and responsibility prompts Senior Executives, High Potential Managers or Entrepreneurs (Start-Up or MSME) to experience the need for support in three critical dimensions:

- ✓ Self-Reflexivity & Realization – Difficulty in dealing with issues of identity, dilemmas with meaning, motivation, personal awareness & growth.
- ✓ Visioning their future – Challenges in developing roadmaps, Identifying Capability gaps in reaching Career Progression goals. More importantly fixing them swiftly & quietly.
- ✓ Dealing with the 'here & now' – Responding to performance issues like Delegation, Team Development, Conflict Management, Systemic Thinking, Business Strategy, etc - while delivering leadership.

Often, they don't find this support available at the workplace in a structured & rigorous manner owing to a variety of reasons – lack of bandwidth, lack of structure/skills, etc.

They need appropriate theoretical frameworks & inputs that expand their awareness, guidance & coaching in dealing with their here & now challenges and conversations that helps them deal with their dilemmas & shift perspectives.

myDhroNa: Life Mentoring & Leadership Coaching provides this support effectively and elevates performance levels as well as enhances personal growth.



# Focus areas of Mentoring



## Self-Awareness

Personality, Emotional Intelligence, Motivation  
Attitudes– Ownership, Locus of Control,  
Collaboration, Change Management



Leadership Orientation – Paradigms, Style  
Preferences, Flexibility, Effectiveness



Communication Behaviours – Verbal & Written,  
Listening, Influencing, Presentations



Stress Coping, Personal Productivity, Relationship  
Management



Creativity, Problem Solving, Execution Excellence



Coaching, Team Development, Conflict  
Management

Behaviour & Impact Perception Survey with chosen stakeholders to assess overall improvement. Final review of the overall experience & ongoing actions planning.

6

Quarterly reviews of progress with the Sponsor using the coaching tracker & progress review checklist.

5

Assignments or Exercises to be completed between coaching sessions for trial of learning. Online Tracker to enable the Coachee to track their own progress.

4

Ongoing consult sessions as & when necessary, via WhatsApp, email or phone.

3

Virtual input sessions (up to 2 hours) for understanding of theoretical constructs and various Psychometric assessments as and when necessary & relevant.

One-on-one Coaching Sessions – 70 minutes each – Virtual/Physical, as logistically convenient – scheduled on mutual agreement – 2 sessions per month for dilemma removal & skilling.

2

Initial Diagnostic Conversations with the Coachee & their Supervisors resulting in a Performance Contract – expected outcomes & behaviour changes

1

# The 7-Month Mentoring Process

## Initial 2 Weeks

Discovery  
Conversation  
with Coachee



Conversation with  
Sponsor & Coachee

**Performance  
Contracting  
&  
Expectation  
Setting**

## Monthly Activities

One-on-One Coaching  
Sessions (70 minutes)  
2 Sessions /month



Monthly  
Input  
Sessions  
2 hours

**On-going  
consults  
when  
necessary  
– text,  
phone**

Assignments/Exercises to be completed  
between sessions.  
Online Coaching Tracker to capture activities,  
learning & progress for the Coachee.

**Progress Reviews – Quarterly with the Sponsor**



Working with Mani has been a truly life-altering experience. His mentorship has helped me grow in both my personal and professional life, addressing many facets of improvement I hadn't fully realized before. Foundationally, his guidance focused on three key areas that have made a lasting impact on me.

Firstly, Mr Mani helped me develop greater self-awareness, allowing me to better understand myself and my leadership approach. Secondly, he taught me how to effectively customize my management style to fit the unique needs of each of my team members, which has significantly improved team cohesion and results. Lastly, he instilled in me a strong ability to set clear goals, execute efficiently, and manage expectation setting in organisational reviews.

This mentorship has fundamentally shaped my outlook and approach, and I am deeply thankful for the growth I've experienced with Mr Mani's guidance.



*Selvam V.M.S*

**Founder & CEO  
Wheelocity**

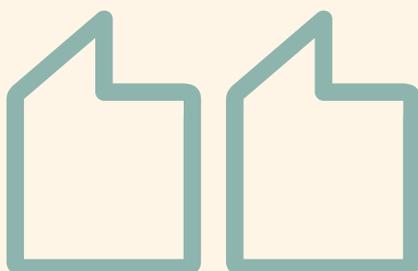
My coaching experience with Desikamani has been transformative. He has a remarkable ability to draw out insights and help shift perspective- something that comes from his own natural talents and studying disciplines spanning neuroscience and behavioural psychology.

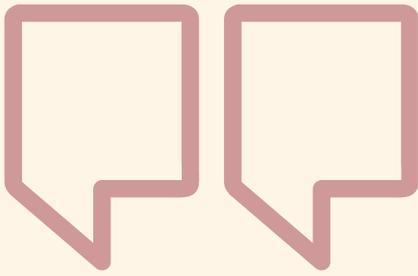
I think of Desikamani as both an expert guide and trusted companion as we discuss subjects ranging from professional to personal, micro to macro and tactical to strategy-oriented. He provides feedback in a way that motivates and inspires and is always supportive and understanding - yet he never hesitates to challenge you to be your best.

He helped me recognise my strengths & weaknesses and showed me how to align them with my leadership style and goals. If you are looking to unlock your leadership potential, Desikamani should be your go-to person

*B.L.N. Prasad*

***Vice President –Marketing  
Indo National Limited***





I've had the privilege of participating in Mentor Learning's Executive Coaching program, which has been a truly transformative experience so far. The well-structured, personalized approach has provided invaluable support in both my personal and professional growth.

The ongoing biography work and psychometric profiling sessions continue to be incredibly enlightening, helping me gain deeper self-awareness and a clearer understanding of both my strengths and areas for improvement. Each weekly virtual learning session is filled with rich insights from a range of intelligence topics and real-world examples, making them highly engaging and informative.

A standout feature of the program is the competency gap diagnostics tool, **iMentor - Personal Behavioural Profile (TrAP Report)**, which uses Behavioural Event Interviews to pinpoint specific areas for development. This targeted approach ensures that my coaching sessions remain relevant and impactful. The one-on-one coaching sessions are especially valuable, offering personalized guidance and practical exercises I can apply immediately.

The ongoing consultations, available via WhatsApp, email, or phone, along with regular progress reviews, keep me motivated and on track as I continue through the program.

Overall, the Executive Coaching journey with **Mentor Learning** has already elevated my performance and leadership skills, and I am eager to continue this journey of growth. I highly recommend the program to anyone looking to excel in their professional path.

Sneha  
Israni

**Director of Operations  
Garrett - Advancing Motion**





*Krishnakumar  
Parthasarathy*

**Director**  
**PwC | Management of Technology**

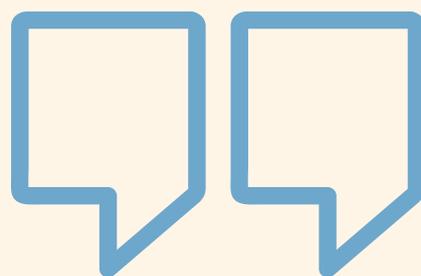


It was during a period of immense turmoil both in my personal and professional life that I reached out to Mani for guidance. During the period of about 1-2 years, he held the mirror to me and mentored me. His knowledge of personal behaviour and human nature is unparalleled.

He is one of those rare people who provides clarity during tough times and encourages you to do your best during great times. The methodologies that he uses are proven and tested.

Mani is a great mentor and a person you would be glad to have on your side.





Entrepreneurship was a new and unknown area for me to take on, especially given my academic research background. I started working with Mr. Desikamani in Mentor Learning to help me understand how to leverage my strengths and how to cope with my flaws.

The iMentor - Personal Behavioural Profile (TrAP) analysis gave detailed and precise insights into my thoughts, patterns, beliefs and natural abilities. We worked together over virtual sessions to set goals for improvement and help me become a more effective leader and entrepreneur.

Desikamani is insightful and empathetic and a great mentor to work with. I would recommend him to anyone trying to hone their skills.



*Suchitha  
Raghunathan*

**CEO - Microbeworks  
Scientific**

# The Mentor

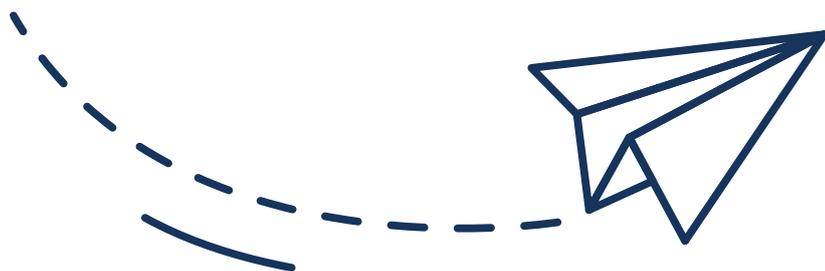
Desikamani  
Gopaladesikan



Desikamani (Mani) trained as a Metallurgist at NIT, Jamshedpur. After about a decade of working with engineering properties of materials in pioneering organizations, he transited to working with people and engineering their behaviours.

He runs Mentor Learning ([www.mentor.in](http://www.mentor.in)) - a learning services organization - based out of Chennai since 2002. Mani specializes in bringing a measurable, scientific approach to creating learning environments for individuals and groups.

He has worked with over 75 proteges since 2006. Coachee Profile includes predominantly Senior Executives & Entrepreneurs.



# Engagement Terms

A Fixed Program fee (plus taxes) that covers all the deliverables in the journey. This is payable on enrolment.

The engagement shall be for a period of 7 months and will end with the behaviour & impact perception survey and a final review..

Complete this form if you are interested and we will reach out to you to take this forward.



## Contact us



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