**Coach: Edmond Khoo**

*Coachee S/No.: 805*

*Period of Coaching: May 2020 to May 2021*

*Number of Sessions: 9*

*Number of Hours: 14.5*

*Average Duration per Session: 1 hour 37 minutes*

TESTIMONIAL

*by Coachee who is an Assistant Director equivalent, Public Sector Organisation, Singapore*

It is with great pleasure and honour that I write this testimonial for Edmond, whom I had the privilege of learning from throughout our coaching sessions.

In my transition into my current role as a middle manager, Edmond was highly effective in his coaching approach of asking questions that challenged me to look at leadership with new perspectives and gain fresh insights. The various exercises were useful in helping me to reflect on my values, strengths, and weaknesses. Even though he has a very gentle and calming demeanour, he was able to be firm and hold me accountable to action plans that I had set out for myself. As a result, I have achieved a healthier work-life balance, and developed useful leadership skills in handling various situations at work.

There was a high level of rapport and trust. He demonstrated effective listening to the issues that I raised, and was always able to relate from his wealth of experiences, which made me feel that he really understood the challenges. Edmond goes out of his way to prepare for our sessions, always checking in beforehand to ensure that he can bring value to our zoom meetings or walks at Botanic Gardens. One of the most beneficial activities was the Blind Spots Exercise, where Edmond took the time to reach out individually to the extensive list of respondents to collate feedback on my blind spots as a leader. This has led to a greater sense of self-awareness, and a strong motivation to work through the gaps to develop in my leadership journey.

I am thankful for Edmond’s generosity with his time as a coach and mentor, and as I look back over the past year, I can see how I have grown and developed as an individual. I would strongly recommend him to anyone who is transiting into leadership roles or higher appointments, and in general, those who are looking to grow in their effectiveness as a leader.