**Coach: Edmond Khoo**

# Coachee S/No.: 201

*Period of Coaching: Sep 2017 to Dec 2018 Number of Sessions: 9*

*Number of Hours: 15.0*

*Average Duration per Session: 1 hour 40 minutes*

TESTIMONIAL

# by Coachee who is a Director, Public Sector Organisation, Singapore

My earlier experience as a coachee came as a part of the EDB Firefly Leadership Programme. It was a one-off short session. The coach took me through the profiling reports completed earlier, to help me understand how others see me, and to prioritise actionable areas.

So when the opportunity came for me to be coached by Edmond, I was expecting a similar journey – use of profiling tools for reflection, and a coach to bounce off my questions and ideas. I was wondering how this could possibly span a year or more. However, I was pleasantly surprised at the end of the 9 sessions, how enriching the experience has been, going through a journey of leadership transition with an experienced coach like Edmond.

Despite his wealth of experience and having “been-there-done-that”, Edmond was never imposing. He guided me through the areas to think about, always actively listening before challenging my status quo, and candidly sharing about mistakes he had learnt first-hand. The interactive sessions and sharing of wisdom has led to fresh perspectives on seemingly unsolvable issues, as well as a greater self-awareness.

I particularly like the Blind Spot Exercise. With my permission, Edmond solicited feedback about me through face-to-face interviews or via email, from a variety of colleagues and even family members. He had prepared me to be mentally ready to face the brutally honest comments, and navigated with me as we identified core issues from perceptions.

The Blind Spot Exercise may come across as a mere 360 review, but the manner in which Edmond had conducted it, it was everything and more. There needs to be a high level of trust between the coach and the interviewees, and between the coach and coachee for this to work its magic. Edmond accomplished this beautifully. Interviewees were heartened that their leader was coached by somebody respectable and experienced like Edmond. Interviewees were also surprised by the accountability shown when the coachee goes back to thank the interviewees and share actionable points with them, so as to be held accountable. Not only did this improve the relationship between the coachee and the interviewees, it also improved interviewees’ perception of the organisation, that it cared enough to prepare staff for challenging leadership roles.

I would strongly recommend anyone who has the opportunity to be coached by Edmond to take it up. Be it for high-potential staff or those in transition to a higher appointment, the coachee is likely to benefit from refreshing perspectives, the chance to talk to a neutral and objective leadership expert, and a friend to walk them through their leadership journey in life.