**Coach: Edmond Khoo**

*Coachee S/No.: 504*

*Period of Coaching: April 2019 - November 2019*

*Number of Sessions: 7*

*Number of Hours: 14*

*Average Duration per Session: 2 hours*

TESTIMONIAL

*by Coachee who is a Deputy Director, Public Sector Organisation, Singapore*

When I was first assigned for coaching with Edmond earlier this year, I was initially sceptical that it would be useful. This is because I had an earlier coaching experience about 8 years back and the experience then was not fruitful, and in fact frustrating. The experience with Edmond completely changed my perception to coaching.

Edmond’s coaching was extremely structured, starting with identifying goals for the coaching sessions, finishing each session with a short summary, and introducing tools throughout the sessions to allow me to learn more about myself. Edmond’s style was informal and to a certain extent fatherly, making me feel at ease and I appreciate that he frequently switched between the role of a coach and mentor, whenever the need arose. As a mentor, he shared personal stories from his vast experience which made the key takeaways from each session more convincing. The sharing also helped to build rapport and trust between us.

Through Edmond, I became more aware of myself. I had initially wanted to know the traits of a leader from him, but through our discussion, I discovered that I have concerns about people’s perception of me, which could be my subordinates, peers or bosses. Edmond helped me to understand that I should use principles and values to guide me in my life, instead of letting my desire to be liked rule my actions and behaviour.

I always have issues managing my bosses which I shared with Edmond. Edmond’s questioning helped me to dissert the problem, understand the need to consider various view points (including my blind spots), and assisted me to build more trust not only with my bosses but with colleagues in general.

My job role requires me to work with people across various departments in my organisation. Through Edmond’s coaching, I was able to gain a fresh perspective of my colleagues’ concern, and how to develop trust, credibility and respect with others. More importantly, Edmond helped me to acquire the knack to find the key that would move others to want to follow.

I highly recommend Edmond as a coach to anyone who is willing to learn more about himself/herself and keen to make changes to his or her life. The insights that you will gain through the coaching will not only impact your work life, but also your personal life. I am also willing to be contacted by anyone about my coaching session with Edmond.