

The Strengths to Change

The golfing world was shocked when Tiger Woods announced in 1999 that he was going to overhaul his golf swing. Very few are able to reconstruct their golf swing and come back as strong, if not stronger than before. It was shocking because this was a golfer who was perceived as legendary and invincible at that point, including making a huge 12-stroke win at the 1997 Masters.

Tiger Woods' ex-golfing coach described him as a 'Chronic Experimenter' who obsessively tried to improve, even if that meant dismantling the swing that made him the world's best in the first place'. Woods recognized that while his swing was good and powerful it was damaging his body and it would hurt his chances for making history in the golfing world. He wasn't just competing for medals, he was chasing after his **aspirations**.

Our aspirations don't just pull us out from our beds every morning, they enable us to make difficult decisions and adjustments that are necessary. We all know, old habits die hard and change is difficult. Even Tiger Woods, known as a relentless perfectionist, admitted that he '...felt susceptible to his swing fingerprint developed in his childhood'.

While I was certified in 2002 by Lore International (since acquired by Korn/Ferry), much of my thinking for coaching is aligned with The Intentional Change Theory (Prof Richard Boyatzis) and Appreciative Inquiry (Dr David Cooperider & Dr Ron Rry) (all of Case Western Reserve University).

Coaching that helps individuals get unstuck from their professional situations and accelerate

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The Intentional Change Theory is big on discovering our real selves, strengths and aspirations, and journeying towards the aspirations with vital relationships that help, support and encourage. This is also a big reason why I prefer to contract to coach with Family Businesses, Business Schools and Individuals directly instead of through corporations as coaching engagements from corporations are largely directed at fixing an employee's weakness, or nudging employees to fulfill the organization's goals regardless of the individuals' aspirations. I only accept coaching engagements from corporations who agree not to use coaching to force fit their executives into their corporate agenda, but allow me to work with their employees freely. There are always ways for an individual's aspirations and corporate objectives to meet sweetly, but the right starting point is important.

I don't know if you need to find your aspirations, refine them, or like Tiger Woods, your 'Good' (self) is blocking your view of your 'Great' (self), or worse, you are obstructed by shadows of the past while journeying towards your aspirations. But let's get towards those aspirations, even if they are tiny, uncomfortable steps.

The strengths of our motivations to change, to advance, lies in the draw of our aspirations. Our community of advocates makes the journey easier, and maybe faster.

Say 'Hi' to your aspirations and (re) connect with your advocates, and, let's **NOT** talk about my golf swing

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