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Context to the nugget

Devdutt talks about what leads to an effective coaching relationship. He describes the complexity of a coaching process and mentions that the onus is often on the Coachee to tap into the database of the Coach and extract the value. Several leaders see Coaching as linear relationship where there is a pre-defined process which leads to an outcome. He emphasizes that the reality is quite different from that.

Transcription

Deepak Jayaraman (DJ): What are the things that differentiate the great coaches from the average once?

Devdutt Pattanaik (DP): The students, it is the students who makes the difference, there are not great teachers in the world there are great students who know how to use a teacher? That is the whole thing; it is the student who makes the difference, who is able to look at the teacher and says ok what can I take from him? And there for limited by his own curiosity and limitation, it's like consulting, I have seen many CEOs who don't know how to use consultants, what is the purpose of having consultant in your office? Many people don't know they just do it because that's what is to be done and by the time you discover the real purpose of its it is too late you have moved on your career wise and that's one of the reason why you have many advisors, senior advisors, senior advisors are there to tell you why do you hire a big consulting firm this is how we show, and you can blame the student of course but that is the relationship where you know, the student allows the teacher to be teacher and the teacher allows the student to be a student and this is always a relational thing, Guru Shishya parampara is not the Guru is power and the Shishya as the powerless and recipient of the knowledge, No! the student ignites in the teacher the right questions, it's a complex process of learning which is not a linear at all, I will have knowledge I will give the knowledge it is never that until we are thinking like that, it is not like that at all, when I am coaching I look at the person in front of me and I am giving him a framework and I see what he wants and most of the time they are telling tell me a trick so I can make more money, teach me a trick, I am a pony teach me a trick, and I am like if I knew the trick why would I teach you, I would have doing business and I suddenly realize omg I am dealing with a very foolish person and I try to explain in many metaphor is that you know this is what we have to work, I have the body of knowledge that nobody have access to and there's a lot of knowledge in this access but you have to help me pull it out for you, I have the access I have bring the data base with me but you have to help me pull it out from here, I can't do that otherwise I would be the business man, I would be sitting in the business, I would be sitting in the throne I am not sitting on the throne for a reason, those who are sitting on the throne will not be able to do this so Ram after that Krishna is chariotee, *Naukar hai, Naukar* he is not king, he is a *Gwala* cowherd, he is the low cast man but we don't want to use because our

Brahmanical not letting us see data Ram is Pattabhishekham he is sitting on the throne, there is, he is auspicious. So what will happen if Ram and Krishna having a conversation you just have to see Vashishtha you have to see Vishwamitra and see the conversation and you will understand what's going on? Or how the Rishis would talk to the king, they would talk very differently.

Reflections from Deepak Jayaraman

DJ: In my coaching relationships, if I look at the situations where I feel the interactions have been the most effective and where I have learnt the most, those are probably situations where the coachee has really been curious to grow and develop. I often tell people, in Coaching – Houston I have a problem works much better than Houston, he or she has a problem which is what happens when a Leader asks you to Coach some-one else in his or her team.

If you are new to the podcast and want to get a sense of the nature of content that is covered, you might want to go to YouTube and type “PlaytoPotential Highlights from 2017”. I have tried to capture the key takeaways from my various conversations last year with leaders across disciplines. From people such as Zia Mody, Nandan Nilekani, Viswanathan Anand, Vijay Amritraj, Amish Tripathi, Vinita Bali and the like. For more, please visit playtopotential.com where the content is organized by nuggets and they are tagged by themes so that you could get perspectives from multiple individuals on a topic that you care about. If you want to listen offline say during a car ride home or during airplane travel, you could also access the Podcast on iTunes, Stitcher, Saavn and several other podcast apps but that may not give you the flexibility to navigate across speakers by theme. If you find the content purposeful, please go to iTunes, rate the show and share a review. It will help others discover it. Thank you for listening.

End of nugget transcription

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Curiosity: "A Curious Mind" by Brian Grazer (Oscar winning Producer of movies like A Beautiful Mind and Apollo 13) was the inspiration behind the Play to Potential Podcast. In this playlist, Leaders reflect about the role of curiosity and how it has helped them in their journeys. As Alvin Toffler says, the Illiterate of the 21st Century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn. You can access the playlist [here](#).

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Devdutt Pattanaik - Nuggets

- 25.00 Devdutt Pattanaik - The Full Conversation
- 25.01 Devdutt Pattanaik - Early formative years
- 25.02 Devdutt Pattanaik - Transitioning from Healthcare to Mythology
- 25.03 Devdutt Pattanaik - Being effective in the Gig Economy
- 25.04 Devdutt Pattanaik - Dealing with various life transitions
- 25.05 Devdutt Pattanaik - Effective coaching process
- 25.06 Devdutt Pattanaik - Focus vs Perspective
- 25.07 Devdutt Pattanaik - Building Habits vs Enhancing Awareness
- 25.08 Devdutt Pattanaik - Understanding fear to decipher beliefs
- 25.09 Devdutt Pattanaik - Building perspective and judgment
- 25.10 Devdutt Pattanaik - Building story telling capability
- 25.11 Devdutt Pattanaik - In summary - Playing to Potential

About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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Podcast Transcript [25.05 Devdutt Pattanaik - Effective coaching process](#)

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