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## Context to the nugget

Deepa discusses her approach to picking a Coach while training for Rio Olympics. She mentions that given the uniqueness of her body condition and the training need, the traditional coaching approaches did not work. She talks about how she worked with a biomechanics gym trainer, watched her diet and worked on her psychology as preparation for the Olympics.

## Transcription

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**Deepak Jayaraman (DJ):** What differentiates the great coaches from the good one? What does it take from them to get the best of an athlete or a CEO?

**Deepa Malik (DM):** Personally, in my case you will be surprised that I hardly had a coach, or I probably failed to have a person who would understand my body, it's so severely disabled that the stereo typical style of teaching a person just not work with me because I have spasticity and the body does not react continuously in the same way the messages from the brain does not get passed the neurons are damaged, so this time I chose to work with a biomechanics gym trainer and worked more on the diet, the psychology and the muscle strengthening and repetitive practice to brain to be able to carry the message to my particular part of the muscle that needs to be used so I think that worked in my favour and a lot of mental training I worked on because psychologically I was under a lot of pressure the equipment is heavier the age is against me and I will never be able to do it because there is a certain age of doing it, so I had to work on myself but still not taking away the fact that everybody needs a coach I would feel and if we talk in terms of a team leader or a CEO, I think people who can keep the team motivated there has to be a Jeff and Mutt theory there it cannot be always putting the other person down, I think that is something which should be a standard rule for parenting also, that's how we always read about good parenting that rather than picking up the negatives or conveying it in a negative connotation, is you are saying that you did not throw well you say in next one you will throw better I think that approach makes a person more motivated a good coach or a good CEO is someone who can motivate his team or the student in a way that the person is happy coming back to the training ground the next day, it should be a happy space where the person feels very motivated to work and that the reason I had to change coaches and finally not having one during my journey for the Rio Para Olympics because I was not getting that self-motivation going through then so I erased all that, I chose a person who could actually make me believe that I can do it.

**DJ:** What have you discovered about sort of power of the mind in these situations? What do these mental trainers do?

DM: I think in my case I was not believing in myself which is again there is a lot of metaphysical consider there are person who was a motivational speaker was not, so somewhere in my mental training I was told that you can do it you have the capacity to do it and I realised that it was always mind over body, you become what you think, you would become, so that self-belief was the part because somewhere I was not able to believe that I had the potential to throw a shot put which was the heavy equipment to a distance where I can place myself to the podium in Rio Para Olympic which is I think the major thing because my strength was telling me I can my muscle training and the kind of weight I was lifting in the gym or the endurance I had during the throw practice that was clearly saying that I am going to do it but my mind was not telling me that I am going to do it so it was very important for me to know that I will be able to do it.

DJ: **How do mental trainers in still that belief, what do they do to give you that belief?**

DM: I think it just though, on a lighter side my mental trainer told me she says Deepa there is a typical women and a middle class house wife mentality working in you just because you have paid me you want to utilise that knowledge, so it was a *Paisa vasool* theory just because you had paid me a lot you are following it, how you buy a piece of clothing or a shoe and you *Ragdo* it till the end Jabtak bilkul nahi fat jayega mai isko use karungi so it is a simple theory that I knew it all I am 46 years old educated women from an educated background, I absolutely knew whatever she has to tell me but just because I paid her to do that I stuck by it to utilise it, so what is it that the knowledge is there but we are not willing to utilise it and that was the only difference I think.

## Reflections from Deepak Jayaraman

DJ: It was interesting to hear Deepa talk about not working with a Coach but figuring out a training plan herself. I go back to my days at IIM Ahmedabad and the professors would say that it is important to get CCCF right. And that stood for Conceptual Clarity and Contextual Familiarity. While there might be a lot of coaches with the Conceptual Clarity of the Coaching Process, the value often gets added only when you get the contextual familiarity with the individual, their journey, their uniqueness and the dynamics around them. As Clay Christiansen of Harvard Says, One size fits nobody.

Sometimes, companies reach out saying, Can you coach a Leader X. I tell them, first, why don't we do a detailed assessment and figure out what the development need is and then take a call whether Coaching is the right intervention and whether the leader buys into the idea. May be the leader needs something else?

There is also something to be said about making a certain commitment to change and paying money to get someone. Marshall Goldsmith talks about the fact that he hires a Coach to call him up every day or every week to keep him honest on what he has committed to. Deepa talking about getting the most out of the mental trainer was an interesting point where you bring discipline by nudging yourself by getting somebody else that holds you accountable to what you want to accomplish.

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## End of nugget transcription

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### **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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