

FIRST EVER IN MAURITUS

Module 3:

Coaching Mastery

Associate Certified Meta-Coach

Facilitated by Dr. L. Michael Hall

New Beginnings

invite you to the ***Coaching Mastery***
training in Mauritius from

10 - 17 Sept 2015

at the Ambre Hotel in Belle Mare

Join us on this Ultimate Coaching Journey
to become a world-class
Meta-Coach.



This advanced training module culminates in more than 180 hours of coach-specific education and training. It is ideal for those wanting to become a professional coach, or those committed to personal development and self-mastery. It will equip you with cutting-edge skills and business strategies for coaching in any or all of the following coaching specialties:

- **Executive Coaching** - Coaching CEOs and C-Suite leaders, executives and managers for optimum personal performance, motivational mastery, and outstanding business and organisational results.
- **Personal Coaching** - Coaching individuals to take charge of their lives and transform their career, relationships, health, personal development and spirituality.
- **Organisational – Group Coaching** (a type of Executive Coaching) - Coach groups of people to become high performing teams (group/collective outcomes) This is especially powerful for HR Leaders and HR Generalists.
- **Self-Coaching** - Apply NLP and NS coaching patterns to yourself for profound life transformation and personal mastery.

PRIOR LEARNING REQUIREMENTS

Module 1 and Module 2 of The Meta-Coach Training System (Coaching Essentials & Coaching Genius) *or have completed an NLP Practitioner Course from a recognized NLP or Neuro Semantic Institute.

PRE READING:

- Meta-Coaching Series - Dr. L Michael Hall and Michelle Duval*
- Coaching Change Volume I
 - Coaching Conversations Volume II
- Supplementary texts for Meta-Coaching*
- *Dr. L Michael Hall and Michelle Duval*
 - Figuring Out People (2006)



WHO SHOULD ATTEND THIS PROGRAM?

- HR Executives, HR Generalists and HR professionals committed to helping individuals and teams function and thrive effectively
- Executives, Leaders & Managers wanting to learn how to communicate with (listen and support) and influence (understand and question) their employees to help them reach targets, achieve budget, overcome obstacles, and exceed Key Performance Indicators (KPIs) as they move to build a coaching corporate culture of self-actualizing.
- Managers and Leaders
- Experienced coaches wanting to up-weight their core essential coaching and communications skills
- New coaches wanting an introduction to coaching New coaches wanting to take the fast track to becoming an Associate Certified Meta-Coach (ACMC)
- Experienced NLP practitioners wanting to refresh and learn how to coach with. NLP and Neuro-Semantics.

These transformational coaching programs will challenge you to grow into power in the following three areas:

1. Your authenticity as a coach

2. Your coaching skills and mastery where you will gain credibility and confidence from a thorough grounding in the most advanced cognitive behavioural coaching models in the field including:

- The Axes of Change Model
- The Neuro-Semantic Benchmarking Model The Matrix Model
- The Neuro-Semantics Self-Actualization Models.

3. Your Coaching Business.

COURSE BENEFITS

The coaching mastery bootcamp gives new and experienced coaches the power to:

- Provide specific key performance indicators (KPIs) and models to help you know what to do, when, with whom and why during the coaching process.
- Benchmark intangible skills and concepts.
- Get access to models, distinctions and concepts at the cutting edge of adult human.
- development, for the unleashing of new potentials within yourself and others.
- Step above content to the structure of your client's problems and challenges to be able to see processes in motion by thinking systemically.
- Clearly understand and recognise the boundaries between coaching and other modalities like consulting, therapy, mentoring, and training.
- Model expert coaches and leaders.
- Receive ongoing support and development.
- Discover how to coach to a person's perceptual filters (meta-programs) and work at the structural level for accelerating learning and transformation.



What is Meta-Coaching?

What Is Meta-Coaching All About?

Meta-Coaching is a cutting-edge coaching methodology that transcends traditional Performance Coaching, taking both Coach and Client to higher levels- to Developmental and Transformational Coaching. That is why it is called 'meta' which means a higher level. Meta-Coach Training is an accelerated Coach Training System that supports participants to move through learning modules, culminating in the credentials for being a Master Coach.

What Makes Meta-Coach Training Unique?

It is unique because: Academic rigor and practical application is its essence; it is comprehensive & is competency-based Modular training that is fast and flexible; you will learn from Master Coaches; you will have ongoing support & development and you can take from it what you need for YOUR life!

Who Will Benefit From Meta-Coaching?

Meta-Coach Training has both broad and specific application. It is ideal for: New and experienced Coaches who want to give their clients effective, cutting-edge coaching, People passionate about transformative human growth & development, CEOs, Entrepreneurs, Managers, Sales Managers who want potent tools to optimize the performance of their teams or business, Parents and Teachers wanting to nurture and support human development.

The Meta-Coach System® provides the most cutting edge communication and training available in the world today for Professional Coaches and any Individual or Organisation committed to rich relationships and success.



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The Certified Meta-Coach Process

The Meta-Coach process is a modular structure that allows you to progress through units or levels of accreditation right up to the level of Meta-Coach at a pace that suits you and your lifestyle. It allows you to complete modules of learning that are immediately relevant to your life, skills and/or business. These modules include:

Module 1 – Coaching Essentials

This three-day program introduces coaching essentials to those new to Neuro-Linguistic Programming (NLP) and Coaching, and sets you off on a life-altering learning journey. You can take this training as stand-alone training or as module 1 of the Meta-Coach Training System.



Module 2 – Coaching Genius

It involves a three-day Introduction to Coaching with Neuro-Semantics where participants will learn the extraordinary NS *Meta-States* Coaching Model that is frequently described as 'magical'. Experience the joy and excitement of unlocking the natural genius in yourself and others, and find the skills, confidence and drive to create your successful coaching business. This program can be taken as stand-alone under 'Self Leadership' training or as module 2 of the Meta-Coach Training System.



Module 3 – Coaching Mastery

An Eight-day Associate Certified Meta-Coach (ACMC) Training with advanced training module culminating in more than 180 hours of coach-specific education. It is ideal for those wanting to become a professional coach, or those committed to personal development and self-mastery. It will equip you with cutting-edge skills and business strategies for coaching.



Your Trainer



L. Michael Hall, Ph.D. is a modeler of human excellence and self-actualization. Since 1992 Dr Hall has focused on modelling “the highest and best in human experiences.” This modelling focus arose first from his studies of NLP and later in his re-discovery of Maslow’s original modelling of self-actualizing men and women.

Dr Hall lives in the Rocky Mountains of western Colorado where he had a private therapy practice for many years, operated an NLP Training Centre, and from where he began trainings in Meta-States and Neuro-Semantics. Dr Hall first modelling project

was on Resilience and from that modeling experience Michael discovered, and articulated, the Meta-States Model. As a modeler of positive psychological experience, he has modelled numerous experiences including Resilience, Creativity, Writing, Leadership, Coaching, and Self-actualization. Dr. Hall has created many models that make up Neuro-Semantics —Meta-States, Matrix Model, etc. and he co-created the Axes of Change model and the Meta-Coach Training system.

Dr Hall’s doctorate is in Cognitive-Behavioural Psychology is from Union Institute University in Cincinnati Ohio. His doctoral dissertation explored the languaging of four psychotherapies (NLP, RET, Reality Therapy, Logotherapy) using the formulations of General Semantics. He addressed the Interdisciplinary International Conference (1995) presenting an integration of NLP and General Semantics. His Master’s degree was in Clinical Counselling and Psychology from Regis University in Denver Colorado and his Bachelors of Science was in Management of Human Resources. Prior to those degrees he took a Masters in Biblical Literature and Language.

Dr Hall worked with Richard Bandler for four years during which time Bandler wanted to rejuvenate the Society of NLP. Unfortunately, that never occurred. From his notes he wrote two books about NLP (The Spirit of NLP, 1996; Becoming a More Ferocious Presenter, 1996) and he then transcribed two books for Richard (Time for a Change; Applied Neuro-Dynamics, unpublished).

After discovering the Meta-States Model, the International NLP Trainer's Association (INLPTA) recognized Dr. Hall for developing "The most significant contribution to the development of the NLP model in 1994/5." This recognition was for his introduction and development of the Meta-States Model.

Two years later, in 1996, Richard Bandler filed the 90 million dollar lawsuit against the field of NLP in the United States. Listing eight people to the lawsuit, and "200 John Does," this lawsuit devastated NLP in the United States leading to Trainers and Practitioners closing their training centers and dropping reference to NLP in their work. This explains the current (2009) diminishing of NLP in the US—just a handful of Training Centers are left, and very few NLP trainings.

The Bandler lawsuit against Grinder, Andreas, et al. threatened to deprive the entire community from using "NLP" and any reference to NLP. This led Drs. Hall and Bodenhamer to trademark and register "Neuro-Semantics" in 1996. At the same time they founded "The International Society of Neuro-Semantics" (ISNS) as a new approach to teaching, training, and using NLP. The objective was to take NLP as a model and field to a higher level in terms of professional ethics. Today Neuro-Semantics is one of the leading disciplines within NLP pioneering many new developments and demonstrating a creativity that characterized NLP when it was new and fresh.

With Meta-States launching a whole new domain for NLP in 1995, Neuro-Semantics arose, first as a model and discipline, and then as a community. The Meta-States Model enabled Hall and Bodenhamer to begin to re-model NLP itself and to create new and/or extended models. This happened because the Meta-States Model provided the first formal explanation of how NLP patterns worked.



Neuro-Semantics

Dr. Hall founded Neuro-Semantics upon the work of Gregory Bateson (Steps to an Ecology of Mind) and Alfred Korzybski (and his primary source, Science and Sanity; 1933 / 1994). Studying and writing on the work of Korzybski in Anchor Point, NLP World, Rapport and other NLP journals in 1990-1996, Michael created a training program "The Merging of the Models: NLP meets General Semantics" for trainings in London in 1996 and 1997. Invited by Denis Bridoux and Dr. Philip Nolan, the Merging of the Models gave birth to many of the key distinctions in Neuro-Semantics.

Neuro-Semantics is about your personal development for greater meaningfulness, success, and contribution in life. In Neuro-Semantics there is a focus on the processes that will reliably unleash your highest and best potentials.

By modeling excellence in people who are actualizing their highest and best new models continue to be created.

Neuro-Semantics focuses on self-actualization for individuals, companies, communities, and nations and enables you to win the inner game so you can achieve peak performance in your outer games of everyday life.

Your inner games are your semantics or meanings. Your inner game is made up of your meaning frames. Your outer games occurs in your body and neurology. It is here that you actualize your meanings.

ISNS

International Society of Neuro-Semantics

Present in over **40** countries, Neuro-Semantics has inspired people with a vision about modeling excellence to unleashing human potentials.

Coaching in Neuro-Semantics is called Meta-Coaching. Training, Certification, and license as a Meta-Coach (ACMC, MCMC) comes from graduating from the Meta-Coach System.

MCF

Meta-Coach Foundation

The MCF was originally co-founded by L. Michael Hall, Ph.D. and Michelle Duval as a supporting organization for the vision and mission of Meta-Coaching and it groups people trained in Neuro-Semantics.

An MCF Credential is an internationally recognised credential in more than **34** countries.



NLP and Dr L. Michael Hall

Where from here? While researching Maslow, the Human Potential Movement, Esalen, etc., Dr. Hall discovered The Secret History of NLP. Namely, that Fritz Perls, Virginia Satir, and Gregory Bateson worked together in the early years of the Human Potential Movement at Esalen in southern California. There they lived and articulated the premises of Maslow's and Roger's Self-Actualization Psychology. These premises were later put together and incorporated into what is now known as "the Presuppositions of NLP."

This positions NLP as a discipline within the larger frame of the Human Potential Movement and presents a new and fuller picture of NLP. NLP is not merely a self-improvement domain regarding how to "run your own brain" or to "manage your states." It is much more and much larger. NLP as a child of the human potential movement is about unleashing the highest and best potentials in people. Finding that has now led Dr. Hall to use Neuro-Semantics to launch a New Human Potential Movement. This also reveals that NLP arose as a venture from two movements:

- 1) The Cognitive Psychology Movement led by George Miller, Karl Pribram, Eugene Gallanter, and Noam Chomsky (1956).
- 2) The Positive Psychology (Growth; Humanistic, Self-Actualization Psychology) that Abraham Maslow pioneered that gave birth to the Human Potential Movement in the 1960s and 1970s.

Having articulated the content of Self-Actualization Psychology, Dr. Hall is now applying this to individuals and organizations, including Companies, cultures, and nations. Future directions is about applying the models of unleashing potentials for leaders, politics, and governments. Today Michael spends most of his time researching and modelling and training internationally. His modelling projects have included modelling excellence in a variety of areas: resilience, self-reflexive consciousness, state management, sales, persuasion, accelerated learning, wealth building, women in leadership, fitness and health, culture and cultural phenomena, and leadership.



Books by Dr L. Michael Hall

Dr. Hall is known as a prolific writer, having authored 40 books in the field of NLP, many of them best sellers through Crown House Publishes (Wales, UK) and many of them translated into numerous languages: German, Dutch, Italian, Spanish, Russian, Japanese, Chinese, Arab, etc. While it took Michael eight years to write his first book (1985), after the discovery of the Meta-States Model in 1995, he remodeled the “accessing personal genius” pattern from Grinder and DeLozier. Then he used that new version to create his own highly focused states for reading and writing. That was the last year he experienced “writer’s block.” Since then, he has averaged three books and more than 100 articles every year.

- *Meta-States: Mastering the Higher Levels of Mind* (1995/ 2000).
- *Dragon Slaying: Dragons to Princes* (1996 / 2000).
- *The Spirit of NLP: The Process, Meaning and Criteria for Mastering NLP* (1996).
- *Languaging: The Linguistics of Psychotherapy* (1996).
- *Becoming More Ferocious as a Presenter* (1996).
- *Patterns For Renewing the Mind* (with Bodenhamer, 1997 /2006).
- *Time-Lining: Advance Time-Line Processes* (with Bodenhamer, 1997).
- *NLP: Going Meta — Advance Modeling Using Meta-Levels* (1997/2001).
- *Figuring Out People: Reading People Using Meta-Programs* (with Bodenhamer, 1997, 2005).
- *SourceB ook of Magic, Volume I* (with Belnap, 1997).
- *Mind-Lines: Lines For Changing Minds* (with Bodenhamer, 1997/ 2005).
- *Communication Magic* (2001). Originally, *The Secrets of Magic* (1998).
- *Meta-State Magic: Meta-State Journal* (1997-1999).
- *When Sub-Modalities Go Meta* (with Bodenhamer, 1999, 2005). Originally entitled, *The Structure of Excellence*.
- *Instant Relaxation* (with Lederer, 1999). *User’s Manual of the Brain: Volume I* (with Bodenhamer, 1999).
- *The Structure of Personality: Modeling Personality Using NLP and Neuro-Semantics* (with Bodenhamer, Bolstad, and Harmblett, 2001).
- *The Secrets of Personal Mastery* (2000).

- *Winning the Inner Game* (2007), originally *Frame Games* (2000).
- *Games Fit and Slim People Play* (2001).
- *Games for Mastering Fear* (with Bodenhamer, 2001).
- *Games Business Experts Play* (2001).
- *The Matrix Model: Neuro-Semantics and the Construction of Meaning* (2003).
- *User's Manual of the Brain: Master Practitioner Course, Volume II* (2002).
- *MovieMind: Directing Your Mental Cinemas* (2002).
- *The Bateson Report* (2002).
- *Make it So! Closing the Knowing-Doing Gap* (2002).
- *Source Book of Magic, Volume II, Neuro-Semantic Patterns* (2003).
- *Propulsion Systems* (2003).
- *Games Great Lovers Play* (2004).
- *Coaching Conversation, Meta-Coaching, Volume II*
(with Michelle Duval & Robert Dilts 2004, 2010).
- *Coaching Change, Meta-Coaching, Volume I* (with Duval, 2004).
- *Unleashed: How to Unleash Potentials for Peak Performances* (2007).
- *Achieving Peak Performance* (2009).
- *Self-Actualization Psychology* (2008).
- *Unleashing Leadership* (2009).
- *The Crucible and the Fires of Change* (2010).
- *Inside-Out Wealth* (2010).
- *Benchmarking: The Art of Measuring the Unquantifiable* (2011).
- *Innovations in NLP: Volume I* (Edited with Shelle Rose Charvet; 2011).
- *Neuro-Semantics: Actualizing Meaning and Performance* (2011)

Other books:

- *Emotions: Sometimes I Have Them/ Sometimes They have Me* (1985)
- *Motivation: How to be a Positive Influence in a Negative World* (1987)
- *Speak Up, Speak Clear, Speak Kind* (1987)
- *Millennial Madness* (1992), now *Apocalypse Then, Not Now* (1996).
- *Over My Dead Body* (1996).



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The Host—New Beginnings

New Beginnings Coaching is a registered Training Institution operating under the established and well-known Brand 'New Beginnings'. New Beginnings operated in South Africa since 2003 and provided training and consulting services to many South African businesses, especially to large corporate companies. New Beginnings has been a registered Training Institution with the Mauritian Qualifications Authority (MQA) in Mauritius since April 2011. It also plans to join forces with well-known and reputable Mauritian Nationals, who share the same 'ethos' and partner with them for certain projects. New Beginnings is committed to transfer its unique knowledge and skills to Mauritian locals at all levels.

New Beginnings specializes in people Development, Customized Training and Professional Coaching. Sandra Aveleira Viljoen is the founder and creator of the New Beginnings Brand and Products. It offers a variety of exciting products and services which focus on People, Passion and Emotions. These include specific Training Programs which are renowned standardized courses, such as 'The Ripple Effect', 'Creating our Dream Team', as well as programs which are consultative based and customized according to an organization's specific needs and requirements. New Beginnings also brings International recognized programs and is the only licensed provider in Mauritius for eC@PS, a unique Compass Aligned Performance System Training Tool, Identity Compass Personal Assessment tools and the Meta-Coach Training system certified by the international Society of Neuro Semantics (ISNS).



NEW BEGINNINGS
The Professionals in Business Revival

**Instead of training
with strings
attached, we
Coach with
'wings' attached!!**

Vision

**To add Value and Purpose to Individuals
and Organisations in our Environment.**

New Beginnings was created to provide solutions to the new set of 'people dynamics' and 'new-age challenges' faced by organisations in a fast changing corporate world, through effective, creative and dynamic new thinking. It has adopted a 'fresh look' at training, Coaching and developing people to meet the ever changing needs of companies in the 21st Century. New Beginnings focuses on People, Passion and Emotions. New Beginnings also understands how vital it is for training and development of the people, to be structured 'Holistically' and therefore combine company goals, values and visions with departmental requirements, to provide dynamic holistic solutions that WORK.

New Beginnings offers a variety of exciting products and services. All our products are customized according to an organisations specific needs and requirements. It can be assured that after attending a New Beginnings workshop, people walk-out motivated, enthused and passionate about themselves, their companies and serving customers.

Our **ETHOS** is the "cornerstone" that the Leadership and our Employee Team strive to live by every day. All of our products and services provided include the utmost attention to detail and professional care. The most important characteristics of the New Beginnings Team are our capability to constantly reinvent ourselves. We accept constant change, manage our fears, and live an inspired life with courage and passion. We empower our Team and strive for success.

We believe in Walking the Talk.

New Beginnings Ethos

We promote New Beginnings
Because we believe in the Power of **Re-invention**

We constantly Re-invent Ourselves
Because Re-invention Achieves **Perfection**

We accept Change
Because change brings new **Opportunities**

We have Courage
Because Courage endures Change

We pay Attention to Detail
Because it's the Little Things that Count

We are Passionate
Because Passion ignites our Soul

We are Enthusiastic
Because we Live our Passion

We Strive for Success
Because we enjoy being the Best

We Achieve
Because we Visualise our Goals

We enjoy Sharing
Because Sharing is Caring

We have a Spirit of Giving

Because Giving is Receiving

We deliver Excellence
Because it's our Choice

We enforce Participation
Because Collaboration Drives Achievement

We Respect Feelings
Because Emotions drives Behaviour

We Empower Individuals
Because Powerful Individuals create
Powerful Organisations

We Believe in People
Because People are Unique and Special

WE BELIEVE BECAUSE WE ARE!!!



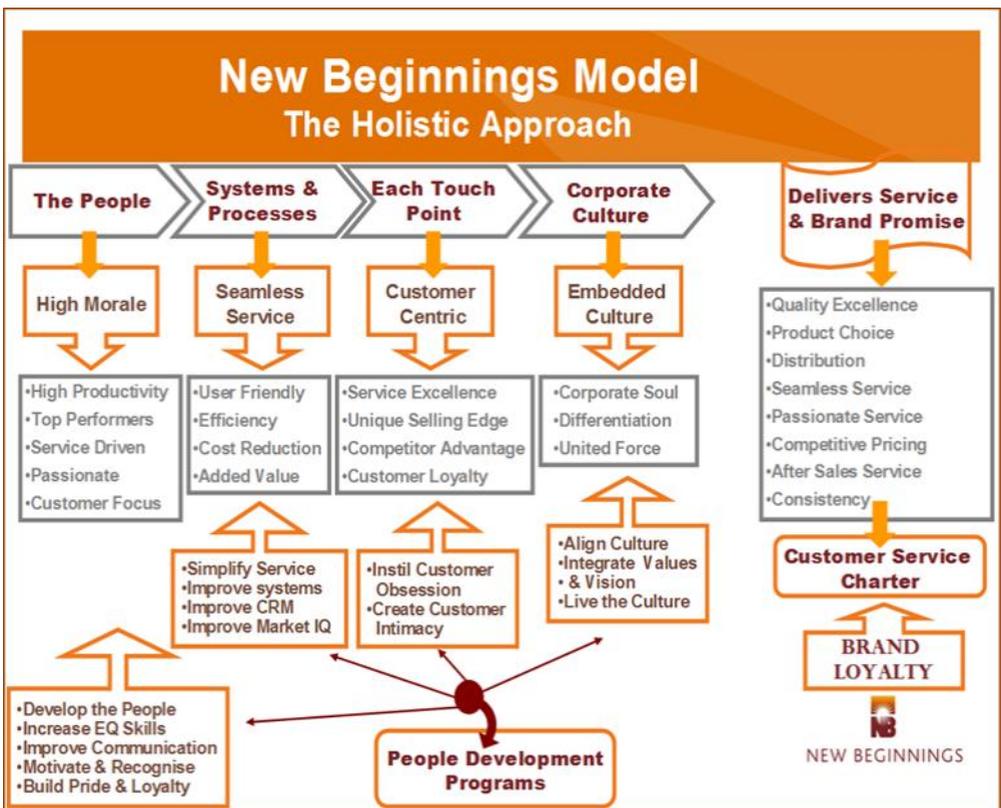
NEW BEGINNINGS



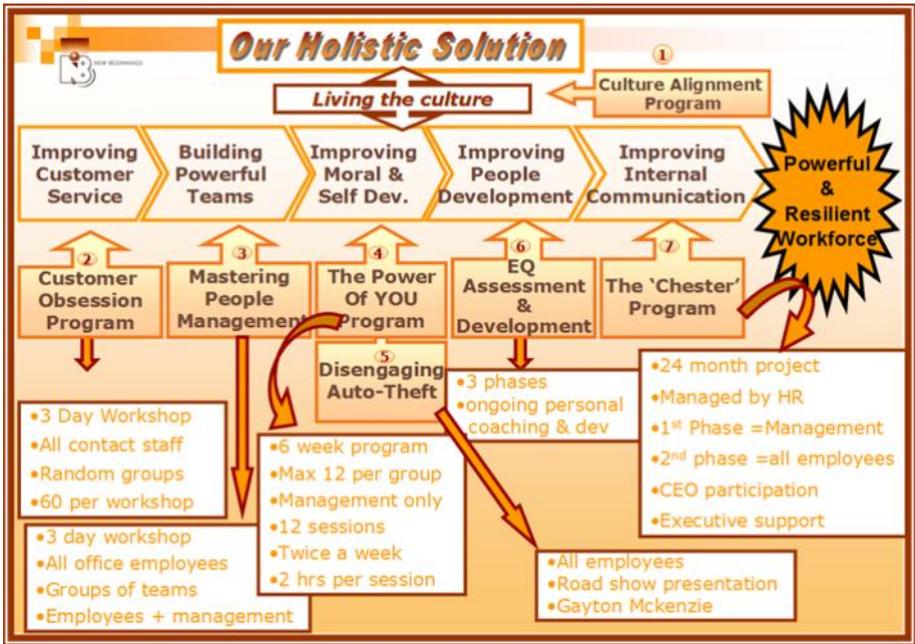
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New Beginnings Holistic Approach

We offer Holistic Solutions that ensures that every employee 'lives' the culture of the Organisation. Our Holistic Solutions will build a Powerful and Resilient workforce by improving Customer Service, building Powerful Teams, improving Morale, improving Self Development and Internal Communication. The following diagram demonstrates how this can be achieved by implementing the New Beginnings **Products** across the organisation.



There are 12 powerful programs that New Beginnings offers as Solutions to address the needs of every Organisation. Although the simultaneous implementation of all these products will naturally have a greater impact, ensure a higher success level and will by far be the more effective option, each program can be provided separately and individually.



At New Beginnings, we understand how vital it is for training and coaching to be structured '**Holistically**', ensuring that disjointed costs would be streamlined and more importantly, that the organisation attains 'value added' benefits, such as: aligning its culture, developing resilience in the workforce, ensuring customer centric service excellence at each touch point. This means that the New Beginnings' Holistic Approach is by far more effective and economical.





New Beginnings Founder



Sandra Aveleira Viljoen
MD & Founder

Sandra Aveleira Viljoen is the founder and creator of the New Beginnings Brand and Products. After establishing the brand in South African, she relocated to Mauritius and began building the New Beginnings brand in this market. Being a Portuguese National, her next venture is to introduce her products to Portugal and establish the brand in Europe.

Sandra attended Business College and qualified in 1988, in Travel Management. She went on to receive the **PRISA qualification in Public Relations, in 1992 with Damelin SA.** In

May 2000, she completed the **International Marketing Management degree (IMM)**, through **the Institute of Marketing Management UK**, with distinction.

During 2001, she completed an International 12 month **Leadership Program in Switzerland**. In November 2006 she completed a '**Coaching Practitioner**' Certificate level 1,2, & 3 with the **Meta Skills Institute** and is a qualified Life and Business Coach Practitioner. In March 2013 she completed her **Master Coach Qualification** and is accredited with the **International Society of Neuro-Semantics, with ACMC (Associate Certified Meta Coach) certification.**

She is also certified as a **Neuro Semantics Trainer**. She is also the Qualified Agent licensed to consult, provide Training and implement the Strategic Planning tool called the "Compass Aligned Performance System" known as '**C@PS**', for the Indian Ocean Islands. This consists of a strategic workshop which assists companies to determine and implement their 3 year strategic objectives and monitor the progress with its electronic web based performance monitoring system, '**e-c@ps**'.

Her professional career began when she joined SAA in 1989 and went on to spend 14 very exciting and successful years with them. Sandra was specially selected by the Board of SAA (one of two, out of 1000 Managers) to complete the renowned Swiss **C2 Business Management and Leadership Program and Qualification**, in Switzerland.

Her self-starter abilities, enquiring nature and exceptional astuteness saw her rapidly promoted from various customer services roles to Voyager (the airline's frequent flyer program) and then on to lead the Sales and Marketing department.

She was the youngest person ever to be appointed as **RGM (Regional General Manager)**, a title which was later changed to Vice President, Sales and Voyager) in the global airline industry. As the head of SAA's Sales and Voyager operations she was responsible for achieving an annual revenue target of over R 6 billion. She completely transformed SAA's sales and voyager functions into a world-class, efficient and effective operation. She held this position for several years and achieved unprecedented revenue growth. In the year 2000/2001 she achieved a record annual revenue growth of 46 percent.

For Sandra, however, her greatest achievement was the improvement in morale and personal growth of the many hundreds of staff under her control. She instilled passion in her people and continuously strived to develop a culture of customer obsession. She excelled with her effective communication and concentrated on increasing the emotional intelligence (EQ) of all her staff.

In 2002, she left SAA to follow her passion to develop programs to **improve EQ of Managers and Leaders**, perfect communication and to coach executives on how to create balance in their lives and become mentally, physically, emotionally 'fit'. She started her own business and opened '**New Beginnings Training Centre**' in South Africa. Today, Sandra runs a very successful '**Business Revival**' & 'People Development' consultancy, called '**New Beginnings**', in **Mauritius**. New Beginnings has created many unique training and coaching programs to ensure businesses inspire their people, create customer obsession at every touch point and realign their culture to deliver their service and brand promises.

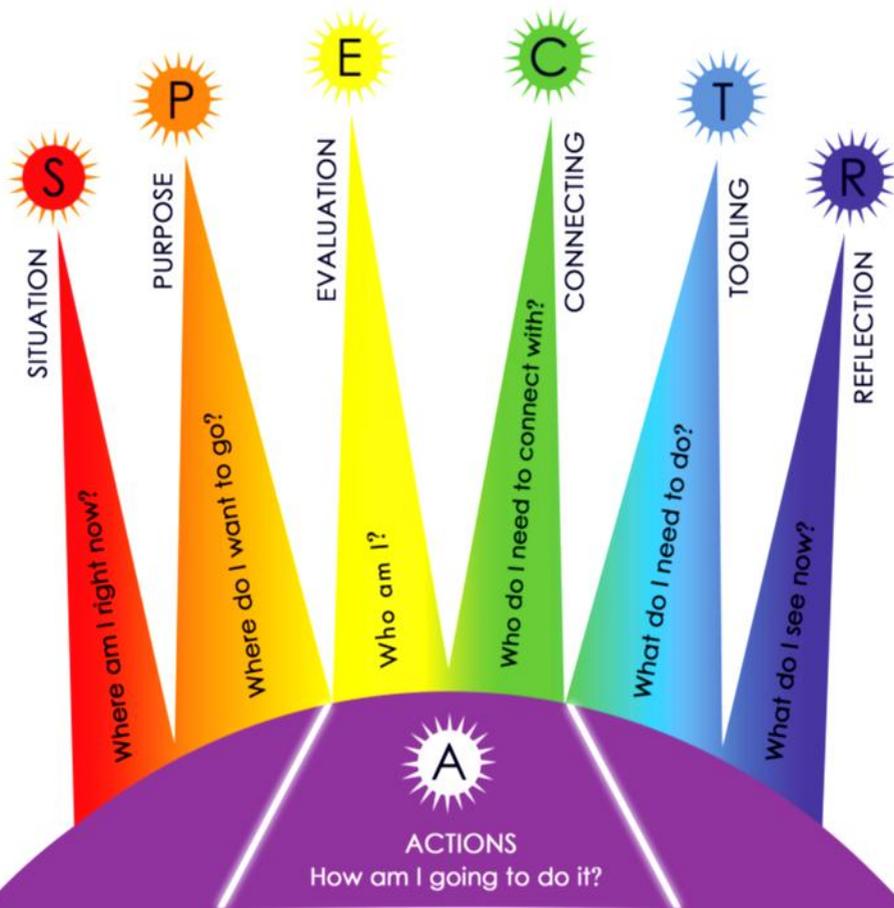
She spent two years **researching and studying** International Best Practise in People Development, Human Capital, and Emotional and Spiritual Intelligence in business. She used this knowledge together with her extensive reading and business experience in perfecting all the People Development products, she has created.

Sandra is a qualified Neuro Semantic Meta Coach Practitioner and has coached a substantial amount of business executives.

She has developed a successful, all encompassing, unique personal development program called **'The Power of YOU'**. This is the program that creates powerful individuals. It is well known that powerful individuals create powerful organisations! This life changing program progresses delegates through 10 live skills modules to sustainably create a changed focus to realise their maximum potential. This unique process encourages delegates to take charge of their lives and address weaknesses and to achieve personal growth and development through self introspection. They are guided to instil positive thinking, understand stress, develop EQ competencies, remove limiting beliefs, become financially wise, embrace change and improve inter personal skills. She has had substantial evidence and testimony on how the **'Power of YOU'** program has improved people's lives. She also developed a Coaching Package called **'Personal Power'** which includes 5 or 10 one-on-one Coaching sessions that focuses in 5 different areas of personal development. She has developed her own unique Coaching Model, called **SPECTRA and is now sharing it with Leaders.**

In Feb 2007, Sandra took up the position of Group Executive Manager for Human Resources and Training, at Cullinan Holdings, a Travel and Tourism Company which includes brands such as Thompsons Holidays and Thompsons Travel. Sandra was responsible to introduce a much needed HR function for the entire Group adopting best practises, as well as, to organize and handle all the HR and IR requirements associated with the restructuring and downsizing of some of the Groups businesses. She was also responsible to implement and improve the performance of the Groups largest Call Centre operation and introduced a successful Efficiency Program.

She renamed the HR department to **People Relations** and Training to **People Development**, which gives a good indication to the many changes that she implemented. She set up an entire HR function as well as developed and created an in-house **THETA Accredited Training Academy**. She resigned in 2009 to relocate to Mauritius with her husband and daughter, when her husband was offered a wonderful opportunity with Air Mauritius. In addition, she regularly consults to organisations on improvement of **people performance, and how it can increase "Human Capital"**. She has developed a unique model to align brand promises with the essential components of organisational culture, systems and processes, centric customer service strategies and people development.



SPECTRA INTRO

New Beginnings welcomes you on a journey to reach your full potential with its SPECTRA Model of personal growth.

New Beginnings' logo symbolizes the beautiful African orange sunset. The sunset is breathtaking to watch at the end of a day. It leaves you with a sense of contentment and has a calming and soothing effect. It is a good time to reflect where you have been and where you want to go. Time to gather your thoughts, reflect on the past and review your actions. It is the perfect time to set new goals and build on your dreams for the future.

New Beginnings was inspired by the Rainbow to develop the SPECTRA Model. A Rainbow appears after the rain. It shines colourfully as if to cheer up the sky. Each beautiful ray sparkles its own unique striking colour, yet its magical radiance comes from the synergy of the complete band of colours which are progressively arranged to form a spectacular spectrum as one unit!

The SPECTRA Model blends a series of development steps, which together overlap progressively like the colours of a rainbow (red, orange, yellow, green, blue, indigo and violet) to ensure you sparkle with radiant energy as you journey to reach your desired success and unleash your highest potential.



Compass Aligned Performance System

Sandra is a **MQA** Accredited Trainer as well as a fully qualified professional trainer and facilitator/implementer of the strategic planning C@PS/e C@PS Compass Aligned Performance System. She has the exclusive rights to sell and distribute this unique and powerful system in Mauritius.



She is a registered member of '**The International Coach Federation**' based in the United States. She founded the first Coaching Association in Mauritius, called **IOCA** (Indian Ocean Coaching Association) and is currently the President.



Sandra is a fully qualified professional Coach accredited the International Society of Neuro Semantics (ISNS), as an Associate Certified Meta-Coach (**ACMC**) and the only Certified Neuro Semantic Trainer (**CNST**), providing her with rights to train and distribute the Neuro Semantic programs/courses in Mauritius.



She will also continue to work closely with and provide her services to the Mauritian **NGO, called WIN** (Women in Networking) and wishes to assist them in their endeavours to develop and empower local women in Mauritius. She openly contributes socially as her part in giving to the community.



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New Beginnings Clients

South Africa Top Clients:

- * EGCON Group
- * South African Airways
- * SAN Parks- Tourism Board
- * ABSA Bank
- * ESKOM
- * Department of Health
- * ATIO
- * SA Tourism
- * Thompsons Tours
- * Bantsho
- * Trodat

Mauritius Top Clients:

- * SBM
- * Washright
- * Board of Investment (BOI)
- * Twinkle Stars Primary School
- * Gargotech
- * Barclays
- * Harel Mallac
- * CIM Finance
- * CIM Global Business
- * MCB
- * Swan Group
- * Gamma Civic Ltd

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