



KSky COACHING
Kaleidoscope Your Career



Kaleidoscope Your Career and Business with **KSky Coaching**

www.kskycoaching.com

ABOUT KSKY COACHING

Just like how a simple twist of the kaleidoscope reveals a different image each time, Kaleidoscopic Sky symbolizes the infinite potential that exists when we put on our kaleidoscopic lens to look at things differently and gain clarity in our careers, business, relationships, and lives.

KSky Coaching, which stands for Kaleidoscopic Sky Coaching, can be your catalyst for change to launch your, or your people's potential, whether it's developing greater confidence, leadership, productivity, communication skills, or well-being. We can be your ideation partner to spark innovation in your business, or to improve relationships within your teams.



“

Yesterday I was clever, so I wanted to change the world.

Today I am wise, so I am changing myself.

~ Rumi

”

EDUCATIONAL AND EXPERIENTIAL APPROACH

- **Educational and Research-Based:** Led by a former Assistant Professor and Corporate Trainer with a strong belief in life-long learning, KSky Solutions are based on research in psychology, neuroscience, behavioural science, and business principles, and are accompanied by additional resources such as articles, videos, and other information.
- **Case Studies and Anecdotes:** Learnings from real world situations are shared to enhance retention and application.
- **Reflective and Experiential:** Assessments, worksheets, reflection exercises, and roleplay are used where relevant to reinforce and apply key learnings, and sustain behavioural change.
- **Transformative and Powerful:** Change is not easy, but if you put in the time, effort, and practice, the results can be life-changing.
- **Customized and Flexible:** To accommodate a variety of needs and individual situations, KSky uses a tailored approach for each client.

KSKY SOLUTIONS

KSky Coaching offers the following transformative solutions for individuals and businesses:

- Coaching Services which allow for an open conversation where you drive the topic of discussion about issues or challenges you are currently facing.
- Development Programs, Consultation Services, and Workshops which provide a structured approach with pre-determined topics and a defined agenda such as leadership.

A. COACHING SERVICES

- One-on-One Packages
- Monthly Corporate Retainer Programs
(based on total hours per employee or pooled across the organization)

B. DEVELOPMENT PROGRAMS

- Become a Better Leader & Manager
- Master Productivity & Time Management
- Overcome Stress to Improve Well-Being & Resilience
- Build Confidence & Self-Esteem
- Cultivate Better Relationships & Communication
- Design a Life of Meaning & Purpose

C. WORKSHOPS & CONSULTATIONS

- **DISC**over Your Behavioural Style to Improve Relationships
- Employee Engagement & Work Climate Consultation
- Fostering Innovation & Creativity

A. COACHING SERVICES

Coaching is about empowering people to reach their highest potential. It is results- and future-oriented, focusing on goals and specific actions people can take.

“

Jeanette's deep coaching expertise, coupled with her business experience and emotional intelligence quickly proved to be game changers in our inaugural program at Microsoft Gulf & UAE.

The response and feedback was phenomenal from our participating managers and the coachees.

I would strongly recommend and advocate for Jeanette as a significant difference maker in any organization.

*~ Anu Sabapathy, HR Director at Microsoft Gulf
(now Head of HR, Apple Canada)*

”

TO HELP INDIVIDUALS

- transitioning into a different role, returning from a career break, parental leave, or sabbatical
- seeking a higher level of performance
- who feel stressed and need help managing competing demands
- improve well-being, resilience, and mental health
- who want to achieve better life balance

FOR CORPORATIONS & ENTREPRENEURS

- whose managers want to become more inspirational leaders
- to help their employees optimize their performance or well-being
- whose organization or department is undergoing structural or leadership change
- who want to improve team dynamics and relationships
- whose teams need support taking initiative and developing an owner's mindset

Coaching Outcomes

Personal Development



Increased
Confidence
&
Self-Awareness



Better
Relationships
& People
Agility



Increased
Well-Being &
Resilience



Improved
Communication
Skills



Inspirational
Leadership



Increased
Productivity &
Performance



Optimized
Team
Relationships



Expanded
Career &
Business
Opportunities

COACHING PACKAGES

Whether you are an individual, a smaller company looking to develop your staff, or a corporation who wants to make coaching available to all your employees, KSky Coaching can accommodate your needs with flexible video call coaching packages.

ONE-ON-ONE COACHING

- Individuals looking to grow or employees nominated for development
- 3- or 6-session packages available
- A virtually limitless range of topics such as confidence, leadership, stress management, etc.

MONTHLY CORPORATE RETAINER PROGRAMS

- Can be defined by hours per employee or total hours per month company-wide
- Flexibility to adjust hours on retainer as required
- Democratizes access to coaching for all employees to self-select for development on an anonymous basis
- This is especially critical given the high state of daily stress -- globally, 44% of people experience stress "a lot of the day" and expats seem to be experiencing greater stress than their counterparts back home¹:

90%

of expats
are feeling
stressed

compared to

77%

of people
living in their
home
countries

89%

say they are
"always on",
connected to
and unable to
switch off from
work

98%

of expats have
experienced
symptoms of
burnout

Source: Cigna's 2022 Expat Survey entitled "Burned out Overseas"

Please note that coaching is not for any crisis situation where someone requires medical attention, is considering self-harm or harm to others, facing any other emergency, or who is in need of therapy, counselling, or other mental health assistance.

“

An empty lantern provides no light. Self-care is the fuel that allows your light to shine brightly.

~ unknown

”

¹ <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx> and
<https://www.cignaglobalhealth.com/na/en/knowledge/360-global-wellbeing-survey-2022.html?section=providers>

B. DEVELOPMENT PROGRAMS

These are structured programs with pre-determined topics and a defined agenda and includes a mix of self-learning and coaching.

METHODOLOGY

Research-based structured programs developed using Positive Psychology, Emotional Intelligence, Shirzad Chamine's Positive Intelligence, Neuroscience, Business, and Innovation principles.

Hybrid format combining remote learning and online coaching through:

- self-learning -- articles, information sheets, videos, or other content
- applying concepts at work or at home in daily life
- reflecting on learnings by responding to questions in worksheets
- receiving feedback from a coach either by e-mail or Zoom calls

Customized programs based on our initial call with each client, adding, removing, or revising program components as required to meet your individual needs with 3 different package options.

DURATION

3 to 6 months depending on client's availability. Each program contains 6 to 12 modules which can be completed on a weekly or bi-weekly basis.

As it generally takes 66 days, on average, for a new behaviour² to become an automatic habit, these programs were designed to:

- enable proper understanding of new concepts
- allow learning to be crystallized
- apply the concepts in daily life at work or at home
- develop and maintain successful habits that will be sustained for the long-term

² <https://jamesclear.com/new-habit#:~:text=On%20average%2C%20it%20takes%20more,to%20form%20a%20new%20habit>

LinkedIn's Top Soft Skills to Future-Proof Your Career

1. Leadership

2. Communication

3. Problem Solving

4. Management

5. Time Management

6. Strategy

Source: <https://www.linkedin.com/business/learning/blog/top-skills-and-courses/learn-top-skills-to-future-proof-your-career>

Top 10 skills of 2025



Analytical thinking and innovation



Active learning and learning strategies



Complex problem-solving



Critical thinking and analysis



Creativity, originality and initiative



Leadership and social influence



Technology use, monitoring and control



Technology design and programming



Resilience, stress tolerance and flexibility



Reasoning, problem-solving and ideation

Type of skill

- Problem-solving
- Self-management
- Working with people
- Technology use and development



Become a Better Leader and Manager

Given that leadership is one of the top skills in demand, everyone, regardless of their title, should be developing this skill set to future-proof their career.

This program will strengthen different aspects of **Emotional Intelligence** critical for leadership, develop your leadership style, and help you create **Psychological Safety** to effectively lead your team in an era of constant change and during a crisis.

“Jeanette was an amazing coach to me and my team. She helped me succeed and reach my potential. She challenged me to think differently and step out of my comfort zone. I highly recommend her!

~ Sabrina Rajabali, Chloé Sales Director, MEA (part of Richemont Group)

”

Master Productivity and Time Management

Unfortunately, many of us are not as productive as we think we are. A UK study found that workers were productive for only three hours of an eight-hour workday³ with another study stating that only 26% of us **actually** accomplish what we had intended to do that day⁴.

This program will help you uncover and overcome obstacles to time management, manage your energy and leverage flow to level up your performance while improving your well-being.



“

You can't stop the waves, but you can learn to surf
~ Jon Kabat-Zinn

”



Overcome Stress to Improve Well-Being and Resilience

Stress rates are at an all-time high with many people reporting feeling stressed and having had burnout symptoms. A global 2022 study found that 48% of employees and 53% of managers report feeling burnt out at work⁵.

Using simple, science-based techniques that you can implement immediately, this program will help you develop better **Mental Fitness** and **Resilience** to navigate the ever-changing dynamics of life.

As mental health is wealth, let's get you surfing through those challenges to have a more productive, successful, and happier career and life!

³ <https://www.inc.com/melanie-curtin/in-an-8-hour-day-the-average-worker-is-productive-for-this-many-hours.html>

⁴ <https://hbr.org/2019/11/5-mental-mistakes-that-kill-your-productivity>

⁵ <https://www.forbes.com/sites/edwardsegal/2022/10/15/surveys-show-burnout-is-an-international-crisis/?sh=43fa1d7f7cf7>; <https://www.cignaglobalhealth.com/no/en/knowledge/360-global-wellbeing-survey-2022.html?section=providers>; and <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

Build Confidence and Self-Esteem

"OMG, I don't know what I'm doing! They're going to find out that I'm a fraud and don't belong here!"

Does that sound like your inner voice sometimes? Is it holding you back from achieving your full potential? 70% of the population⁶, yes, even famous people like Lady Gaga, Tom Hanks, and Michelle Obama, fall prey to **Impostor Syndrome** -- having self-doubt and limiting beliefs about being a fraud or not being good enough.

Using Psychology and Neuroscience, we will kick that Inner Critic to the curb and build up your confidence to allow your brilliance to shine through!



Cultivate Better Relationships and Communication

Have you ever been puzzled about the behaviour of a colleague or family member? Ever wished you had a "user manual for people"?

Learning about **DISC** (which stands for **D**ominant, **I**nfluencing, **S**table, and **C**ompliant) Behavioural Styles Profile, you'll better understand and communicate with people of different styles and improve your relationships with them.

The next section on Workshops describes **DISC** in more detail.

“

I worked with Jeanette individually and also as a group coach for my management team

Working with her helped my team learn about each other, communicate better and build on our shared strength. I would highly recommend Jeanette.

~ Diksha Dua, President at RAPP Middle East

”

Design a Life of Meaning and Purpose

Has the pandemic made you re-think what's important to you? Are you part of the Great Resignation or evaluating big life decisions?

Whether you're looking to make a career transition, move across the world, looking for more purpose in your life, plan your retirement or sabbatical, or just wanting better life-work integration, this bespoke and customized program will help you evaluate the status quo, determine the values that are most meaningful to you, your goals, desires, and help you design the life you'd like.



⁶ <https://www.psychologytoday.com/intl/blog/biopsychosocial-solution/202210/freeing-yourself-the-imposter-within>

C. WORKSHOPS AND CONSULTATIONS

In addition to our regular coaching and development programs, we offer online group workshops to improve team relationships and dynamics.

KSky Coaching can also provide bespoke consultation services customized according to your needs to help boost employee engagement and performance, and to propel organizational innovation.

Workshop: DISCover Your Behavioural Style to Improve Relationships

Understanding different behavioural styles improves our ability to better relate to, gain the trust of, and communicate with our clients, colleagues, and managers.

We use a customized DISC report in this workshop based on Dr. William Marston's theory of four major behavioural styles.

The DISC report increases self-awareness about our own behavioural style, strengths, and development areas, a key aspect of Emotional Intelligence (EI).

It is also used to improve team dynamics, helping teammates better understand, work with, and communicate with each other and their clients, and can even be used as a supplementary tool in recruitment.

Emotional Intelligence (EI) accounts for as much as 85% of success in our career and social life⁷.

This means that technical skills or how smart we are is responsible for only a small portion of our success, with the remainder being due to interpersonal skills

**D****Dominant, Decisive, Driven****I****Inspiring, Influencing, Interactive****S****Steady, Supportive, Sincere****C****Conscientious, Compliant, Controlled**

DISC Program Outcomes

Employee Development



Heightened
Self-Awareness
& EI



Self-Management
& Personal
Development



People Agility



More Effective &
Persuasive
Communication



Improved
Collaboration &
Understanding
Within Teams



Leading to
Effectively
Motivate
Team



Increased
Productivity



Improved
Client
Relationships

Organizational Impact

⁷<https://www.fastcompany.com/3047455/why-emotionally-intelligent-people-are-more-successful>

Employee Engagement and Work Climate Consultation



In 2022, Gallup found that only 21% of employees worldwide and 15% in Middle East and Africa are engaged in their work⁸. This means that a large number of the workforce is **not** enthusiastic, committed, passionate about, motivated, or involved in their work.

Engaged employees care about and believe that their work is meaningful, making them mentally and emotionally committed to their employers, resulting in employee satisfaction and loyalty.

Employee engagement is connected to performance outcomes such as customer ratings, profitability (companies with engaged employees are 21% more profitable!), productivity, turnover rates, safety incidents, theft, absenteeism, and quality of products/services. As such, poor engagement translates into lower financials for a company, and employee engagement matters much more during tough times.

We help design surveys to measure employee engagement and work climate factors at your organization, collect and analyze survey results, conduct employee interviews (via Zoom), and provide recommendations based on our findings to help you design the optimal work climate for your employees to flourish, succeed, and improve the bottom line for the business.

Outcomes from an Employee Engagement Project



Enlightening
Insights from
the Front
Line



Motivated
Teams Who
Feel
Heard



Improved
Morale &
Team
Dynamics



Identifying
Areas for
Leadership
Development



Assessing &
Developing
Dimensions of
People Agility



Increased
Productivity &
Team
Effectiveness



Reduced
Employee Turn-
over Rates



Improved
Client
Relationships

“

Treat employees like they make a difference, and they will.

~Jim Goodnight

”

⁸ <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

Fostering Innovation and Creativity ~ Consultations and Business Advisory



INNOVATE OR PERISH

Why is it essential for your business to be constantly innovating?

- ½ of the S&P 500 will be replaced in the next decade, with the average company being replaced every 2 weeks⁹
- Rapid technological developments
- Ever-evolving demographics, customer & employee expectations, and political turmoil
- Climate change and more frequent natural disasters
- Infectious diseases like COVID-19 demonstrated how quickly the world can be transformed:
 - Despite devastating human and economic impact, innovation flourished as some companies pivoted quickly -- fashion designers sold masks, auto companies made ventilators
 - E-commerce adoption skyrocketed, spurring 10 years' of growth in online sales in 3 months

Are you a corporation or entrepreneur looking to have a more innovative and sustainable business model to keep up with ever-changing consumer needs?

This is for you if:

- ✓ you're looking to spark more innovation in your business
- ✓ you'd like to increase customer retention or acquisition
- ✓ you're seeking to improve or implement your business strategy
- ✓ you'd like to pivot to anticipate the changing dynamics of the New Normal

Innovation ideation and consultation sessions are bespoke to best serve your needs. They generally involve design thinking activities, lean canvas, client experience journeys and personas, and other tools.

Outcomes from Ideation Sessions



“

When the winds of change blow, some people build walls; others build windmills.

~ Chinese Proverb

”

⁹ <https://www.innosight.com/insight/creative-destruction/>

Looking to propel yourself or your people to the next level? Seeking to spark innovation and boost your business performance?

By putting on our kaleidoscopic lens and embracing a growth mindset of lifelong learning, we can visualize and reach our potential for success and fulfillment.

For a complimentary consultation on how we can help kaleidoscope your business and career, please contact us at: jeanette@kskycoaching.com

You can learn more about Jeanette in her bio at the end of this document.

Here's What Our Clients Say

Innovation and Business Strategy, Productivity, Leadership, and Confidence Coaching

“

In an industry which is going through so many challenges right now, Jeanette's suggestions and perspective was a welcome breath of fresh air and inspiration. With Jeanette's help, we were able to identify some areas of improvement and increase the efficiency and productivity of our most important and treasured asset - our people.

I can honestly say that even 6-12 months later, we are still benefiting massively from the impact her consultancy had on our organization. I'm confident she would add tremendous value to any team.

~ Dan J Asher, CEO at IRE Oil & Gas

”

Career and Life Transition Coaching

“

Jeanette has been an invaluable support over the past year helping me to successfully navigate through personal challenges and a major life transition. Her advice and sensitive, skillful guidance are helping me to focus on what's important and to develop practical steps for the next stage in my life.

I wholeheartedly recommend Jeanette to help you make changes to and improve your life.

~ Bridie Farah, Educator

”

Strategy, Innovation, and Leadership Coaching

“

Jeanette and I have been working together for several months; she brings a comprehensive mix of corporate/business challenge understanding + highly professional coaching to handle those challenges.

Jeanette's calm and structured approach was exactly what was needed to help me focus and prioritise key business initiatives, while she also provided invaluable support via her critical thinking and strategic approach.

I would strongly recommend her for corporate clients seeking senior-level coaching with a deep understanding of how the corporate world operates.

~ Naheed Chowdry, CEO & Advisor, iWill Consulting

”



Jeanette Teh, H.BSc., JD, MBA, ACC

Personal Development & Leadership Coach

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🌐 kskycoaching.com

🌐 www.linkedin.com/in/jeanette-teh

ABOUT JEANETTE TEH

Jeanette is a self-development enthusiast who is passionate about helping people design their careers, business, and lives in ways that align with their values and promotes well-being.

Here's a bit about her previous experience:

- ❖ Canadian-trained and qualified lawyer with 10 years of international legal experience in Toronto and Dubai negotiating \$100 million dollar transactions.
- ❖ Assistant Professor at two Dubai-based universities.
- ❖ Corporate trainer for corporate clients and lawyers as part of their Continuing Legal Professional Development (CLPD) program – in-person, online, and e-courses.

In 2016, she became a professional coach and returned to her first love – psychology.

Drawing on Positive Psychology, Emotional Intelligence, Positive Intelligence, Behavioural Styles, and Behavioural Science, her coaching approach increases greater self-awareness, invokes deep reflection, and commitment to spark and sustain real change.

What's exciting for her is seeing clients discover that lightbulb moment of insight, discovering greater sense of self, learning new skills, and doing better today than they did yesterday.

CREDENTIALS

H.BSc. (Psychology & Sociology)
JD (Juris Doctor) Law
MBA



Ontario Management Certificate (HR)

Sheridan

Associate Certified Coach (ACC)



Advanced Behavioural Analysis Course



Positive Intelligence Coaching
Grant Program



Accredited Innovation 360
Licensed Practitioner



Select Relevant Continuing Education:

Positive Psychology, Science of Well-Being,
Psychological First Aid, Emotional Intelligence

EXPERTISE

Essential People Skills

- Leadership Development
- Managing Difficult Client Situations
- Improving Team Dynamics with DISC

Personal Development

- Well-Being & Stress Management
- Mental Fitness & Resilience
- Building Confidence
- Career Planning & Transition
- Effective Communication
- Time Management & Productivity

Innovation & Entrepreneurship

Facilitated workshops and coached corporations and start-ups to:

- Innovate through ideation sessions
- Plan and develop corporate strategy
- Improve customer experience journey

Coached winning teams in international entrepreneurship and start-up competitions

Corporate Training and Coaching Clients include:

Creative Word | Microsoft | Cartier | Chloé | Baume & Mercier | IWC | RAPP | IRE Oil & Gas | Bessern