

April 2006

Testimony for Sonia Khera, Executive Performance Coach & Mentor

My initial contact with Sonia was through a phone call from her, followed by a preliminary meeting. Whilst I was aware of the Leadership and Management Development scheme and its purpose, I was not convinced that it would do anything for me.

Our first meeting was exploratory and general sharing of information, ideas and challenges that I was facing. I found Sonia to be very perceptive, without any pre-conceived ideas and quick on deciphering my aspirations and limiting factors. She understood that I needed solutions that did not require significant time commitments and that which did not increase my workload. My objective was to become more assertive without being aggressive, and "get" my staff to take on more of the roles that they should be performing.

Through our one to one meetings and telephone sessions, I learned a lot about behaviour, about walking the talk and being aware of the surroundings. I learnt how to deal with situations without owning the problem, and how to reinforce the positive and deflect the negatives. The telephone sessions were particularly useful in honing my listening skills, as I operate a multi site business and am regularly dealing with my managers on the phone.

I found these sessions very valuable: I was able to realign my priorities, save time and more importantly gain satisfaction in my work. I achieved my personal and business objectives and a platform for future growth. I recommend her wholeheartedly.

Sushil Radia  
Managing Director

# Special Kids Care Agency

*Special kids need special people...*

18, Uxbridge Road,  
Rickmansworth,  
Herts. WD3 7AL

Tel. 01923 897643/ 286521  
[specialkids@fsmail.net](mailto:specialkids@fsmail.net)

19<sup>th</sup> September 2006

## **Re: Sonia Khera; Executive Coach**

Sonia was introduced to me through Business Link in 2005 and she began coaching sessions with me in Spring 2006. As an owner/director of a child care agency the strength of our people skills can markedly influence the performance of our business and it was this area that I wanted Sonia to address with me.

From the outset Sonia was clear that I needed to conceptualise clear definable objectives in order to ensure that any personal developments could be channelled constructively and be measured (albeit subjectively). Sonia was very skilful in prompting me to come up with quite simple goals that we could work on each session. These small goals however proved to be the key to improving my interactions with others.

Sonia has a wonderful way of working which made all our sessions seem effortless and natural. It was often only as the session was drawing to a close did I grasp that we had been working to an agenda! A significant part of how my skill developed was through the unconscious absorption of Sonia's own style. This is Sonia's great gift.

As an executive coach Sonia engenders trust through a sincere warm style coupled with a sound knowledge of the skills necessary to run an effective business.

*Hazel Coles*

Hazel Coles  
Director  
Special Kids Care Agency Limited



LOT Life Opportunities Trust

Hempstead House

1 Hempstead Road

Kings Langley

Herts. WD4 8BJ

TELEPHONE: 01923 299770

FACSIMILE: 01923 299771

E MAIL: [info@lifeopportunitiestrust.co.uk](mailto:info@lifeopportunitiestrust.co.uk)

WEB: [www.lifeopportunitiestrust.co.uk](http://www.lifeopportunitiestrust.co.uk)

### Testimony for Sonia Khera

My initial contact with Sonia was through a telephone call to discuss the of Skills2lead initiative. I had attended a local Business Link seminar on this but had not been convinced that it would be appropriate to me in my role as Director of Life Opportunities Trust.

However, after a discussion about the scheme, Sonia convinced me that it was appropriate, and we planned a series of meetings based on our discussions.

Our first session was planned to ascertain the areas to work on, based on LOT's business needs and my thoughts of how I would like to develop myself to help achieve these. I found Sonia to be very perceptive and she impressed me by understanding swiftly the challenges of the sector, my personal plans and areas for development, and devising an action plan to meet all of these, in a way which did not involve my having to commit to a significantly increased workload, which was important given the circumstances.

Sonia prepared an action plan based on our discussions with a view to developing skills in areas we felt would be of help in achieving the objectives. The sessions were well-prepared and concentrated on the issues concerned. Sonia helped me focus on areas which I might not have considered, and raised my awareness of how interactions have a bearing on business success.

I have been impressed by the way Sonia helped me understand the significance of behaviour and relationships, and in doing so, how she showed how natural and clear the process can be so that it has been simple to adapt the theories and methods to both my work and everyday life. Although the sessions were intense, they were always fun and interesting, and Sonia was able to digress from the main topic of the day to help with relaxation.

I had not had coaching sessions previously, but am now convinced of their benefit, since the process has been linked to my experiences and ambitions, which has made the understanding and implementation more immediate and relevant than more formal college-based courses.

I would recommend a coaching method, and Sonia herself, to anyone who feels that they require something practical, or indeed, to enable them to take a different, and fresh approach to learning and development. I believe I am more confident and positive in my ability to tackle various projects in which I have no experience, and this positiveness has been noticed already by my staff and Board of Trustees. I feel that it has also spilled over into my personal life, and I am far more aware of behaviours and the responses to the way in which people interact. I have thoroughly enjoyed my relationship with Sonia, and would have no hesitation in recommending her as a competent and personable coach.

*R.S. Wlender*

24. 10. 2005

Director

