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Making HR People Complete



The New MANAGER'S GUIDE

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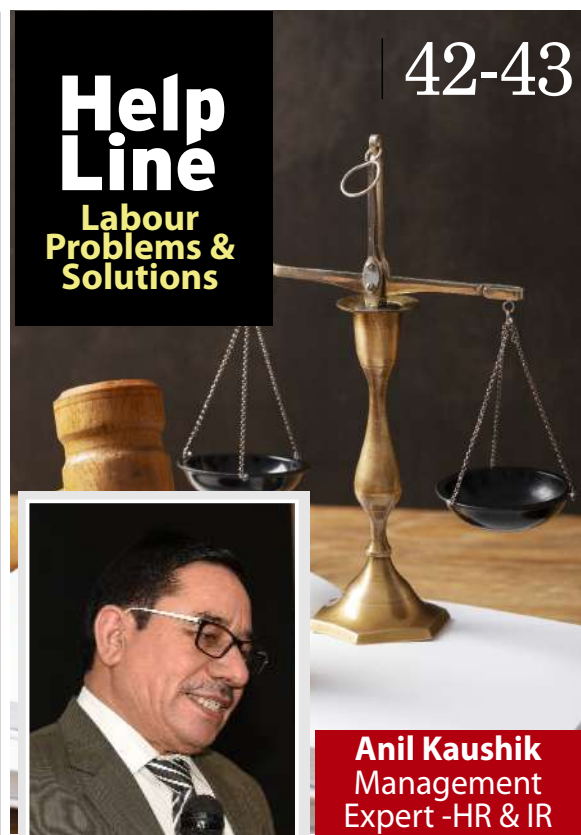
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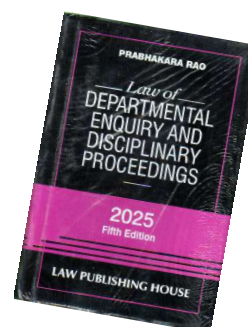
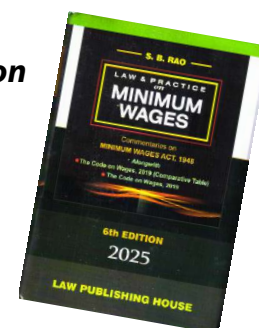
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(5th Edition 2025)
Authors : Prabhakara Rao

USE OF AI IN COACHING



As a Leadership Coach, I cannot afford to ignore the evolving trends in our profession. Over the past few months, I've been sensing the subtle yet unmistakable presence of a new entrant, "**Artificial Intelligence**" in Coaching. Well, Coaching was so far a closely held & deeply human-centered domain - perhaps not any more...

What started as a distant buzz is now becoming a steady conversation. And while AI can't (and shouldn't) replace the human connection that coaching is built on, it's certainly showing up as a powerful ally. From automating routine tasks to offering real-time insights, AI is starting to reshape how we coach-and most importantly, how our Coachees experience growth.

Let me walk you through where AI is already making a difference, and what exciting possibilities lie just around the corner.

What's Already Happening

Here are the ways AI is already supporting coaching practices-quietly, efficiently, and quite effectively.

1. Bye-Bye Admin Burden

Let's be honest-scheduling sessions, sending reminders, updating KPIs... these things add up. Thankfully, AI tools are now handling these clerical tasks so coaches can focus on the actual coaching. It's like having a reliable assistant who



Sandip Grover

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never takes a break.

2. Reflective Conversations on Demand

AI chat tools can simulate coaching-style conversations. So, when a coachee finds themselves thinking, "What do I do now?", an AI tool can step in with thoughtful questions that guide reflection. It's not a replacement for a live session, but it can be a valuable support system between sessions.

3. Emotional Nudges & Simulated Dialogue

Some AI platforms are already picking up on emotional cues-frustration, hesitation, lack of confidence-and offering prompts or reflections based on tone and sentiment. It helps coachees process their thoughts more deeply and stay connected to their goals.

4. Insights from Assessments and Feedback

AI is helping analyze data from psychometric tests, 360-degree reviews, and past session notes. The result? Deeper insights into behavioral patterns, strengths, and blind spots-making coaching conversations even more personalized and impactful.

5. Self-Coaching Made Possible

For leaders who don't have access to a dedicated coach, AI tools are stepping in. Structured self-coaching platforms can guide users through goal setting, reflection, and tracking progress-bringing coaching to more people, more affordably. I have had the chance to review Aimy - an AI coach (<https://www.coachhub.com/aimy/>) from Coach hub, that's going to be available (effective June'25) to all those who are able to book in bulk (1000+ users) at a cost 200 - 300 Euros per annum. This AI avatar can help the coachees get insights into various day-to-day challenges by clicking a button. So, challenges like, "Well - how do I prioritize my 'To-Do' list", or "how do I handle a difficult colleague?" can be addressed in a jiffy.

6. Mood & Progress Tracking Over Time

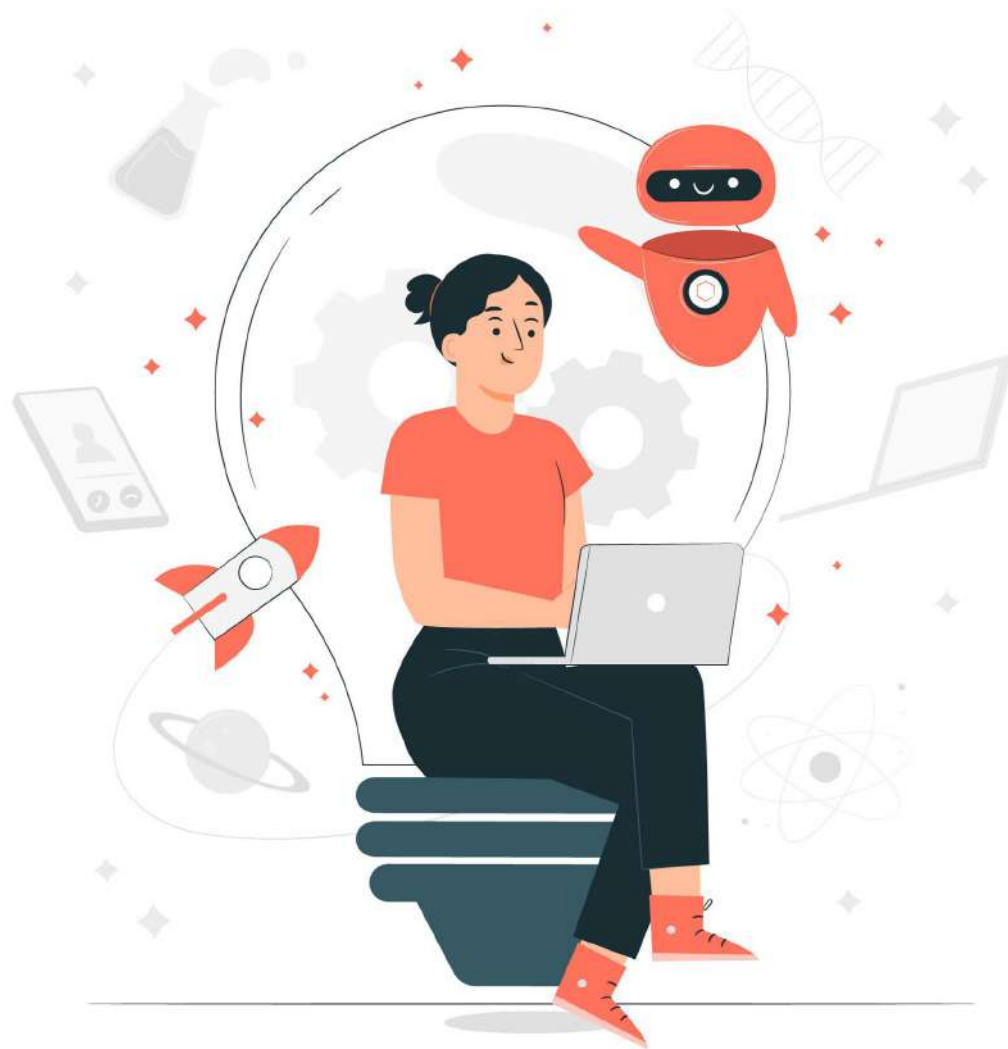
AI can track how a coachee's language, tone, and behavior change over time-giving both coach and coachee a clear picture of growth, dips, and areas that need attention. These insights are especially helpful when you're managing multiple coachees.

What's Around the Corner (Futuristic, but Coming Fast)

Now, let's talk about what's on the horizon. These aren't science fiction-they're ideas actively being explored and tested.

1. AI as a Real-Time Coaching Companion

Imagine you're in a session, and AI-quietly listening in with consent-sends you a nudge: "This might be a good moment to use the Wheel of Life," or "Consider reframing this as a values conversation." It's like having a co-pilot who knows every tool in your kit and



Imagine you're in a session, and AI-quietly listening in with consent-sends you a nudge: "This might be a good moment to use the Wheel of Life," or "Consider reframing this as a values conversation."

when to use it.

2. Trait Analysis Through Conversation

Soon, AI may be able to detect communication style, decision-making patterns, and clarity of thought, just from how a person talks in a session. These insights could help coaches fine-tune their approach in real time.

3. Spotting Burnout Before It Happens

With enough data, AI might be able to pick up early signs of burnout or disengagement, flagging them before they escalate. Subtle cues in speech, goal patterns, or energy levels could signal when a coachee needs extra support.

So, Where Does That Leave Us?

Here's the thing: Coaching will always be deeply human. No algorithm can truly replace presence, empathy, or the magic of a breakthrough moment.

But as coaches, we can't afford to look the other way. AI isn't coming for coaching-it's coming with coaching. It's helping us scale, deepen, and extend the coaching experience. And if we embrace it thoughtfully, it can make us even better at what we already do best. **EM**

About the Author

Sandip Grover, Ex-CHRO of Welspun World, is currently retained by them. He is an established HR domain expert and a Leadership Coach and is present coaching Senior Leaders. Sandip travels extensively and is currently in USA on an assignment.