

NEXT WAVE 2026 | CLOSING KEYNOTE

The Coaching Edge

How Leaders Can Unlock Potential

Priya Sodha, Founder and CEO, Innergem





G

Growth

E

Empowerment

M

Mindshift

“

**We remember the leaders
who made room for us.**

What if you could do less...

and lead more powerfully?



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LESS

~~Fixing~~

~~Rescuing~~

~~Controlling~~

~~Proving~~

MORE

Listening

Asking

Trusting

Curiosity

Knowing becomes armor.

Fixing becomes armor.

Control becomes armor.



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MESSAGE ONE

Release the armor.

You were never meant to carry it alone.

The space changed.

What does creating space look like at work?

C L O S E D

Did you...

Is it...

Should we...

Have you thought
about...

O P E N

What...

How...

Tell me more...

What else...

“

“I feel like it’s all my fault.”

MESSAGE TWO

Be curious.

It's not yours to solve. It's yours to understand.

HOW TO STAY CURIOUS

1

W.A.I.T.

2

**Ask one more
question.**

3

**Get curious about
the person, not just
the problem.**

**Coaching is helping someone
think instead of thinking for
them.**

COACHING IS A LEADERSHIP SKILL

#1

GOOGLE'S BEST MANAGERS

“Is a good coach” ranked first of the behaviors that set them apart. Technical expertise ranked last.

2030

THE FUTURE OF WORK

Leadership, social influence, and curiosity and lifelong learning, are among the skills employers say are rising in importance.

If you're looking to add a leadership skill to your tool belt...

...or to step into who you already are as a leader...

**Coaching is your
superpower.**

**Why it
matters.**

They feel seen.

They grow confident.

They become capable.

They become ready to lead.

**When you don't have formal
authority,**

curiosity is your influence.



MESSAGE THREE

Coach to grow.

Take them on a journey, not to your answer.



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G

Goal

Where do you want to go?

What would success look like?

What do you want to be different?

R

Reality

Where are you now?

What's already working?

What have you tried so far?

O

Options

What could you try next?

What else?

What's within your control?

W

Way Forward

What's your first step?

When will you start?

How will we check in?

GROW is the framework. Curiosity is the skill.

BEFORE YOU PRACTICE

**What's a challenge you're open to
sharing with a partner?**

Now, frame it as a question.

NEXT WAVE

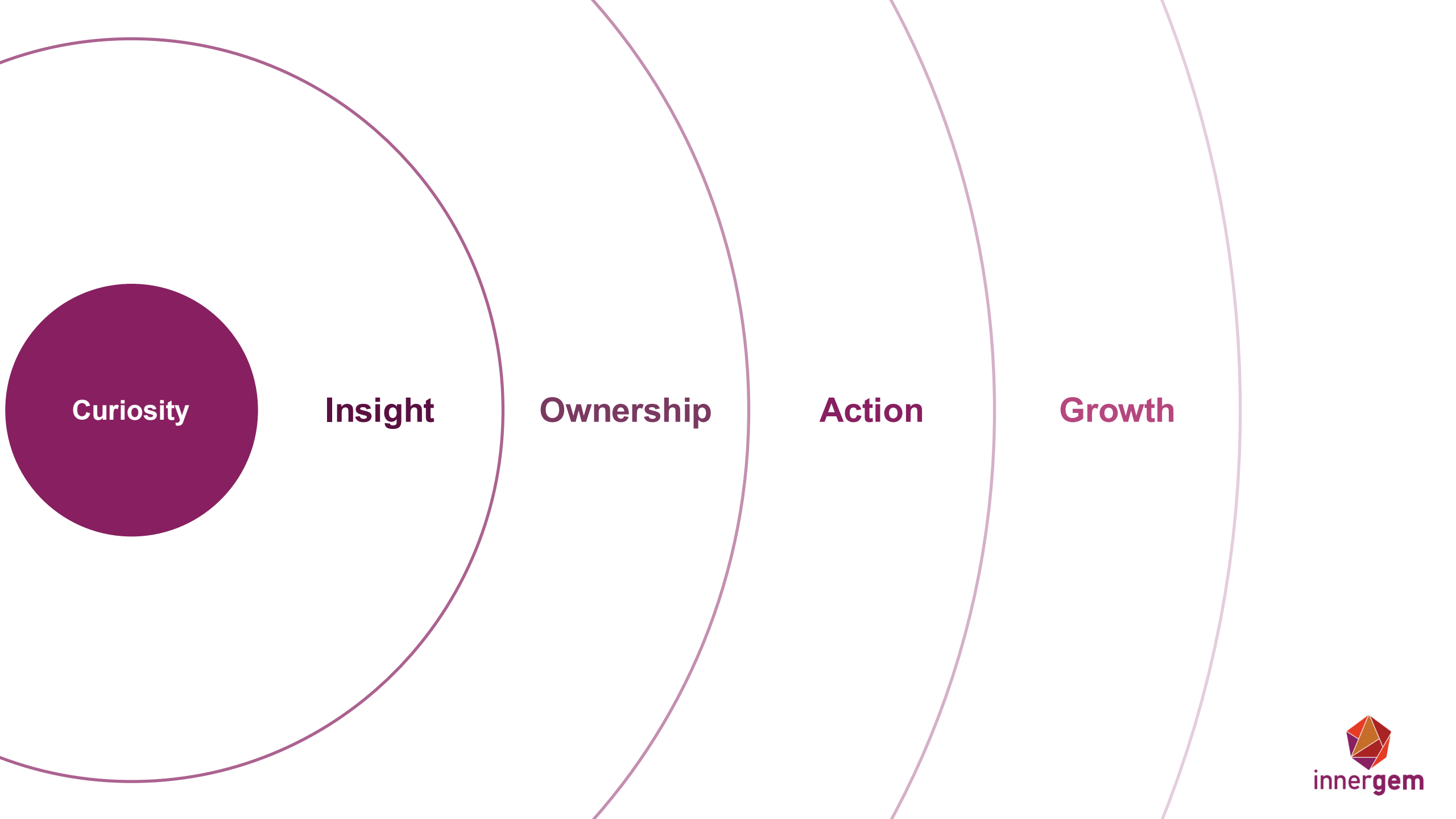
You don't need a title or formal authority to lead.

You need an open ended question.



innervest

**A question can be an act
of trust.**



Curiosity

Insight

Ownership

Action

Growth



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AS YOU LEAVE NEXT WAVE

**Where can I be more
curious?**



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**How will you help others
discover their gem?**

- 1 Release the armor.**
- 2 Be curious.**
- 3 Coach to grow.**

Thank You, Grab the GROW Model & Stay Connected!



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