LOS AURIGAS

The Charioteers, navigating you and your journey of Evolution

A DISCOVERY-BASED LEADERSHIP DEVELOPMENT PRACTICE BY LOS AURIGAS.

The Wisdom *Forge*™

Where Real Situations Forge Real Leaders.

Developed by Dr. Anupama Vaidya (hc), to shift the site of leadership development from the coaching room into the live situation itself, producing behavioural evolution that insight alone has never been able to deliver.

WHAT IS THIS?

Coaching That Works in the *Real World*

Most coaching asks you to step out of your work to reflect on it. The 'Wisdom Forge™' brings the reflection into the work itself. At the moment when the heat of the situation is still live, and the learning is most available.

Instead of coming to a session with a topic you prepared, you bring what is actually happening: the conversation that did not go the way you wanted, the decision that is keeping you up, the dynamic that keeps repeating. That situation becomes the curriculum.

Your work situations are not obstacles to your development. They are your development. The Wisdom Forge™ is built on this single conviction, and every aspect of how it works follows from it.

> *Most development happens in the session.*
>
> *The Wisdom Forge™ happens in the situation.*

A coaching methodology built around real work situations.
Not hypotheticals, not reconstructed topics.
Coaching that produces visible, sustained behavioural change in the leaders your organisation depends on.

Real Situations. Real Discovery. Real Leaders.

The Gap Conventional Coaching *Has Not Closed*

Leaders who have been coached extensively often return to the same patterns under pressure. Not because coaching lacks value but because insight generated in a protected session does not survive the conditions of a real situation. The meeting still arrives on Tuesday. The pattern still operates. The gap between the coaching room and the leadership moment remains.

The Wisdom Forge™ has been built to close this very gap.

WHO IS THIS FOR?

Leaders Who Are Ready *to Evolve*

The Wisdom Forge™ is for leaders who have realised that information alone does not change behaviour. Who have sat through enough workshops to know that insight without a different way of showing up is incomplete. Who want to be better, not just feel better, after the conversation.

You will benefit if you are:

- A senior leader navigating complex relationships, high-stakes decisions, and organisational pressure
- Someone who knows they have a pattern, but has not yet been able to shift it
- A leader preparing for a significant moment and wanting to enter it at their best
- Someone who has tried conventional coaching and found it too slow, too abstract, or too disconnected from actual reality
- A professional who wants to be genuinely impactful, not just competent

HOW IT WORKS

The FORGE Method™
Five Stages

A proprietary five-stage process through which real situations become real development:

F

FACE

Your real situation enters the room

No prepared topics. No curated versions of the truth. You bring what is live, the actual situation – unfiltered, pre-emptive or post-event. The conversation starts exactly where you are.

Pre-emptive or post-situation entry

O

OBSERVE

You see your patterns

Through guided discovery conversation, you begin to see what you could not see from inside the situation – the invisible – the pattern, the belief, the undercurrent that was shaping the outcome.

Your own intelligence does the work

R

REFRAME

Your perspective shifts.

Your 'Wisdom Catalyst' offers a different vantage. You see the situation with new clarity. What was fixed becomes movable.

Perspective offered as invitation, not instruction

G

GROUND

You find your agency.

Using 'Control Canvas', a proprietary mapping of what is genuinely in the leader's control, what can only be influenced, and what is simply noise consuming energy, you work towards what you can act on and release what is not.

The Control Canvas applied here

E

EVOLVE

You commit to one visible change.

One specific, observable behavioural commitment is made. Not a goal. Not a reflection. Something the leader will do differently before the next situation arrives.

The learning is embedded and carried forward

WHAT MAKES THIS DIFFERENT

Conventional Coaching	The Wisdom Forge™
Session-centric: development in a protected room	Situation-centric: development enters the actual moment
Topic-led: the leader prepares and curates what to bring	Reality-led: the live situation is the agenda
Insight as the primary outcome	Behavioural evolution as the non-negotiable standard
Fixed agenda set before the situation arrives	Entered pre-emptively or within 24 hours post-situation
Non-directive by methodology: perspective withheld	Wisdom-led: perspective offered when it serves

THE WISDOM FORGE™ · DISCOVERY-BASED LEADERSHIP DEVELOPMENT

The Five Founding *Principles*

The doctrine that shapes every engagement:

01 **The Living Situation Principle** – Your real work situations are the curriculum. The development is already happening. The question is whether the right conversation is meeting it.

02 **The Discovery Sovereignty Principle** – Leaders already hold their own answers. Coaching creates the conditions for those answers to surface. Not the source that provides them.

03 **The Control Canvas Principle** – Clarity on what is genuinely in a leader's control versus what can only be influenced or must be released. This is the most underused leadership tool available.

04 **The Behavioural Evolution Standard** – Insight without a behaviour shift is an incomplete session. Every engagement closes with one specific, observable commitment.

05 **The Reflective Intelligence Model** – Wisdom is drawn out, not delivered. The Wisdom Catalyst holds the mirror; the leader does the seeing.

HOW TO ENGAGE

Partnering for *Development*

Five formats, one methodology, calibrated to the leader's situation and the organisation's need:

CORE Catalyst Sessions	Real-time coaching entered before a high-stakes moment or immediately after one that mattered.
INTENSIVE The Forge Day	Half or full-day immersive session working across multiple real situations in one engagement.
FLAGSHIP The 90-Day Evolution	Sustained 90-day program built entirely around the situations the leader is actually navigating.
GROUP The Group Crucible	Team discovery sessions using real organisational situations. The FORGE Method™ applied collectively.
RETAINER The Wisdom Retainer	Sustained access to the Wisdom Catalyst, available as situations arise, not only when the calendar allows.

HOW IMPACT IS MEASURED

Make a meaningful difference.

Situational Learning Map

A personalised record maintained across all sessions, logging the real situation, the pattern surfaced, the perspective shift, and the behavioural commitment made. Becomes the leader's own developmental archive.

Behaviour Shift Index

A qualitative self-assessment used at the 30, 60, and 90-day marks within sustained programs. Makes invisible behavioural change visible, documented, and reportable.

The next step is *a conversation.*

To explore how The Wisdom Forge™ can be brought into your leadership development ecosystem, reach out directly.

Dr. Anupama Vaidya (hc)
Wisdom Catalyst · Reflective Speaker · The Wisdom Forge™
+91-9930714008 · anupama@los-aurigas.com
linkedin.com/in/anupamav

Sunita Fernandes
Los Aurigas
+91-9820324771
sunita@los-aurigas.com