

NEWSLETTER

May 2024



Dear Coaches,

It was delight to see that our April newsletter was received well by you. Although we have been getting updates throughout the month, but here in one document, we have tried to put them together along with major event for next month.

As month by month our numbers are swelling, our strengths are increasing and our engaging activities are also increasing. In the month of march, we celebrated our chapter being awarded by global ICF for our wonderful work. In last couple of months, we have taken very good initiatives in DEIB (Diversity, equity, inclusion & belonging) and Research activities. We are giving you brief updates about these initiatives with this newsletter. I must convey my thanks to our members, who are actively contributing to DEIB and research activities. This help us to do our social obligations and research activities are the backbone or identity of any ICF Chapter.

We are continuously updating our website,

which is giving us seamless experience in any website related activities like membership renewal or any program registration. We are regularly updating content on website including newer blogs, so that every time you visit website, you find something to learn, something interesting.

Learning is always mutual and from each other as we reflect and connect. Therefore, my humble request is to actively participate in chapter activities (including sharing of blogs, short case studies, articles), so that we can learn from each other, grow together and make much more vibrant Coaches community at Mumbai chapter.

Let's Innovate, Co-create and Flourish!



Vinod K Sharma
Director - Research & Publication
ICF Mumbai Charter Chapter

Indian Wisdom, Yoga Psychology and Coaching

By Kartik Vyas

*Endless invention, endless experimentation;
Brings knowledge of motion not of stillness;
Knowledge of speech but not of silence; Where
is life we have lost in living; Where is wisdom
we have lost in knowledge; Where is knowl-
edge we have lost in information.*

– T. S Eliot

The modern world is characterized by a strong accelerated process of exteriorized human existence – both in thought and action. We tend to externalize most aspects of our life and living.

Ancient Indian wisdom with its fullest expression in the system of yoga takes us inwards– on an inner journey exploring first and foremost – the world of our body-mind-spirit trinity. Its focus is inner involvement and then its outward expression in terms of action and behaviour. Our inner realm has the mind and consciousness together so deeply and subtly intertwined that we are completely unaware of this reality according to ancient yoga wisdom. We therefore are unable to harness the potential, the immense capabilities and powers hidden in our own mind.

According to an ancient Sanskrit shloka, *'the human mind is like a monkey which has drunk intoxicating liquor is then stung by a scorpion, and finally has suffered a demon entering into it'.*

Coaching our clients to tame this monkey is key to our client's achieving success via coaching.

Is there an integrated system based on ancient Indian Wisdom that a coach can use?

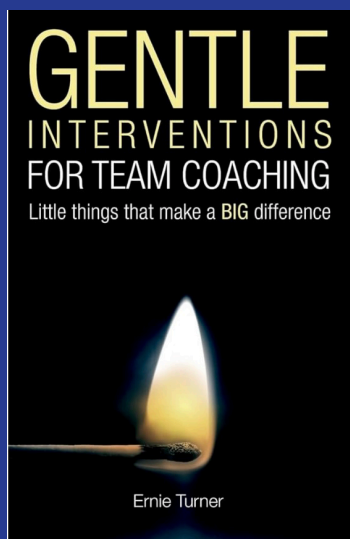
The Yoga Psychology Coaching Model presents a holistic eastern paradigm-based system that integrates the complete human personality complex. It is based on the 5,000 plus years of the oral yoga tradition and the 2,500-year-old Patanjali's Yoga Sutra, the oldest text of Yoga. Its relevance to coaching is unique as it penetrates the deeper layers of a coachee's personality and 'who' the coachee is.

The following are some important aspects that the yoga psychology model offers and how to translate them into coaching is the centrepiece of this model.

- 3 building blocks of our personality,
- 5 types of minds,
- 8 subconscious predispositions,
- 5 factors causing all human problems, resistance and immunity to change,
- 18 structures of the mind,
- 9 obstacles to achievement and success,
- 4 basic motivations,
- Techniques for stillness, focus, relaxation and mindfulness,
- How to integrate the somatic, psychic, social and spiritual dimensions in the client going through disruptive experiences,
- A comprehensive system to overcome the resistance and immunity to change,
- Experiential tools, techniques and processes to create awareness and sustainable, lasting inner transformation in the client.

Book Review for the Month

By Vinod K Sharma



“Gentle Interventions” released in 2013, written by Ernie Turner, is although a decade old book but gaining more reception in last couple of years. This small 158-page book is divided into further small 35 chapters.

The book focus has been on team coaching as currently team coaching is gaining momentum and so is this book. This book starts with defining team coaching and include various aspects of team coaching. After reading this small book, one can get flavor of team coaching and how it differs from individual coaching and team facilitation.

For better understanding of team coaching, book touch upon topics like Action Reflection learning, Co-Designing, Debriefing, high performing teams, inclusion, role clarification and team/leader contract. All the chapter have been kept small and precise for better engagement through-out you’re reading.

An interesting part of book is that, author has imparted knowledge in form of certain stories/ actual cases, rather than simple theories or management jargons. Secondly this book gives many tools (like norms setting, fist-five, SRWR, Fishbowl etc.), which are very useful in team coaching as well as in individual coaching. And thirdly book is kept very simple and practical language. As this book talk with various stories and cases, one can connect with the book very easily.

This book is a must have book for team coaches’ aspiring team coaches as it serves them like working handbook. However other coaches will also be benefitted from this book as it talks about various tools, which can be applied in individual coaching practice. As title suggest it gives you little things, which can make BIG difference.

DEIB UPDATE

The Mumbai Charter Chapter now has a formal DEIB focus!

Diversity, Equity, Inclusion and Belonging are not new to India – in terms of opportunity and challenges around these perspectives. Indians have lived and live in a complex and layered human collective that constantly bring up DEIB perspectives and obstacles our way. As coaches serving in this environment, we are doubly sensitive to the impact and the outcomes of DEIB sensitivity or lack thereof! So, it is so wonderful to share that since March this year, our Chapter and many of its members have contributed to create a DEIB Plan that is already in rollout. As our president, Tushima Mukerjee said during the planning process: We are not “doing DEIB work” because it is a mandate or a tick box. We are here because it



matters and it is the right thing to do!

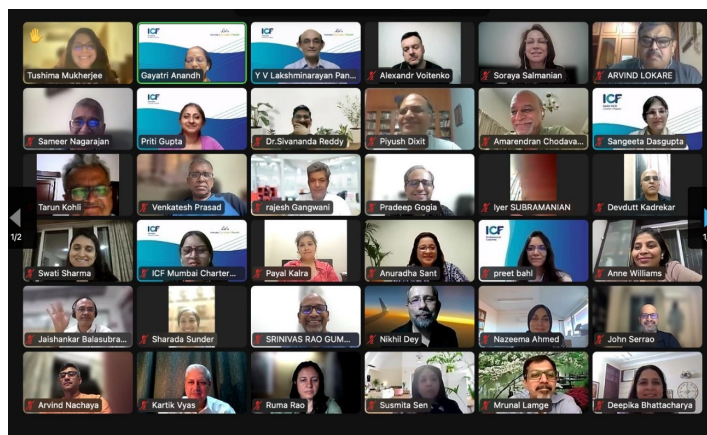
As part of the plan, there will be a new DEIB Community of Practice that will host a learning event each quarter. We have a Collective that will meet each quarter too to ensure that our DEIB Plan is forever being examined, evolved, adapted to be best-in-class and delivering the maximum efficacy for our members and our ecosystem. Reach out to us to know more and volunteer your time and resources for the DEIB initiatives at research.icfmumbaichapter@gmail.com

Community of Practice

Over the past year, the Community of Practice Team & Group Coaching at ICF Mumbai Charter Chapter has been dedicated to raising awareness and sensitizing coaches, corporations, and communities to the significance of Team Coaching & Group Coaching. We recognize that for organizations to thrive and unleash their full potential, they must integrate Team & Group Coaching into their framework. As Aristotle once said, "The whole is greater than the sum of its parts."

Our journey continues, and on April 25th, we had the pleasure of hosting Deep Ahuja Sharma, MCC, an esteemed figure in the field of coaching and leadership development. Deep shared her invaluable insights during a masterclass focused on "Holding Space in Team Coaching." She introduced the acronym SPACE, each letter representing essential competencies for Co-creating Safety, maintaining Presence, evoking Awareness, and offering Choices with Empathy.

Over 125 Participants from across the globe were present, eager to learn. They were



captivated by Deep's expertise, leading to numerous 'wow' moments throughout the event. The key takeaway emphasized the critical role of creating a safe space and appreciating the complexities of holding such a space for various emotions and ego states with Quiet authority as a Team Coach.

The overwhelmingly positive feedback attendees highlights the value of the masterclass, reaffirming our commitment to delivering enriching sessions for the coaching community in the future.

The Research Update

Since January this year, the Research and Publication team at the Chapter has been brainstorming, speaking to members and experts and doing their own investigation on how research activities can be undertaken and supported here. The goal was 2-pronged.

First, it is key to make the Chapter a Centre of Excellence by collaborating on relevant research topics that can be used by member coaches, our industry and academic partners and the individuals and business that we coach. Second, it is equally important to provide a platform and

resources to members who might want to distinguish their coaching practice and work by undertaking white paper preparation, case studies and more extensive research projects.

We are delighted to report that we are already in conversation with two members about potential research projects. It has been so much fun and lots of learning already in doing discovery calls, setting up guidelines for the research work, working together with peers and then designing the actual research inquiry and outcomes!

Membership Update

Members as of April 30, 2024: **141**

Affiliates as of April 30, 2024: **75**

New joinees in April 2024: **11**

Join ICF Mumbai Charter Chapter today:
memberships.icfmumbaichapter@gmail.com

Editorial team: Research & Publication team (Vinod K Sharma & Kashmira Mody)