

VOICE

FEBRUARY 2025
NEWSLETTER OF THE
ICF MUMBAI CHARTER CHAPTER

FROM THE DESK 

Engage. Elevate. Empower.

Dear ICF Mumbai Charter Chapter Community,
A thriving community is built on a clear sense of purpose—a guiding force that inspires growth, innovation, and meaningful impact. As we embark on this new chapter for ICF Mumbai, we are excited to unveil a refreshed vision, mission, and tagline that truly represent our journey.

These are not just words—they define who we are as a Chapter and the direction we are heading in. Our aim is to create a space where every coach feels a deep sense of belonging, continuous professional development, and a shared sense of purpose.

Through reflection, discussion, and collaboration, we asked ourselves key questions:

1. What core values does this Chapter represent?
2. How can we cultivate an environment where every coach feels supported and connected?
3. What lasting impact do we aspire to create?

Vision After thoughtful deliberation, we have articulated a Vision that aligns with our collective

aspirations:

“Empower transformation through coaching for individuals, organizations, and society”.

Coaching is not only about personal breakthroughs; it shapes leaders, organizations, and entire communities. Our goal is to be a Chapter that ignites transformation, making coaching more accessible and impactful.

Mission To bring this vision to life, we are committed to our mission:

“To foster a thriving coaching community, promote professional excellence, and drive meaningful impact”.

This mission is about creating an ecosystem where coaches can learn, connect, and elevate their practices. It's about building environments where coaching can truly flourish.

Tagline To encapsulate the essence of this vision, we are proud to introduce our new tagline:

Engage. Elevate. Empower.

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- **Engage** with a vibrant network of coaches.
- **Elevate** your skills and your impact.
- **Empower** individuals, organizations, and society through coaching.

This initiative is not just about leadership driving change—it's about all of us coming together to shape the future of coaching in Mumbai and the world over.



Sanjeev K. Bhatia
President, ICF Mumbai
Charter Chapter



Aniket Anjali Pohekar
Director-Marketing & Communications
ICF Mumbai Charter Chapter

As we move ahead, we look forward to creating more opportunities for connection, collaboration, and growth within our Chapter.

This is our vision. We invite you to join us on this enthralling journey.

Let's ENGAGE, ELEVATE, and EMPOWER - together ■

MASTERY

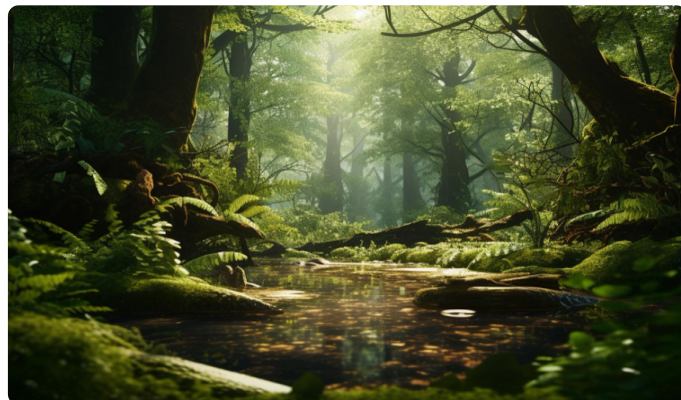
Listening Like The Forest

By Subramani Balakrishnan

Listening is a skill as ancient as the universe itself. To listen deeply is to embody presence, patience and receptivity, much like nature itself. This is a fundamental practice for both coaches and leaders striving to create transformative conversations. Listening deeply helps us perceive diverse perspectives and find unity in multiplicity.

Here are some ways to listen like the forest:

1. **Stillness and presence:** The forest thrives in its stillness, listening to every sound. Allow space for self-reflection and for clients to reflect, and trust that insights will grow organically. One way to progress on the path to stillness is to practice deep breathing to ground yourself and to anchor your attention in the moment.
2. **Non-judgmental awareness:** The forest does not judge the wind or the rain or the animals or the falling leaves. Approach each conversation with curiosity, seeking understanding rather than evaluation. This openness allows for authentic dialogue and discovery.
3. **Interconnected listening:** In a forest, every sound connects to the ecosystem. As leaders, listen not just to words but to the interconnections in tone, emotion, and energy. Understand how these pieces create a larger narrative.
4. **Respecting the speaker:** The forest respects



every life and event, unmoved by any status or hierarchy. In the *Ramayana (Kishkindha Kanda)*, Hanuman says: "*Raghunandana! Shravanayogyam vachmi*"

("O Rama, I speak words worthy of your listening").

Rama's example reminds us that listening is not just about hearing but also about offering respect and creating a space for trust.

To listen like the forest is to cultivate a sacred space where voices feel heard and valued, fostering trust and transformation ■

"To listen deeply is to embody presence, patience and receptivity, much like nature itself"

The journey to becoming an impactful coach begins with the awareness that “*we can give only what we have.*” If a coach is not engaged in their own journey towards awakening, how can they inspire or partner with others to awaken? This is not to say that coaches must be fully awakened beings, but they must be actively on the path to awakening. This intentional journey requires constantly sharpening coaching skills, strengthening one’s business acumen (especially for external coaches), and deepening self-awareness.

The path to awakening is iterative, challenging and rewarding. It requires a mindset beyond transactional coaching and tapping into a higher consciousness (Hi C). This means embodying presence, transcending the ego, and moving towards a state of **being** is necessary to truly create a safe, empowering space for clients to uncover their truth and potential.

It demands a shift from the “human doing” to the “human being”, where a coach’s presence evolves into a way of being, beyond actions -- embodying a deeper sense of awareness. *In this state, the coach becomes a vessel for the client’s awakening, creating a sacred and deeply human connection.*

To align with the principles of higher consciousness and embody the coaching mindset, coaches can adopt the following practices:

- [illegible]

Coaching operates at the intersection of process and presence. While tools, models, methods, and assessments provide structure, the true magic happens in the moments of deep connection and insight beyond these frameworks. This is where the journey to higher consciousness becomes essential for coaches.

3

Coaching, Mentoring And Preset Mindsets

By Anupam Chaturvedi

My journey as an Executive/ Leadership Coach began in February 2024, post-retirement from the leadership of a European financial institution based in India and with responsibility for South Asia. As part of the mandatory 50 hours of client coaching to qualify as Level 1 Leadership and Performance Coach, I ensured that I interacted with the most diverse coachees pertaining to gender, age and location across the globe. While some of the sessions were almost exhilarating with exciting feedback, some were difficult to navigate.

In analysing for reasons, the surprising discovery was the difficult sessions were predominantly with coachees in emerging markets, including India. The main reason seemed to be that given my diverse background in leadership, coachees expected me to mentor/counsel/advise them and not keep asking questions as an integral aspect of coaching methodology. In some cases, my persistence to stick to coaching ethics even annoyed the coachee. All this, although a fairly detailed CRT was



already followed.

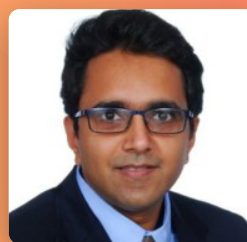
In my view, therefore, I postulated that mindsets are preset for mentoring or advising or counselling sometimes in a bid to benefit from the mentor's considerable expertise. This is more pronounced for professionals from emerging markets. These preset mindsets need to be effectively addressed at early education as well as at a social level to foster a culture of questioning, innovating and indeed coaching for maximum development ■

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New Credentials



Vinod Sharma
awarded MCC



Vikram Patki
awarded ACC

Congratulations!

Membership Update

- ▶ Members as of Jan 31, 2025: **143**
- ▶ Affiliates as of Jan 31, 2025: **60**
- ▶ New joinees in January 2025: **2**

THOUGHT

*Coaching isn't about fixing what is broken.
It's about awakening what is already within.*

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