

# VOICE

MARCH 2025

NEWSLETTER OF THE  
ICF MUMBAI CHARTER CHAPTER

## Those were the days my friend ... 🎵

Time flies, and when you consciously choose to become the pilot of your flight, the journey becomes joyful. This is the power of coaching - it unleashes inner wisdom and the courage to take ownership and create happiness in your life.

I had been working as a leadership coach for seven to eight years, when I met with a few like-minded coaches, at a café in Bandra, with a passion to institutionalize coaching. Coaching was still young in India, and while there was an association of coaches in Mumbai, we felt the need to give professional coaching credibility and momentum. We decided to establish an ICF Chapter in Mumbai to create awareness of the power of coaching.

With a clear purpose to provide credibility, scalability, visibility, global support and continued excellence, we formed the Chapter Board and teams for finance, membership, learning events, communication & marketing, publications, corporate outreach, and special projects. We actively collaborated with

corporates, ICF Global, and other Chapters across India. Laying the foundation was exhilarating, chaotic, and fulfilling. Corporate events helped us understand leadership challenges and increased coaching awareness, leading to assignments for coaches.

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BEYOND  
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A DECADE OF IMPACT,  
A YEAR OF CELEBRATION

**We celebrate 10 years of your awarded ICF Mumbai Charter Chapter.** In 2024, our Mumbai Chapter was awarded as one of the 10 best globally! Winston Churchill said this: "The farther back you can look, the farther forward you are likely to see." **Be regaled therefore with this 10th ANNIVERSARY SPECIAL EDITION as past Presidents take us down memory lane and through the gales (strong winds and laughter).** The unusual persists too in this edition with member-contributed columns on Mastery and Practice. Be inspired. Then imagine the next decade. Wow! Let's shape this together.

**Editors: Navin Tauro & Tanaya Acharekar**

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Member  
Update

# Coaching for Resilience and Adaptability in a Global Landscape

By Dr Saurabh Patil

In an era of rapid change, resilience and adaptability have become the cornerstone of success—not just for clients, but for coaches themselves. As we guide individuals through uncertainty, we must first ask: How adaptable are we?

Change triggers resistance, and as coaches, we witness this daily. Whether it's an executive struggling with an unexpected career shift or a startup founder navigating failure, the challenge remains the same — helping clients reframe setbacks as opportunities. One effective tool is The Reframing Technique — shifting their focus from “Why is this happening to me?” to “What is this teaching me?” Another strategy is Scenario Planning, which equips clients to anticipate change rather than react to it. Encouraging them to visualize multiple outcomes fosters confidence and emotional agility.

Equally crucial is normalizing failure. Take the example of a young entrepreneur whose business collapsed. By redefining failure as a stepping stone rather than an endpoint, he pivoted his approach and built a more sustainable model. Coaches play a vital role in this mindset shift.

However, resilience isn't just a client journey — it's a coach's journey too. To remain effective, we must practice self-care, peer learning, and detachment from outcomes. A resilient coach creates resilient clients.

As the global landscape evolves, so must we. Coaching is no longer about offering solutions — it's about empowering adaptability. Because in a world where change is the only constant, the ability to pivot isn't just a skill — it's a necessity. ■



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## We published a book

We also worked with nonprofits to develop leadership capabilities through coaching, giving us opportunities to serve and refine our skills. ICF Global acknowledged our contributions with an award. Promoting collaboration, we published a book, showcasing the power of coaching with stories from across India. Each initiative fuelled our growth, and within a year, we became a Chartered Chapter. Our work prompted the ICF Global Board to visit

India for the first time. The day we hosted HR leaders from across India to meet the ICF Global Board, we knew we had put India on the global map.

I am truly grateful for this opportunity to serve the community and to be supported by a committed and passionate team of coaches. I would also like to congratulate every leadership team and member for bringing ICF's vision to life. Wishing the Chapter continued impact and success. ■



# Then and Now!

## 10 Years of Vision, Impact and an Exciting Future Ahead

On March 12<sup>th</sup>, 2015, a group of passionate coaches came together with a bold vision to form the ICF Mumbai Chapter and registered with the Charity Commissioner. Their goal was clear—to foster collaboration, ignite learning, and make a lasting impact across both the corporate and social worlds. Fast forward to today, and we're celebrating a monumental 10-year journey that's been nothing short of extraordinary.



**Sanjeev Bhatia**  
President, 2024-26

What began as a small but enthusiastic group of coaches has now grown into a thriving, dynamic force that continues to shape the future of leadership and coaching. In the past decade, the ICF Mumbai Chapter has evolved, established a rock-solid foundation, and created a vibrant

community where members develop valuable skills, build powerful networks, and drive meaningful change. The Chapter has empowered countless individuals, offering them the tools, knowledge, and confidence to leave a lasting imprint on their personal and professional lives.

But this 10th anniversary isn't just a celebration

of our past — it's a launchpad for the future! The next decade holds endless possibilities for growth, collaboration, and transformative impact. As we look ahead, the Chapter is poised to **Engage, Elevate, and Empower**:

**Engage.** : We will continue to create engaging experiences, connecting members to new opportunities, networks, and platforms for personal and professional development.

**Elevate.** : We will elevate the standards of coaching and leadership, empowering our members to reach new heights in their careers and personal growth.

**Empower.** : We will empower our community to create positive change, whether in the corporate sector or in social impact initiatives, by providing the tools, knowledge, and support they need to make a difference.

Looking ahead, the ICF Mumbai Chapter will continue to lead as a beacon of innovation, empowerment, and shared purpose. The coming years will open even more doors for individuals to engage, contribute, and lead with purpose. Together, we will continue to break barriers, create change, and make a real difference in the world. Here's to the next 10 years of inspiring growth, collaboration, and impact — let's make it unforgettable! ■



Success is a journey, not a destination. The doing is often more important than the outcome.

~ Arthur Ashe



# Pancha Klesha as Impediment to Coaches' Growth

By Manish Pajan

In his timeless treatise 'Yoga Sutras', Maharshi Patanjali identifies five sources of mental afflictions or five obstacles ('pancha klesha') to our spiritual growth. These are: Avidya (ignorance), Asmita (ego), Raga (attachment), Dvesha (aversion) and Abhinivesha (clinging on to life).

How might these obstacles play out in the coaching context, I have wondered. Here are my thoughts on how 'pancha klesha' might obstruct the growth of coaches.

**Avidya** – lack of self-awareness. This is when coaches fail to do enough inner work. As a result, they lack a sense of anchoring within and don't really "know" themselves.

**Asmita** – mistaken sense of "I". This is when coaches attribute "success" (clients reporting coaching goals having been met) entirely to themselves and fail to develop empowerment and self-reliance in their clients.

**Raga** – attachment to a false self-image. This plays out

when coaches are driven more by external markers – fame, awards, accolades and client testimonials – rather than by making a genuine connection with clients and being in true service of them.

**Dvesha** – staying away from professional development. This obstacle shows up in the form of coaches failing to regularly invest in their own development through books, articles, courses, webinars or conversations with fellow coaches. Sure-shot way for coaches to accelerate their own obsolescence!

**Abhinivesh** – clinging to the known. This becomes visible when coaches stay confined to their comfort zone in terms of coaching practices or methods, ways of growing their coaching business, etc. It could even stem from a fear of change or fear of professional irrelevance that may drive coaches to seek familiar territory to cling to.

These obstacles are necessary to be overcome if coaches are to bloom into becoming the best versions of themselves ■





# Fringe to Forefront: Rise of Coaching in India

In 2017, when I had the honour of serving as the President of the ICF Chapter in India, coaching was still in its early days—a promising yet relatively innocent sunrise industry. To put that time in perspective, Virat Kohli was still a young captain finding his leadership footing, TikTok wasn't even a thing, and India was just beginning to dream of becoming a \$5 trillion economy.

Back then, leadership development was dominated by workshops, competency models, and 'fix-the-leader' programs — repetitive, prescriptive, and, frankly, uninspiring for most senior executives. Many leaders had grown weary of the endless training sessions that promised transformation but rarely delivered anything beyond frameworks and jargon. Coaching, in contrast, was a quiet revolution waiting to happen — but few took it seriously. It was often dismissed as an elite indulgence — a fancy perk for top executives

rather than a real tool for leadership transformation. Against this backdrop, my mandate from the ICF was clear: educate the world about coaching. The HR community, then, as now, was one of the greatest consumers of professional coaching, yet even they struggled to position it within their organizations.



**2017**  
**Alinaa Ajit Menon**  
President, 2017-18

## Voluntary leadership defies all convention

I was fortunate to work with an incredibly passionate and capable team, and through our work, I learned one of the most profound lessons of my career: Voluntary leadership defies all conventional rules of motivation. Unlike corporate leadership, where compensation and hierarchy drive commitment, in voluntary leadership, people show up for what they truly believe in. Each person had their own reason for standing up for coaching, and our ability to rally together—without incentives, without authority—was proof that shared purpose is the greatest motivator of all.



But it wasn't easy. We had to educate, innovate, and stand up for coaching, proving its effectiveness again and again. Many of my colleague coaches worked pro bono, simply to help people experience its benefits firsthand.

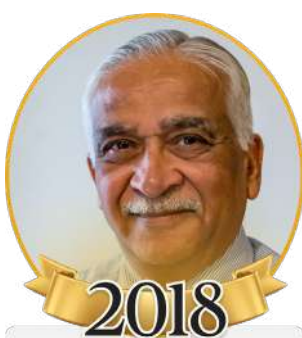
Looking back, I know this article wouldn't be complete without acknowledging the incredible presidents and managing committee members who came after us. What we initiated, they built upon, strengthened, and elevated to new heights. Their contributions turned our early experiments into a strong, thriving coaching movement. Today, coaching has truly earned its place as a powerful leadership development tool. No longer a luxury, it is now an essential practice for leaders navigating complexity, change, and growth. I take immense pride in continuing this journey — as a practicing coach, an educator, and a lifelong advocate of the profession.

Coaching has evolved and so have we. The journey continues. Here's to coaching, now and always! ■

*"It wasn't easy. We had to educate, innovate and stand up for coaching, proving its effectiveness again and again. Many of my colleague coaches worked pro bono, simply to help people experience benefits of coaching firsthand"*

# A Decade of Growth, Connection and Impact

As we celebrate the ICF Mumbai Chapter's 10th Anniversary, it's truly awe-inspiring to reflect on how far we've come. It feels like just yesterday that we set out to build a community of passionate coaches, and today, I am filled with immense pride and gratitude for every person who has contributed to this journey.



**CN Murthy**  
President, 2018-20

When I had the honour of serving as President for three-and-a-half-years, our vision was simple yet profound: to create a thriving, connected coaching community that would foster personal and professional growth. At that time, the coaching profession was still in its infancy in India, and there was little awareness

of the transformative power coaches have in unlocking the potential of leaders and individuals alike.

Together, we worked relentlessly -- drawing on global ICF resources, learning from international best practices, and building the Chapter and capacity to advance coaching in India. Through our shared commitment and resilience, we transformed that vision into reality. We quickly learned that to be of service to our clients and communities, we first had to embark on our own journeys of self-discovery and growth.

## This milestone is a testament to you!

In those early days, we faced challenges, but we also witnessed the incredible impact of collaboration, dedication, and purpose. What began as a small group of passionate coaches has now grown into a vibrant Charter Chapter with over 100 members. Our mission to elevate the coaching profession has not only been achieved, but it has also paved the way for future generations of coaches to thrive and create lasting change in their communities.

As you read this special 10th Anniversary edition of our newsletter, know that this milestone is a testament

*"We quickly learned that to be of service, we first had to embark on our own journeys of self-discovery and growth"*

to each of you—our pioneering members, those who joined us along the way, and the leaders who have taken the Chapter to new heights. The foundation we have built together will continue to support and inspire coaches for years to come.

Thank you for your unwavering dedication, passion and commitment to the ICF Mumbai Chapter. Here's to the next decade of growth, connection and impact. Together, we will continue to make a difference! ■



# A Decade of Coaching Excellence - Reflections and Aspirations

As the International Coaching Federation (ICF) Mumbai Chapter celebrates its 10th anniversary, I reflect on the journey that has brought us here. A decade is more than a milestone; it is a testament to the passion, perseverance, and purpose that has shaped this coaching community. From humble beginnings to a well-respected chapter, our journey has been inspiring.

## Looking Back: The Early Days



**Priya Sharma Shaikh**  
President, 2020-22

When the ICF Mumbai Chapter was founded, coaching was still gaining recognition in India. Around the same time, I embarked on my own coaching journey, diving into the profession without knowing what to expect. As a solo-preneur, the experience was lonely and daunting. The

Chapter became my anchor, a space of learning, support, and camaraderie and I had found my tribe, one I cherish deeply.

We faced challenges—spreading awareness, building credibility, and fostering engagement. But what stood out was the unwavering belief in coaching as a transformative force. Every member, event, and conversation contributed to the movement that has since gained momentum.

## Growth and Impact

Today, ICF Mumbai is a vibrant hub for coaching excellence. Membership has grown, specialized coaching, virtual and in-person engagements have impacted the growth of our members, and organisations increasingly value coaching. The impact is visible — leaders are evolving, professionals are thriving, and the coaching mindset is shaping businesses and communities.

## Lessons and the Road Ahead

Reflecting on this journey, I've learned that leadership is about service, learning never stops, and coaching's impact extends far beyond individuals. As we step into the next decade, let us continue to uphold excellence, embrace growth, and make a lasting impact that will make coaching become integral to society.

ICF Mumbai's success is built on its members' dedication. Here's to the next decade of coaching excellence! ■

*"Reflecting on this journey, I've learned that leadership is about service, learning never stops, and coaching's impact extends far beyond individuals"*





*"Being recognized as one of the top 10 chapters worldwide in 2024 was an exceptionally fulfilling moment for all of us. All of this was achieved due to the effort and grit of our volunteers and leaders, who came forward and made it happen"*



**The first step:** The opportunity to make a difference came by, all of a sudden in 2020, in the form of a suggestion from our dear late colleague Ujjal. Looking forward to a brand-new experience, I instantly agreed. The next two years were fun and productive, to say the least.

cloud). There are multiple milestones and moments to cherish, such as meeting everyone in person for the first time after 2.5 years of working closely together (oh, the collective screaming and hugging). Being recognized as one of the top 10 chapters worldwide in 2024 was an exceptionally fulfilling moment for all of us. All of this was achieved due to the effort and grit of our volunteers and leaders, who came forward and made it happen.

**Behind the Scenes:** Volunteering for anything requires emotional capital, invisible labour, a deep-seated desire to make a difference, and the ability to not give up. I cannot emphasize this last point enough, given the resilience I have witnessed in our chapter leaders and volunteers over the years. Keeping the show going takes a special kind of commitment, and brings a special kind of joy. ■

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# A Decade of Coaching Excellence: Celebrate, Renew & Elevate with ICF Mumbai

By Naval Dey

As we step into a milestone year, the ICF Mumbai Charter Chapter proudly celebrates its 10th Anniversary! A decade of Engage. Elevate. Empower has brought together a thriving community of coaches, leaders and changemakers, shaping the future of coaching in India.

## Time to Renew and Reignite Your Coaching Journey!

Renewing your ICF Mumbai membership isn't just about staying connected—it's about staying ahead! Take advantage of our Early Bird Renewal Offer from 12 March to 11 April 2025 and ensure uninterrupted access to world-class learning, networking, and exclusive member benefits. Let's make this a seamless renewal season — no extensions, no last-minute rush!

## What's in Store for Year 10?

This isn't just another year—it's a celebratory year filled with exciting opportunities, curated experiences, and special surprises for our Mumbai Chapter family. As

we uphold our commitment to Engage, Elevate, and Empower, expect:

- ✓ Exclusive learning sessions with global thought leaders
- ✓ High-impact networking events and collaborations
- ✓ Special anniversary goodies and member rewards

*"Renewing your ICF Mumbai membership isn't just about staying connected – it's about staying ahead!"*

This is more than a renewal; it's a recommitment—to your growth, to the coaching profession, and to a community that believes in making a difference. Your membership is more than just a subscription — it's your passport to a year of connection and celebration, and to shaping the next decade together! ■

## THE WALL New Credentials



Rushabh Mota  
awarded PCC

*Congratulations!*

### Membership Update | Total: 209

- ▶ Global members as of Feb 28, 2025: **147**
- ▶ Affiliate members as of Feb 28, 2025: **62**
- ▶ New joinees in February 2025: **6**

### THOUGHT

*You can't really move forward until you look back*

- Cornel West

Join ICF Mumbai Charter Chapter today: [Memberships@icfmumbai.com](mailto:Memberships@icfmumbai.com)