

VOICE

APRIL 2025
NEWSLETTER OF THE
ICF MUMBAI CHARTER CHAPTER

COVER POINT

Amplifying Impact with DEI Coaching for a Diverse World

Integrating Diversity, Equity, and Inclusion (DEI) principles into our coaching practice can significantly enhance our effectiveness and impact. By fostering an inclusive environment, we support clients from diverse backgrounds, challenge biases, and promote equitable opportunities. Here's how one can elevate coaching impact through DEI:

**LAUNCH
ALERT**

New monthly column -
Corporate Voice – around
coaching curiosity in
corporates... Pg 4

1. Apply an Inclusion Lens to Your Coaching Practice

Evaluate your coaching methods and materials to ensure these are inclusive and accessible. Recognize and address unconscious biases, diversify your coaching tools to cater to different cultural contexts, and be mindful of language that may exclude or marginalize individuals. Regular reflection on your practices helps create a welcoming space for all clients.

2. Foster Cultural Competence

Continuous learning about various cultural practices

and worldviews enhances empathy and adaptability as a coach, enabling better support for clients navigating cultural nuances and challenges. (BEING OPEN AND CURIOUS are tools that empower coaches.

3. Address Unconscious Biases

Unconscious biases can hinder effective coaching relationships. Engage in self-assessment to identify any biases, triggers and seek training or resources to mitigate them. Acknowledging and addressing these biases ensures they do not negatively impact interactions with clients. Peer coaching is an excellent way to work around these.

4. Promote Inclusive Leadership

Encourage clients, especially those in leadership positions, to adopt inclusive practices within their organizations. This includes advocating for diverse

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Priti Gupta
Director – DEIB

ICF Mumbai Charter Chapter

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7 Principles
of DEI

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Mastery:
Beyond
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Corporate Voice:
Coaching Curiosity
and Myths

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THE WALL:
Member
Update

7 DEI Principles to Amplify Coaching Impact

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hiring practices, creating equitable advancement opportunities, and fostering a culture where all voices are heard and valued. Coaching leaders to model inclusivity can have a ripple effect throughout their organizations.

5. Create Safe and Brave Spaces

Establish an environment where clients feel safe to express themselves without fear of judgment. This involves active listening, empathy, and maintaining confidentiality. Additionally, encourage «brave spaces» where challenging yet respectful conversations about diversity and inclusion can occur, facilitating growth and understanding.

6. Continuously Educate Yourself

DEI is an evolving field; staying informed about current discussions, research, and best practices is crucial. Attend workshops, read relevant literature,

and engage with diverse communities to deepen your understanding. Ongoing education enhances your ability to coach clients effectively on diversity and inclusion matters.

7. Measure and Reflect on Your Impact

Regularly assess the effectiveness of your DEI coaching initiatives. Seek feedback from clients, reflect on successes and areas for improvement, and adjust strategies accordingly. This reflective practice ensures that your coaching remains responsive and impactful.

By embedding DEI principles into your coaching practice, you not only enhance your effectiveness as a coach but also contribute to creating more inclusive and equitable environments for your clients. Embracing diversity and fostering inclusion are ethical imperatives and pathways to richer, more impactful coaching relationships.

INCLUSION IS A PRACTICE AND NOT A CHECKBOX! ■

Godrej

Peace of mind.
Unlocked.

Smart home lockers for
your valuables.



NX Advanced
Home Locker

100X*
stronger

-  In-built alarm
-  Elegant interiors
-  Voice acknowledgements
-  Supports dual mode access: digital & biometric

*100X stronger than regular wooden cupboards based on internal testing.



Beyond Performance to Purpose

Transformative Power of Coaching

By Lt Cdr Sadhanaa Giri

Seven years ago, after 12 years in the navy and a brief corporate career as a trainer, I entered coaching believing it was about achieving goals. But I quickly realized its true essence—transformation.

Having led teams in high-pressure environments, I've witnessed leadership tested in uncertainty. Working with leaders making tough decisions and professionals seeking fulfilment, I've learned that coaching isn't about providing answers but creating space for self-discovery.

Coaching as a Catalyst for Growth

Many start coaching with clear goals—enhancing communication, decision-making, or productivity. Yet, through the process, they uncover deeper patterns, challenge limiting beliefs, and connect with a greater purpose. Coaching fosters a mindset of continuous learning and intentional growth.

The Power of Active Listening

One of the greatest lessons I've learned is that true transformation happens when people feel deeply heard. Active listening isn't just about words—it's

about understanding emotions, fears, and aspirations. Leaders often find clarity not through advice but through reflection in a judgment-free space.

From Problem-Solving to Possibility Thinking

Leadership often revolves around fixing problems. Early in my journey, I assumed coaching was about solutions. Over time, I realized it's about shifting perspectives. When leaders reframe challenges as opportunities, they cultivate resilience and adaptability—keys to sustainable success.

Coaching for Sustainable Leadership

True leadership isn't just about personal growth; it's about developing others. In the military and beyond, I've seen that the best leaders don't just lead—they empower. Coaching nurtures authentic, purpose-driven leadership that creates lasting impact.

A Call to Reflect

What has been your most powerful coaching moment? How has coaching expanded your perspective? Let's continue the conversation and inspire one another ■



'We Listen Deeply, Share Authentically and Champion Coaching'

By Sarah Debusscher

Welcome to the very first edition of Corporate Voice! Our Corporate Partnerships team of the ICF Mumbai Charter Chapter — led by Sarah Debusscher (director) and supported by passionate volunteers Rakesh Bhambhani, Nidhi Sharma, Gautam Gupta, and Malabika Ahuja — is on a mission to bring coaching conversations to life in the corporate world.



CORPORATE VOICE

With every visit to a corporate, we listen deeply, share authentically, and champion coaching in alignment with the ICF Code of Ethics and Competencies. We encounter great curiosity; and often myths too in relation to coaching. Employees present resistance when under the misconception that coaching is a performance management tool rather than an empowering conversation and a developmental catalyst. Sometimes, we bump into common confusion between coaching and training. Yet, there is always the promise and the

potential, as we share the powerful impact that coaching can have across the organization and organisational levels.

Looking ahead to International Coaching Week (12–18 May), we will continue to work to bust myths and identify exciting new initiatives. Expect more details soon.

Curious to engage? If your organisation would like to **participate in ICW (International Coaching Week)** or if you are an ICF member ready to volunteer, connect with us on: corporatepartnerships@icfmumbai.com. Let's build an exciting future shaped by coaching! ■

THE WALL New Credentials



Amrita Singh
awarded MCC

Congratulations!

Membership Update | Total: 211

- ▶ Global members as of Mar 31, 2025: **149**
- ▶ Affiliate members as of Mar 31, 2025: **62**
- ▶ New joinees in March 2025: **2**

THOUGHT

*If your experiences produce a belief,
then your belief can also produce
experiences*

Join ICF Mumbai Charter Chapter today: Memberships@icfmumbai.com



Mumbai
Charter Chapter

Engage.
Elevate.
Empower.

IT'S OFFICIAL: THE CELEBRATION BEGINS!

We've marked our calendars, sent out the teasers, and opened the registrations.

Now it's time to gather.

Expect a vibrant mix of reflection, insight, connection, and fun, with sessions that spark conversations and moments that stay with you.



CELEBRATING COACHING



April 12, 2025 | Saturday
8:25 AM IST



MCA, BKC, Bandra, Mumbai

EVENTS & ACTIVITIES

★ 9 CCEUs: 5.5 CC & 3.5 RD

KEYNOTE

Biomimicry & Lateral Thinking
Shiva Subramaniam

PANEL DISCUSSION

**Essence of a Coach:
Managing Excellence of the
Practice and Person**

ROUNDTABLE

**DEIB CxO/CHRO Roundtable-
Amplifying DEI impact
through DEI Coaching (Open
to members as observers)**

INTERACTIVE SESSIONS

**Coaching Poker, psychometric tools for presence,
real-time coaching style inventories, AI and digital
tools in coaching, strengths exploration, and a playful
take on leadership with 'Spinning the Wheel.'**

RESEARCH PRESENTATIONS

**Balancing Act: Reintegration of Mothers at Work AI
and the Human Coach: Reflect, Reimagine, Redefine**

**Plus: Ceremonial opening, coach recognitions,
community moments, raffle draw, breakfast,
lunch, and high-tea.**

REGISTRATIONS ARE LIVE. LET'S CELEBRATE THIS MILESTONE TOGETHER.

www.icfmumbai.com