



VOICE

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NEWSLETTER OF THE
ICF MUMBAI CHARTER CHAPTER

COVER POINT

Coaching Amidst Conflict

Every day we live, we experience conflict. Some of it is good, because it pushes us -- to reach higher levels of life beyond the conflict and the stress it brings along as a constant companion. Some of it is hard to deal with and breaks you down. Some of it is just too terrifying to even look it in the eye. Amidst all this, how coaching shapes its role and defines its journey is worth considering. This article is based on lived experiences and information gathered from secondary research resources and is **Part 1 of a two-part series**.

Offering coaching to people experiencing fear and anxiety during conflict and war-like situations must be approached with **sensitivity, ethical awareness, and clear boundaries**.

Here are some thoughts:

When Coaching Is Appropriate:

- **Support for Coping and Resilience:** Coaching can help individuals build inner strength, clarity, and resilience. It can assist in reframing limiting beliefs, focusing on controllable actions, and setting small, empowering goals.
- **Future-Focused Mindset:** Coaching is inherently

future-oriented. For people feeling stuck or overwhelmed, it can provide a sense of agency and direction amid chaos.

- **Non-Therapeutic Support:** For those not in clinical distress but struggling with uncertainty, coaching provides a space to talk, reflect, and strategise without delving deeply into trauma.

When Caution Is Needed:

- **Trauma Sensitivity:** Coaching is not a substitute for therapy. Many people in conflict zones experience trauma, PTSD, or clinical anxiety that requires mental health professionals, not just coaches.
- **Ethical Boundaries:** Coaches must value the need to be trained in identifying red flags that require referral to therapists or crisis counsellors. This trained sensitivity can help save lives besides just being the right ethical choice.
- **Cultural and Contextual Awareness:** Approaches must always be alert and adapted to the cultural, emotional, and political realities of the region, avoiding generic or overly idealistic methods and models.

Contd. on Pg. 2



MASTERY:
Awaken to
Consciousness



PRACTICE:
Building a
Coaching
Practice



MUSINGS:
Pure Alchemy



THE WALL:
Member
Update

Coaching as a Field of Consciousness

By Jill Majeski

Every coaching conversation begins as two attentions meet to listen, sense, and shape a field that neither can see, yet both can feel. It's more than dialogue; it is a living field of consciousness. This shared field arises in the relational space, a subtle energy that connects coach and client, something unseen yet unmistakably alive. Within it, thinking can slow, listening deepen, and awareness can begin to move.

Consciousness is the larger field in which coaching happens. **Presence** steadies it; **awareness** speaks through it. When a coach rests in consciousness rather than technique, every question, silence, and reflection carries coherence. The client opens not only to thinking differently—they begin to feel differently as their state changes.

Presence: The Ground of Coherence

Presence is the baseline state that steadies this field. It is the willingness to stay curious and grounded even amid unpredictability, emotion, or uncertainty. Our nervous system plays a quiet role, communicating safety and openness. From this coherence, the client can breathe, reflect, explore truth, and trust their intuition. Presence holds the space where transformation becomes possible.

Awareness: The Resonance of Insight

Awareness is the expression of this shared field. It arises when resonance occurs and the coach and client are attuned to a frequency of intention and attention. Insight

then emerges naturally, revealing fresh meaning or new possibility. I don't always know what awareness will reveal, yet if I listen long enough, it does.



"Consciousness is the larger field in which coaching happens. Presence steadies it; awareness speaks through it."

The Sacred Dimension

What makes this field sacred is not any belief system but **reverence**. Recognising that every human exchange holds the potential to awaken consciousness. When a coach listens with humility and compassion, space itself feels alive with this consciousness.

Perhaps what we call sacred is simply the moment when presence and awareness meet, and both coach and client awaken to consciousness itself—a meeting place where something deeply human is remembered. ■

Contd. from Pg. 1

There are **ethical and practical guidelines** for designing coaching sessions for individuals in high-stress, conflict-affected environments, worth referring to by every coach practicing in today's environment and ecosystem which often act as force multipliers of the stress experienced. ■



Dexter Valles

Director – Communities of Practice

ICF Mumbai Charter Chapter

Where Purpose Meets Prosperity

Building a Coaching Practice That Grows with You

By Subash CV



Coaching often begins with a calling — a deep desire to make a difference, to touch lives, to help others grow. Yet, as the journey unfolds, every coach discovers something vital: coaching is not just a calling. It's also a **practice** — and a **business**.

From a personal perspective, I frequently fall back on some of the principles that we learn in our journey as coaches to help me navigate these situations. As our children grow, so do we need to grow as parents.

A purposeful, thriving coaching practice is sustained not by chance or strategy alone, but by **alignment** — alignment of who we are, what we believe, and how we serve.

So, what truly makes a coaching practice come alive?

1. Mindset: The Foundation of Flow

A strong **coaching mindset** allows us to see possibilities where others see limits. It reminds us *why* we began, helps us value our own worth, and keeps us grounded in trust — trust in the process, the client, and ourselves.

When we believe in our own value, our clients do too.

2. Presence: The Soul of Coaching

Presence is what transforms conversations into connection. It's the space where authenticity, empathy, and awareness converge.

When we show up fully — consistent in intention and genuine in energy — we attract clients who resonate not just with what we do, but with *who we are*.

3. Collaboration: The Quiet Accelerator of Prosperity

No coach thrives in isolation.

"Your network is your goldmine." When coaches co-create, learn, and share generously, abundance naturally expands. Every authentic conversation can open a new door — not as competition, but as collaboration.

At the Intersection of Mindset, Presence, and Collaboration

... lies a coaching practice that is both successful and soulful — **where purpose meets prosperity**, and **business meets being**. Because coaching grows when the coach grows.

So, keep investing in your growth. Refine your focus. Find your niche — not as a limitation, but as a way to see your path more clearly.

May your practice continue to thrive at the confluence of these three — **in alignment, in service, and in joy** .



Is Coaching a Science, an Art — or Pure Alchemy?

By Swagata Palharya

Many times, we coaches stumble upon a conundrum if coaching is a pure science or an art? When we think of it in detail it's a beautiful amalgamation of science and art where structure and intuition meet with deeper human connection.

When a meaningful shift has occurred, our role may not always be to push toward doing, but to stay with the being.

The **science of coaching** lies in the framework of active listening, being present, asking powerful questions - where all of this invokes the client's professional or personal awareness.

The **art of coaching** emerges by developing deeper human connections - embedding empathy, ability to hold the silence, identify the shift in energy. It is like peeling the onion layers by letting the client reflect and interpret each emotion or realisation.

Just like an Alchemist, who creates a masterpiece using knowledge and patience, a coach combines both science



(knowledge) and art (intuition) to help the client create an "aha" moment.

Imagine this, you are redecorating a wall, you have a colour scheme in mind, but the real masterpiece will emerge when all the elements are aligned in harmony. Similarly, great coaches create impact that feels authentic, intentional and magical. ■

THE WALL

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- New joinees in November 2025: 2

"A good coach can change a game. A great coach can change a life

~ John Wooden

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