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FEBRUARY 2026
NEWSLETTER OF
THE MUMBAI CHARTER CHAPTER OF ICF

BY INVITATION

A Quiet Courage for Our Times Coaching with Purpose

Across cities as diverse as Mumbai and Johannesburg, and in coaching conversations unfolding around the world, a shared undercurrent is becoming increasingly visible. People are not only seeking clarity of goals or strategies for performance — they are seeking meaning. They are asking deeper questions about who they are



Tsietsi Telite
President
The South Africa
Charter Chapter
of ICF

Warm greetings to the ICF Mumbai Charter Chapter and the wider coaching community.

We're proud to partner with you to expand access to pro-bono coaching and learning for the people and communities we serve.

It is an honour to join you in this space and to share the voice and perspective of South Africa which is rich in story, resilience, and possibility.

We value the connection, the collaboration, and the shared commitment to impact. Thank you for the invitation and the trust.

Sincerely,
Tsietsi Telite

becoming, what truly matters, and how they wish to contribute in a complex and changing world.

This is where **coaching with purpose** becomes essential.

Purpose in coaching is not about having all the answers or positioning ourselves as agents

of change. It is about **how we choose to be present**. Purpose is the inner compass that quietly guides our listening, our questions, and our ethical stance — especially when the work becomes ambiguous or uncomfortable.

Many coaches are well trained. We know the models, the competencies, and the methodologies. Yet coaching with purpose invites us to go beyond technique and into **intentional presence**. It asks us to reflect:

- Why do I coach, really?
- What am I in service of when I sit with another human being?
- How does my coaching honour both individual growth and collective wellbeing?

Purpose-led coaching is inherently **coachee-centred**.

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Kim Everitt
Deputy President
The South Africa Charter Chapter of ICF

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Come
together



TURNING POINT:
The Cross of
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THE WALL:
Member
Update

The Multigenerational Workforce: A Coaching Perspective

By Shaifali Singh

In a recent managerial development workshop, a role-play exercise prompted one participant to say, **“Gen Z just doesn’t want to work the way the rest of us did.”** A few heads nodded. There was some laughter. And beneath it all, a room full of millennial managers quietly searching for answers—trying to make sense of how to manage a generation that is rapidly becoming a significant part of today’s workforce.

This isn’t the first time such conversations have surfaced. Sometimes the frustration is about supervisors whose leadership style feels rigid or aggressive. At other times, it’s about younger team members who seem “difficult” or “hard to understand.”

What’s clear is this: these conversations are no longer just workplace chatter. They are shaping how organisations think about performance, engagement, leadership—and the future of work itself.

Today’s workplace is more generationally diverse than ever before. Baby Boomers are largely retiring. Gen X holds many senior leadership roles. Millennials form the backbone of the workforce. And Gen Z—the newest entrants—are increasing rapidly in number. In fact, Millennials and Gen Z together are expected to make up nearly two-thirds of the global workforce by 2030 (Deloitte).

So the more pertinent question for organisations today is not just teamwork, but **how multiple generations can collaborate effectively.**

When these discussions arise in workshops, I often shift from facilitator to coach. Because beneath much of the frustration lies not a lack of capability or commitment, but something deeper: our **values and beliefs**—and how they show up in communication, leadership, and empathy.

Every generation is shaped by the environment it grows up in. Economic conditions, access to technology, financial realities, societal expectations, and lived experiences all



influence values.

For Gen X, values such as security, self-reliance, and stability often feature strongly. Millennials frequently emphasise accountability, ownership, and hard work. Gen Z, on the other hand, consistently prioritises work-life balance, purpose, flexibility, and well-being.

Values shape beliefs. Some beliefs serve us well; others may no longer fit the context we are operating in. For example, if hard work is a core value, the belief may be that commitment is demonstrated through long hours and “burning the midnight oil.” But for someone whose core value is self-care, that same behaviour may feel misaligned—or even unhealthy. Tension arises when these values remain unspoken and perspectives remain unexamined.

One effective way to bridge generational gaps is to create a shared language around purpose. This is where coaching becomes a powerful tool—helping individuals and teams pause and reflect:

- What values are driving my reactions right now?
- What beliefs about work am I holding onto that may no longer serve me?

Contd. on Pg. 4

ICF Mumbai’s in-person DEIB Beyond 10 celebratory event showcases on April 18: ‘Embracing Diversity – Inclusive Coaching for a Global Community’.

TURNING POINT

Unlocking Doors in Cross-Cultural Coaching

By Anita Sachdev



A senior Indian woman director, transitioning from individual contributor triumphs to leading an India-Germany team.

Contd. from January edition

Her Breakthroughs and Lessons

The “busy vs. heart” exercise—a simple choice between task overload and true purpose—shattered her core fear: constant busyness masked terror of wielding real influence across cultures. **We listed her packed calendar, then asked, “Which lights your heart versus drains it?”** Sustained wins followed as she prioritized impact.

Self-Advocacy Unleashed. Using “Sanket”—her self-named inner signal from our intuition ritual—she unjammed a stalled hybrid project. How? **In meetings, she paused, tuned into Sanket, then delivered data-driven pitches fusing her Indian relational nuance (building buy-in) with German rigor (hard metrics).** Result: team output jumped 20% in three months; trust and feedback loops soared.

Clashes as Innovation. “Diwali spark” was her metaphor for injecting warmth into cold standoffs—what we practiced via role-plays. **In workshops, she shared personal stories mid-deadlock** (“This reminds me of family gatherings where listening sparked ideas”), breaking tension and creating psychological safety. Diverse ideas fused productively, turning arguments

into alliances.

Values as Superpower. She internalized “My warmth glues their efficiency” through our values dive—listing three past wins tied to her relational style. Imposter syndrome vanished; **she nailed her first enterprise strategy pitch by opening with a Sanket check-in, blending vulnerability (“my Indian roots taught me this”) with bold data**—commanding the room.

Quarterly reviews confirmed 30% faster cross-border leadership, peers praising her “cultural alchemy”. This coaching journey was pure magic—watching her bloom reminded me why we coach.

What I Learned as a Coach:

1. **“You’ve made it”** sparked everything. It honours their wholeness right away, turning “fix me” into “amplify me.”
2. **Metaphors like monsoon sands fuel identity shifts:** They transformed cultural clashes into beautiful strengths.
3. **Gentle phrases build instant safety.** Subtle words meet people where they are, heart to heart.
4. **Just being present unlocks wonders.** No agenda—just curiosity about their essence—melts every wall.
5. **Heart always wins over the head:** Intuition senses their drive, empathy trumps analysis, and connection outpowers logic. In shared silence, her inner child emerged, soft and powerful.
6. **One nudge creates ripples.** Her “Sanket” kept delivering long after we parted.
7. **Humour + depth = trust.** A laugh pierces what words alone can’t touch.
8. **Owning values sets them free.** Women claiming their full power? It lights up the world.

Fellow coaches, step into this proven toolkit: anchor their wins with “You’ve made it”, mirror cultures through vivid metaphors, and weave in humour and heart-led presence. Then watch doubt shatter, self-advocacy soar, and leaders claim their borderless power! ■

Coaching with Courage

Contd. from Pg. 1

It requires us to meet each client in the fullness of their lived context — their culture, values, history, roles, and realities. This means consciously stepping into the coachee’s map of the world rather than unconsciously coaching from our own. Purpose emerges not when we impose meaning, but when we create space for the coachee to discover what matters most to them

In doing so, purposeful coaches listen beyond words alone. We listen for thinking, feeling, and instinctive knowing — the head, the heart, and the body’s wisdom. Even without naming these as separate “centres”, we recognise that human decision-making is not purely rational. When coaching honours logic, emotion, and intuition together, it becomes more inclusive, humane, and sustainable.

This is especially relevant in today’s organisational and societal landscapes. Leaders and professionals are navigating complexity, uncertainty, and ethical tension. Coaching with purpose supports clients to reconnect with clarity, responsibility, and aligned action — not by telling them what to do, but by helping them access their own integrated intelligence.

Coaching with purpose does not mean carrying the weight of the world. It means being **clear about our role and humble about our influence**. We facilitate awareness, choice, and accountability — with compassion and



courage.

Perhaps the most courageous question for any coach today is this:

When my coaching creates impact, whose purpose is truly being served — and how intentionally, consciously?

That quiet inquiry is often where the deepest transformation begins ■

Contd. from Pg. 2

When teams explore these questions together, empathy grows. People begin to appreciate one another’s perspectives and draw on each other’s strengths— leading to stronger cohesion and better performance.

Generational differences are not problems to be fixed. They are strengths to be understood and leveraged. When that happens, collaboration improves, trust deepens, and performance becomes a truly shared outcome ■

THE WALL

Membership Update | Total: 201

- ▶ Global members as of Jan 31, 2026: 112
- ▶ Affiliate members as of Jan 31, 2026: 89
- ▶ New joinees in January 2026: 2

“If it doesn’t challenge you, it won’t change you.”
~ Fred Devito

Join “The Mumbai Charter Chapter of ICF” today: memberships@icfmumbai.com



COACHING WITH PURPOSE

CROSSING CONTINENTS TO FIND MEANING.

21st Feb 2026, Saturday | 11 AM to 4 PM IST, 7:30 AM to 12:30 PM SAST

Online on Zoom, hosted by ICF Mumbai

In a milestone first in our Beyond 10 series, ICF Mumbai and ICF South Africa unite for an intercontinental master-event. Join us to explore how coaching for alignment transforms individual lives and organizational cultures.

Key Sessions:

- Opening Keynote themed on The Compass Within: Rediscovering purpose and intrinsic motivation in a world of distraction.
- Fireside Chat on Coaching Meaningfully: Stories of purpose from practice.
- Masterclass on Purpose in Action: Coaching for alignment and authentic living.
- Closing keynote on The Ripple Effect: Creating a purpose-led coaching culture.

Speakers:



Dumisani Magadlela
PCC, ICFSA



Kim Everitt
Deputy President,
ICFSA



Cindy Muthukaparan
MCC, ACTC



Kim Conradie
PCC, ICFSA



Kgobati Magome
MCC, ICFSA



Klaus Lombardozzi
PCC, ICFSA

CCEUs: 3 CC 1.5 RD



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