



ICF MUMBAI WINS 2025 ICF CHAPTER RECOGNITION AWARD

> DETAILS ON PG. 4

VOICE

MARCH 2026

NEWSLETTER OF
THE MUMBAI CHARTER CHAPTER OF ICF

FROM THE EDITOR

This Belongs to All of Us

“NO PERSON WAS EVER HONORED FOR WHAT HE RECEIVED. Honor has been the reward for what he gave”, said the 30th U.S. President, Calvin Coolidge. **In its 10th year, The Mumbai Charter Chapter of ICF (ICF Mumbai) received the 2025 Chapter Recognition Award,** amongst a select few to be so honored from over 140 chapters of the International Coaching Federation (ICF) in more than 90 countries and

territories, for setting a vocal standard in excellence, innovation and as a Voice for coaching, globally.

Members of ICF Mumbai gave of their time, talent and treasure in shining a spotlight as never before on the credo ‘Coaching can Change the World’, through Content, Collaboration and Community. Aably and impossibly shepherded by the Managing Committee (MC) team, we dreamed and performed to a perfect ‘Beyond 10’ – title of our ongoing monthly learning event series in year-long celebration of the Mumbai Chapter’s 10th anniversary. In this rarefied atmosphere reflecting the Aamchi Mumbai dare-devilry dreaming and doing, it feels like team spirit, and it thrills my heart to be counted as part of the MC servant-leadership team, even whilst situated 10,000 miles away in still cold Ohio. To MC members, past and present, I doff my hat. Not without you. Together!

I am hot about our recognition, and I am fuzzy warm about Mumbai, this unique merchant of dreams that makes reaching for the stars and this global recognition possible!

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President’s Note

The Mumbai Charter Chapter of ICF

The global 2025 ICF Chapter Recognition Award, given by the International Coaching Federation honours the spirit, passion, and commitment of our Leadership team of The Mumbai Charter Chapter of ICF, who have worked tirelessly behind the scenes to bring meaningful learning experiences, collaborations, and community initiatives to life. Your dedication, volunteer spirit, and belief in the power of coaching have helped shape the Mumbai Chapter into a vibrant and thriving community.

Most importantly, this award belongs to every member of the Mumbai Chapter. It is your presence, participation, generosity in sharing knowledge, and commitment to the coaching profession that truly define who we are as a community.

With deep gratitude and pride, this recognition truly belongs to all of us.

Sanjeev Bhatia



Navin Tauro

Editor & Director – Publication

The Mumbai Charter Chapter of ICF

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Belongs to Us All

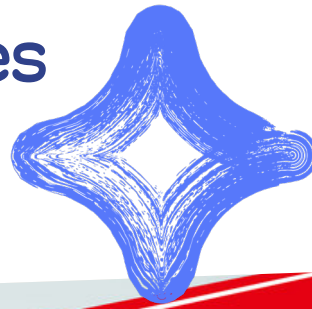
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THE WALL:
Member Update

Are Your Personal Biases Alienating Performers?

By Anju Kurien



You probably just said, “Of course not!” And it feels true — because most of us like to believe we are fair, rational, and objective. Bias feels like something other people struggle with, rarely us.

But the truth is simpler — and far more human.

Neuroscience and behavioural psychology show that our brains rely on mental shortcuts. These shortcuts help us process the world quickly, but they also shape how we interpret people and situations without our awareness. Unconscious bias isn’t a flaw — it’s a function of being human. It comes from our lived experiences, our upbringing, our culture, and the patterns we’ve absorbed over time.

While bias helps us make sense of complexity, it can also create blind spots — especially in decisions that influence diversity, opportunity, and inclusion.

Here’s a real example: A manager once told me confidently that she evaluated her team with complete fairness. But while reviewing her high potential list, a pattern appeared: every top rated employee was outspoken, assertive, and highly visible in meetings.

So, I asked, “Who delivers exceptional work, but in quieter or less visible ways?”

She paused. Slowly, two names surfaced — strong contributors who preferred thoughtful, behind the scenes work.

They weren’t overlooked intentionally. They were overlooked because her internal image of “leadership potential”

unconsciously favoured extroverted, vocal behaviours — a bias that can unintentionally disadvantage certain personalities, cultural backgrounds, genders, or communication styles.

Nothing changed about the team that day, but everything changed about her awareness. She began recognising that visibility is not the same as value, and that inclusive leadership requires noticing talent expressed in different ways — not just the loudest or most familiar.

Unconscious bias shapes who get recognised, included, and promoted. When traits like assertiveness or confident self promotion are unintentionally rewarded, organisations risk overlooking equally capable but differently expressed talent.

Inclusion grows when leaders ask two simple questions:

- What might be influencing my perception right now? *these could be my blind spots*
- What patterns show up in my decisions? *patterns rarely lie — they reveal what our instincts overlook*

Bias won’t disappear on its own. But when leaders stay aware and intentionally broaden their definition of “potential,” they create workplaces where opportunity is shared more fairly — and where inclusion becomes a daily practice, not an aspiration. ■

ICF Mumbai’s in-person DEIB Beyond 10 celebratory roundtable event showcases in April: ‘Embracing Diversity – Inclusive Coaching for a Global Community’. Look out for details!

EVENT LEARNINGS

Beyond 10: Coaching with Purpose

Helping Clients Find Meaning and Alignment

The 'Beyond 10: Coaching with Purpose' virtual half-day event brought together the global coaching community to explore purpose, alignment, and transformation. Hosted by the ICF Mumbai Charter Chapter in collaboration with ICF South Africa, the event marked the tenth gathering in the Beyond 10 series, celebrating a decade of leadership and service.

The programme drew participants from 25 countries, with nearly 300 registrations and 124 coaches attending live, reflecting the growing global interest in purpose-driven coaching and leadership.

Opening Keynote

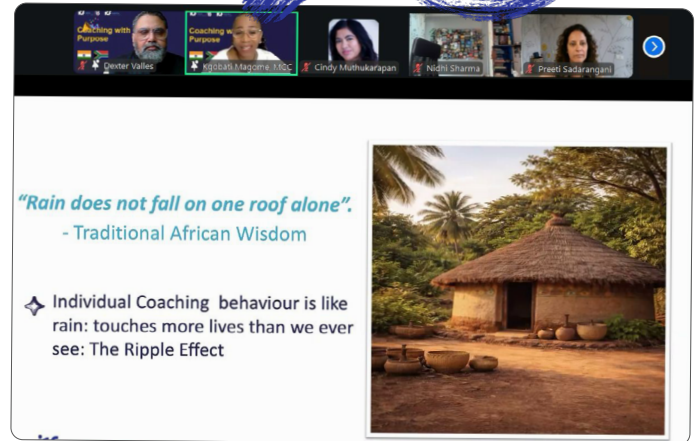
Dr. Dumisani Magadlala, former Global Board Chair and President of ICF, delivered the keynote titled "*The Compass Within: An African Lens to Re-Discovering Purpose in a World Full of Distractions*". Drawing on the philosophy of Ubuntu and Ubuntu Intelligence (UbuQ), he reflected on humanity's growing disconnection from meaning and authentic connection despite increasing technological connectivity.

The keynote reframed purpose not as an individual pursuit but as collective service and shared responsibility. Coaching was positioned as an inner compass helping individuals and leaders realign with human connection, ethical leadership, and service to the greater good. Integrating African wisdom with systemic awareness, Dr. Magadlala highlighted coaching's role as a catalyst for societal renewal and conscious leadership.

Fireside Chat: Coaching Meaningfully – Stories of Purpose from Practice

Moderated by Kim Conradie, Director-Marcom of ICF South Africa, the conversation featured Kim Everitt, dy. President ICF SA, Klaus Lombardozzi, and Susan Mackay. Rather than focusing on theory or frameworks, the discussion centred on lived coaching experiences and authentic stories of transformation.

Panellists reflected on how coaches discover their own purpose and how compassion, trust, and presence shape meaningful coaching relationships. A key insight was that purpose-led coaching is deeply relational—grounded in care, ethical holding, deep listening, and authentic human connection.



Masterclass: Purpose in Action – Coaching for Alignment and Authentic Living

Cindy Muthukaparan, MCC, ACTC, facilitated an experiential masterclass that reframed purpose as a lived identity rather than an abstract concept. Through reflective exercises, somatic awareness practices, and the Integration Ladder framework, participants explored the progression from awareness → alignment → action → integration.

The session reinforced a central insight: insight alone does not create transformation—integration does.

Closing Keynote: Creating a Purpose-Led Coaching Culture

Kgobati Magome, MCC, concluded by positioning coaching as a systemic force for cultural transformation. Using the metaphor of the Ripple Effect, she emphasized that organisational culture follows embodied leadership behaviour rather than programmes.

Closing Reflections

The event closed with co-hosts Lorraine Beaumont and Dexter Valles celebrating the cross-continental collaboration that made the gathering possible and reflecting the shared purpose that defines the Beyond 10 series and the global coaching community.

Relive the joy of this epic collaboration and learnings here:

[BEYOND 10: COACHING WITH PURPOSE \(click here\)](#)

PART 1



PART 2



The 2025 ICF Chapter Recognition Award

Contd. from Pg. 1

ICF Global sets a high bar for high performing chapters. For ICF Mumbai, now a double holder of this recognition, first earned in 2023, we had to dive deeper and climb higher still on the shoulders of past teams. Feels like we've won the Oscars of Coaching for 'Best Picture' in our category.

Between September 1, 2024, and August 31, 2025, the Chapter delivered **43.5 CCEs** through **learning events and webinars**. Over the tenure of this Managing Committee, that number now approaches **70 CCEs** – a roaring milestone in advancing member learning and professional development. **Thought leadership** reached new benchmarks with the widely recognised Chapter publication **VOICE**, showcasing the transformational wisdom of coach members and contributors. The publication has amplified the community's coaching voice globally, positioning coaching conversations around inner well-being, influence and impact done right as imperatives to sustained results.

Marketing and Communications elevated the Chapter's brand through the Beyond 10 series, while raising communication standards and redefining the Chapter's brand foundation. **Research** held space and conversation in the influence corridors amidst provocative themes such as 'Balancing Act: Reintegration of Mothers Returning to Work'. Our **Membership** engagement and renewal effort was relentlessly persuasive, so also the **Technology** backbone that made community and collaboration seamless. **Credentialling and Support** presented novelty through 'WhatsAppinars'.



Social Partnerships touched lives and brought the Chapter priceless joy! Accountability, administration, meetings and **fiscal prudence** supported and held the overall effort aloft in a manner that resonated common cause and team. Over 2025, ICF Mumbai reached out in meaningful **collaborations with 12 ICF Chapters** including Delhi NCR, Pune, Bengaluru, Chennai, Hyderabad, Kolkata, Colombo, Luxembourg, Washington, Kyrgyzstan, Abu Dhabi and Kuwait. Chapter Leadership was pivotal in bringing these collaborations home. Governance ensured **we kept disciplined and inclusive, always remembering that the MC exists for its members, and not the other way around.**

Look out 2026. We are trouble. We are making it a treble and are already on course. Maximum city, maximum impact ■

THE WALL

Membership Update | Total: 202

- ▶ Global members as of Feb 28, 2026: 113
- ▶ Affiliate members as of Feb 28, 2026: 89
- ▶ New joinees in February 2026: 1
- ▶ New credentials in February 2026: 1

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“No person was ever honored for what he received. Honor has been the reward for what he gave,”

~ Calvin Coolidge,
30th U.S. President

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Interested in Coaching at any level? Write to us today for information, or to join, at:
info@icfmumbai.com / memberships@icfmumbai.com



THE EVOLVING COACH

BEYOND 10 FINALE

21st March 2026 | 9:30 AM – 2:30 PM IST | Online on Zoom

This virtual event marks the official culmination of our year-long Beyond 10 series, celebrating the completion of a decade of The Mumbai Charter Chapter of ICF. It is our collective commitment to moving beyond established techniques and traditional frameworks toward a state of fluid, adaptive mastery.

As we close the Beyond 10 series, we honour our foundations while ensuring we remain as dynamic, resilient and relevant as the complex world we coach.

Opening Keynote From Expert to Evolutionary Partner: The coach the future is calling for

Masterclass 1 The Sustainable Coach: Mastery, selfcare and professional longevity

Masterclass 2 The Coach Is the Catalyst: How inner mastery enables sustainable, transformational & evolutionary client outcomes Yoga psychology meets neuroscience for coaching excellence

Fireside Chat Coaching at the Edge: Innovation, ethics and human connection

Closing Keynote Beyond Technique: Coaching with courage, compassion and conscious choice

CCEUs: 3 CC 1.5 RD



Rajat Garg
MCC



Kartik Vyas
High Performance
Coach



Sameer Tamhane
PCC



Shalini Juneja
PCC



Dr. Suman Nair
PCC



Swati Sharma
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Register Now!

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