



**LEGACY 2026:**  
**COACHING WITH**  
**INNER STILLNESS**  
AWAKENING THE SPARK OF  
LEADERSHIP **ON JUNE 24**

> **DETAILS ON PG. 5**

# VOICE

JUNE 2026

NEWSLETTER OF  
THE MUMBAI CHARTER CHAPTER OF ICF



## COVER POINT

# The Power of Pause

By Rani Desai

**T**ake a pause. Take a deep breath,” we hear this often. Yet, do we appreciate the same moment of ‘pause’ in a coaching engagement?

We know that coaching is a process facilitating the client to discover answers for oneself. These answers are an outcome of patterns formed over years based on experiences and beliefs; they live like well-worn folders in the brain that are automatically accessed by the client when faced with challenges. Often these folders become a barrier to new neural pathways.

One of the effective tools is questioning, encouraging introspection. Questions provoke introspection or nudge reflective processing at times to shake the client out of their comfort zone and challenge beliefs. Such questions that land the client in a space to process, connect disparate ideas, feel the tension of conflicting possibilities, and test nascent insights internally. That space is the ‘pause’.

If observed carefully, it is interesting to note the mental churn the client is going through which is full of dilemmas, the conflicts of ‘let go’ and the confusions of new options amongst the various emotions. Once convinced, there is a eureka moment,

when in a fraction of a second there is an ignite of new thought that flashes across the mind of the client, and this flash is seized at that moment with a momentary pause or silence in the brain!

**This pause or silence is the ‘Moment of the Present’ when new wired answers or revelations are arrived at.** In a coaching engagement with a client, employed with a large, diversified company, the client had grown with the firm for over 20 years, had been promoted as deputy general manager - procurement for the group for over a year from the earlier role as business vertical procurement head. Yet, the client, post-promotion, had not been able to scale up to the group head role.

The responsibilities of the function had grown from procurement for one of the businesses to procurement for the diverse businesses. The complexities of vendor and inventory management had multiplied coupled with the global uncertainties. The whole operations of the function were complex.

We had initial discussions of understanding the role and responsibilities.

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## TURNING POINT

# What if You Stopped Negotiating with Fear?

By Naval Dey



I was in the middle of a coaching conversation the other day. The coachee looked at me, slightly exasperated, and said, “Everything feels like it’s on the edge... career, world, even my sanity.”

I nodded, doing my best ‘calm, wise coach’ face.

Inside, of course, my own mind whispered, “Same, my friend. Same.”

That’s the funny thing about coaching in today’s world. **The coach is not sitting on a mountaintop dispensing wisdom. He’s sitting right next to you... occasionally Googling his own life choices internally.**

So, I asked, “What does this ‘edge’ mean to you?”

He paused. “It feels like if I make one wrong move, everything collapses.”

Ah. The ancient fear—now with better Wi-Fi.

It reminded me of the *Bhagavad Gita*. Arjuna had the original ‘career confusion’, except his came with chariots and a full-blown war. Slightly higher stakes than a quarterly review, but emotionally? Not very different.

“I don’t know what the right action is”, my coachee continued.

“Good,” I said.

He blinked. Not the response he expected.

Because here’s what coaching—and Krishna, for that matter—

subtly point to: **the problem is rarely that we don’t know what to do. It’s that we want guarantees before we do it.**

We want clarity with certainty. Growth without discomfort. Impact without risk. Essentially, enlightenment with a return policy.

I asked him, “If you didn’t need the outcome to be perfect, what would you choose?”

**Silence.**

The kind of silence where something real is happening. Also, the kind where, as a coach, you resist the urge to jump in and sound intelligent.

He finally said, “I’d act more honestly... less strategically.”

There it was. Not a strategy. A shift in being.

And somewhere in that moment, I realized—he wasn’t the only one being coached.

**Because every powerful question we ask someone else has a nasty habit of turning around and asking us back.**

So maybe the world isn’t just on the edge. Maybe it’s holding up a mirror.

And the real question is not whether the world is stable or uncertain.

It is this: If you stopped negotiating with fear... what truth would you finally act on? ■

EVENT REPORT

# What if Leadership Began Within?

## Coaching as Conscious Leadership and the Legacy of Presence

The ICF Mumbai Charter Chapter launched its Legacy 2026 Season on 30 May 2026 with a deeply reflective and resonant event on the theme “Coaching as Conscious Leadership.” Bringing together thought leaders, master coaches, corporate leaders, and a distinguished sports icon, the event invited participants to examine leadership not merely as a set of actions, roles, or outcomes, but as an expression of who a leader is being.

Sanjeev Bhatia welcomed participants to the Legacy 2026 Season and framed the event around the theme “Coaching As Conscious Leadership” with a pathway to the **Keynote: “The Inner Sun – Authentic Conscious Leadership from Within.”** He emphasized that organizations today seek more than performance and productivity. They seek leaders who create meaning, trust, connection, and inspiration. His reflections established a central premise for the day: lasting transformation begins within the individual and radiates outward into organizations, communities, and society.

leadership — presence before performance, awareness before action, integrity before influence, and leadership as an inner state — offered a powerful frame for rethinking both coaching and leadership.

The first masterclass, led by **P. V. Ramanamurthy**, explored “Ethics in Action: Leading with Integrity.” He positioned ethical leadership as more than compliance or reputation management. Integrity was reframed as wholeness — the alignment of values, choices, and conduct even under pressure. Through the **example of Ratan Tata’s leadership during the Tata Finance crisis**, participants reflected on the difference between what one is obligated to do and what is truly right to do. The session emphasized that leadership failures are rarely caused by lack of intelligence; more often, they arise from failures of awareness. Coaching, therefore, creates ethical space by helping leaders see what they are doing, why they are doing it, who is affected, and what consequences may follow.



The second masterclass, led by **Uday Khedkar**, explored “Wisdom-Centered Leadership: The Architecture of Presence.” He presented leadership as authentic influence arising from pure presence in service of creating a world that works for all. Participants examined the flow from way of being to doing, and from doing to having. The concept of the observer was central: when leaders transform the observer within themselves, they transform interpretation, action, and outcomes. His framework of four leadership

In the **keynote address**, **Subramani Balakrishnan** invited participants into an inward journey of awareness. Describing the session as “an invitation to attend” and “an invitation to awaken,” he challenged participants to consider what people truly remember after being in their presence. Through the evocative distinction between a projector and a lamp, he suggested that a coach’s role is not to project expertise, but to radiate presence. His four foundations of conscious

**energies — Air, Earth, Water, and Fire —** offered a practical way to understand vision, structure, relationship, and action as complementary leadership capacities.

The event concluded with reflections from **Tushar Khandker**, **former Indian Hockey Captain, Coach, and Olympian**, who brought the **perspective of elite sport** into the room.

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PRACTICE

# Pause, Take a Deep Breath

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Conversations moved into probing strategic planning, internal-external customer centricity, feedback mechanisms, quality control, process improvements and SoPs. This went further into relation management with vendors; budgeting, pricing, negotiation, innovative ideas and adaptation to technology; And into team management, monitoring operational and service excellence, study of best practices, and a few other activities. There was discomfort, he started shuffling in his chair in silence.

Looking at his silence, I dropped a question allowing him to take a minute or two before responding, "in what way are you executing your role as deputy general manager of the group differently, in comparison to your role as business vertical procurement head?"



There was silence, there was a glass stare, and slight tightness in his jaw and in a low tone he said, "nothing really different, I am continuing to work in the same manner". **He heard his own voice say "I am continuing to work in the same manner" – this statement became the game changer, his facial expression and body language changed.** There was an introspective revelation with deep Silence and Pause triggering new wirings, and leading to setting up goals prompting Reboot, Reinvent, Re-centre! ■

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He highlighted empowerment, communication, camaraderie, trust, discipline, and consistent action as essential to successful coaching. He reminded participants that while the coach supports growth, learning, and self-belief, ultimately the player plays the match and the coachee lives their own reality.

Across the event, one message consistently emerged: **conscious leadership begins within. It is sustained through awareness, expressed through integrity, deepened through presence, and remembered through human connection.** The Legacy 2026 Season Launch powerfully reaffirmed that coaching is not only a professional practice, but a catalyst for more humane, awake, and impactful leadership.

**Engage. Elevate. Empower. ■**

## THE WALL

Membership Update | Total: 141

- ▶ Global members as of May 31, 2026: 100
- ▶ Affiliate members as of May 31, 2026: 41
- ▶ New joinees in May 2026: 2

“Coaching does not give people the answers they were missing; it helps them hear the truth they were ready to meet.”  
~ Navin Tauro

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



“  
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**WEDNESDAY**  
24<sup>TH</sup> JUNE 2026



6.30pm to  
8.00pm IST



**WEBINAR**  
Live and  
Interactive Session

**PRIMARY SPEAKER**



**Dr Stewart Desson**  
LUMINA LEARNING  
Founder, Lumina Learning UK

**MODERATOR**



**Rahul Baswani**  
LUMINA LEARNING  
India Partner

**INVITING REGISTRATION & PARTICIPATION**  
from Coaching Communities across ICF Chapters and



Leaders & Managers  
from Corporates and  
other Organizations



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Management  
Studies Institutes



**CCEUs - 1.5**

*Let's Co-Create a Better Future*

**CCEUs**  
0.75 CC  
0.75 RD