

VOICE

OCTOBER 2026

NEWSLETTER OF
THE MUMBAI CHARTER CHAPTER OF ICF

BY INVITATION

Who Are You Becoming?

What if the real breakthrough in coaching is not solving the problem a client brings, but helping them see who they are becoming in relation to it?

Clients often arrive with questions that sound practical: *What should I do? How can I change? What is holding me back?* Yet beneath the presenting issue may sit something deeper — the stories they carry about themselves, the roles they believe they must play, and the assumptions that define what they think is possible.

This is where coaching shifts from addressing the **WHAT** to exploring the **WHO**.

The coach's role is not to become fixer, healer or director. Nor can we genuinely stand in another person's shoes and assume we fully understand their inner world. Their history, emotions and meaning-making remain uniquely theirs. What a coach can do is create the conditions in which the client's own thinking, awareness and wisdom can emerge.

That requires slowing down.

Listen beneath the words. Notice what is being protected, defended or repeated. Pay attention to changes in emotion and energy. When an intense reaction begins to settle, resist the impulse to immediately make the client feel better. Instead, become curious about what they can now see.

What are you noticing? What has shifted? What are you seeing now that you could not see a moment ago?

Coaching is not necessarily about providing relief. Sometimes the more valuable conversation creates enough safety for someone to remain with discomfort long enough for a different perspective to emerge.

When perspective shifts, possibilities expand. And when possibilities expand, choice expands.

This is also where presence becomes as important as skill.

Presence without skill may lack direction. Skill without presence can become mechanical. When the two come together, however, the conversation begins to flow. The coach is no longer preoccupied with remembering the next question, demonstrating a competency or finding the "right" intervention. Curiosity becomes natural. Silence becomes less threatening.

Contd. on Pg. 4



Dr. Marcia Reynolds, PsyD, MCC

Former 5th Global President of ICF

Insights from Marcia's "Coaching the WHO: The Transformative Power of Coaching Identity," an ICF Mumbai Charter Chapter session on Sep 2, 2026

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PRACTICE

Coaching the Sparkle of Life

By Dexter Valles



Every leader, executive and coach knows that meaningful change rarely begins with perfection. It begins with recognising possibility — the small spark within a person that can become something brighter when it is seen, valued and encouraged.

The central idea is simple: **the sparkle already exists in everyone,** even when people cannot yet see it themselves. The coach-leader's role is not to manufacture it, but to notice it, invite it forward and help it grow.

Listen & Learn

The sparkle often reveals itself through listening — not merely for facts, problems or performance gaps, but with the heart. Experience, wisdom, lessons learned and even imperfection form part of a person's richness. When these are acknowledged and valued, people begin to recognise possibilities within themselves that may previously have remained invisible.

Engage Sparkling Emotions — Hearts, Not Just Hands

People rarely perform at their best when they feel diminished, neglected or unseen. Yet hope, appreciation and encouragement can re-energise the human spirit. Coaching therefore engages more than hands and minds. It connects with the heart, helping people rediscover what is precious in themselves even alongside their flaws.

Activate & Accelerate the Sparkle

A coach-leader becomes both **spark and flame** — combining knowledge, skill and encouragement to build confidence, competence and capacity. The objective is not dependence on the coach, but greater self-belief and the ability to convert possibility into purposeful action.

Develop Others & Deal in Sparkles

True leadership is not defined by holding tightly to power or position. It is expressed in enabling others to discover and use their own inner power. The coach-leader spreads the sparkle by developing people, sharing wisdom and creating opportunities for others to shine.

Enlarge an Ecosystem of Sparkling Lives

Coaching does not stop with the individual. Leaders influence the environments in which people work and live. They can reinforce limiting assumptions and artificial ceilings — or create ecosystems where people are encouraged to think bigger, take ownership and, as Valles puts it, "**swim the ocean, not wade in streams**."

Re-Draw & Re-Engage the Precious Plan of Life

No roadmap remains fixed forever. Growth asks us to redraw plans, re-engage positive energy and reframe what is possible as circumstances evolve. The coach-leader stays attentive not only to the destination, but to the changing journey.

Create a Pulsating Sparkling Community

Perhaps the deepest invitation is to leave forward a **Learning Living Legacy** — one that enables others to sparkle despite their flaws, rather than waiting for flawlessness before recognising their worth.

The challenge is therefore both professional and personal: **Can we see the sparkle in others before they see it themselves? Can we create the conditions in which it grows?**

Because sometimes coaching is simply this: helping people remember how precious they already are ▪



Adapted from Dexter Valles' Book: 5 Flags of Life

EVENT REPORT

What if the Future Were Already Being Created?

Co-Creating the Future: Where Possibility Meets Purpose

On 26 September 2026, the ICF Mumbai Charter Chapter continued its **LEGACY Season 2026** with a virtual half-day learning event, "**Co-Creating the Future | Where Possibility Meets Purpose**." Across four interconnected sessions, coaches, leaders and changemakers explored how coaching can help people move beyond reacting to the future towards consciously shaping it. The programme connected future-focused dialogue, reflective practice, strategic execution and the changing role of the coach into one continuous learning journey.



The future is a conversation

Opening the event, **Neha Gupta** reframed the future as something that begins before it exists — through what people notice, what they believe is possible and the choices they make today. Her message was simple but powerful: **every coaching conversation is already creating something**. Questions are not neutral; they influence attention and therefore help shape the reality a client explores. Coaches were invited to **listen, notice, ask, evoke and invite possibility**.

Designing possibility

Vedika Khatwani Chandka extended this idea through Future Self-Coaching. She invited participants to look beyond the present and explore not only what clients want to achieve, but **who they are becoming**. Her sequence — **Ask, Agree, Carry, Notice, Return** — showed how inquiry can continue beyond the formal session, allowing reflection and learning to travel into everyday life.

From vision to momentum

Dr. Rajesh Parekh then examined why inspiring visions often lose traction. His memorable distinction — **"Vision is an EVENT. Momentum is a SYSTEM."** — shifted attention from aspiration to execution.

The **4F Friction Diagnostic** identified four common causes of stalled momentum: **Fuzzy Ownership, Flow Breaks, Fatigue of Trade-offs, and Fear & Erosion**.

To restore movement, the **PATH framework** translated vision into action through Picture to Priorities, Accountability Map, Traction Rituals and Hurdles Anticipated. A complementary **4R Resilience Framework — Resource, Response, Reframe and Ritual** — showed how leaders can navigate resistance and regain momentum through targeted questions and small next actions.

Tomorrow's Coach

The closing conversation with **Smrati Mehta and Neel Mistry** turned towards the emerging future of coaching itself. As AI, hybrid coaching and changing workplace expectations reshape the profession, the discussion highlighted capabilities that remain distinctly human: **presence, empathy, intuition and sensing what remains unspoken**. It also raised important questions around ethics, professional standards and sustaining human-centred coaching cultures in increasingly technology-enabled environments.tensions and possibilities beneath the story.

Across the four sessions, one coherent learning journey emerged:
Conversation → Awareness → Possibility → Choice → Action → Future.
The event left participants with a provocative question: **Are our coaching conversations merely responding to the future — or actively creating it?**

Perhaps that is the deeper role of coaching: to help people see differently, question assumptions, imagine possibilities and consciously choose what they wish to create next.

Relive the joy of this expansive event and learnings here:

PART 1 **PART 2**

MASTERY

Coaching Beyond the Problem to Identity

Contd. from Pg. 1

The conversation becomes less about *performing coaching* and more about genuinely being with the client.

A useful way to think about this is simple:
Presence + Skills = Flow.

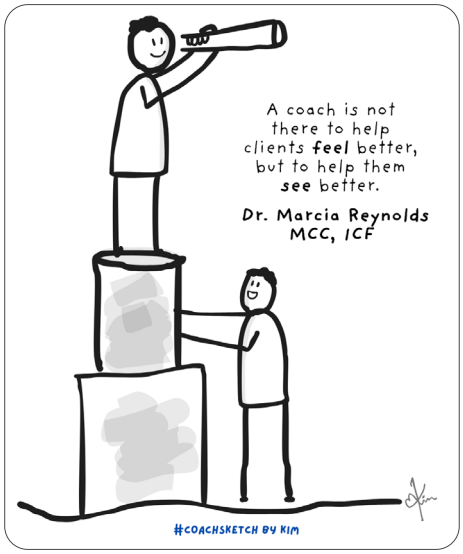
Flow does not mean passivity. It asks the coach to stay present with compassion and courage, appreciate what the client offers, release internal tension, and use curiosity to discover what the client wants, what may be getting in the way and what they are ready to do next.

Coaches may begin by learning to step away from fixing, advising and directing. A deeper transformation follows: moving from constantly remembering what to say towards trusting the quality of presence from which the next question or observation can arise.

A live coaching demonstration during the session brought this vividly to life. A volunteer shared an aspiration around becoming a baker. Rather than moving immediately into practical steps and action planning, the conversation explored the identity and perspective beneath the aspiration.

Through presence, skill, co-regulation and collective wisdom, something changed. Imagination opened. Confidence around the possibility became more visible. The breakthrough was not simply a better solution to the problem. It was a different way of seeing the self in relation to the possibility.

Perhaps that is why the human need to be **seen, heard and understood** matters so deeply in coaching. A client does not always need to be advised, fixed or saved. Sometimes the deeper work is being received with care and appreciation — being accompanied as they make sense of who they are and who they may yet become.



Move from **"Who am I?"** to **"Who am I becoming?"** and ultimately to **"Who do I want to be?"**

And those questions belong to coaches too.

Are we becoming more curious or more certain? More present or more performative? More trusting of the client's wisdom or more eager to fill the space with our own?

Sometimes the most powerful transformation is not found in what a person decides to do next.

It is in **who they discover themselves capable of becoming** ■

THE WALL

Membership Update | Total: 158

- Global members as of Sep 30, 2026: 109
- Affiliate members as of Sep 30, 2026: 49
- New joinees in September 2026: 7

"The quality of a person's attention determines the quality of other people's thinking."

~ Nancy Kline, Time to Think

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

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