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Newsletter
June 2011

Editor's Note

By Raj Narayan, ISEC Editor

Change, they say, is the only constant in life. And so it was for the eight Mentor Coaches, who participated in the three-day Executive Coach Certification Program between June 23 and June 25. The power-packed program conducted by Master Coach Krishna Kumar changed our approach to ourselves.

The three day event helped the participants traverse through the lanes and by lanes of the human mind by using tools like NLP, the Inner Game, and the IAC Coaching Masteries. At the end of three days, all of us in the training room felt enriched from the entire experience.

For, it was a highly interactive workshop where the trainers and the trainees shared knowledge and picked each other's minds during the sessions. Our highly qualified faculty of Ravi Neelakantan, Leo Lobo and Tamal Bhatia contributed immensely to the program at the end of which the newly certified Executive Coaches were all set to pursue their careers as ISEC Executive Coaches.

The participants highlighted the wonderful insights that the program had provided and how these helped them bring out the potential in any individual.

Another highlight for the participants was the judicious combination of content, concepts and practical examples for such certification programs. The attendees also had fulsome praise for the live coaching exercise presented by Dr. Gopal Mahapatra, a veteran coach, senior executive with Oracle India, who also shared his perspective on the field of Executive Coaching.

In the words of a participant, Way to go, ISEC!.



Seated (L to R) Saurav Mohanty, Vivek Subramaniam, K P Gopalakrishnan, Latha C, Veena Sujaykumar and Dr. Ammineedu. Standing (L to R) Venkatesh Seshadri, Sonu Sreenivasan, Raj Narayan and Master Trainer, Krishna Kumar

MENTOR'S MUSINGS: *Taking a Stand!*

By Krishna Kumar, ISEC Founder-Director

"If you take a stand, you will remain standing." -- An interesting turn of phrase from a former colleague's dad, a retired senior naval officer. He was reacting to our shared discomfort about corporate policies that didn't quite match up to our somewhat naive ethical standards. He was clearly referring to his days in the Services where questioning a superior's orders could get one a court martial.

In today's business, it isn't uncommon to compromise one's morals to meet organizational goals. And we justify our actions by claiming that the world of business and its regulators are functioning in an environment that forces such actions. Our mind works a quick "cost-benefit" analysis to further justify the steps and we turn over to get a peaceful night's sleep.

Occasionally a niggling doubt persists. We wonder if there was a different road leading to the same destination. We secretly admire colleagues who ostensibly live without compromising their positions, though not often agreeing with their positions.

Will Craig, founder of the Coach Training Alliance, says: "How often have we said to ourselves, "You know, I'm not crazy about so-and-so but, at least, I know where I stand with them." The tough part of taking a stand is we please some and annoy several others. Often, we appear bland and uninteresting as a result of our focus on doing and stating the "right thing".

Ask newspaper editors, publishers or talk show hosts and they'll harp on how they love people with "a point of view". Because, a point of view is what captures our fascination...It sells. In short, that's what we want from the people in our lives.

There is more than one way to take a stand:

- **Stand up** for what you believe in.
- **Stand down** from a position where you feel compromised.
- **Stand back** from a situation that doesn't feel right.

We may recall several instances where sporting achievers have refused to participate in tournaments or visit countries that do not conform to their ethical or political values. They do so, well aware that taking a stand comes with an expensive price tag.

How often have you faced such situations? Do write in with your comments to kk@intradconsult.com

Coaching Notes: Covering the Sun!



Illustration by [Ken Crane](#)

A disciple went to Rabbi Nachman of Bratslav: I shall not continue with my studies of sacred texts - he said - I live in a small house with my brothers and parents, and never have the ideal conditions for concentrating on that which is important.

Nachman pointed to the sun and asked his disciple to place his hand over his face, in order to hide it. The disciple obeyed.

Your hand is small, yet it can completely cover the power, light and majesty of the great sun. "In the same way, the small problems manage to give you the excuse you need in order to hinder your progress along your spiritual journey.

"Just as your hand has the power to hide the sun, mediocrity has the power to hide your inner light.

"Do not blame others for your own incompetence."

Events at ISEC:

INSTITUTE OF COACHING PROFESSIONALS ASSOCIATION (ICPA) - Our Founder-Director, Krishna Kumar has joined the ICPA as a Founding Fellow. The ICPA is at McLean Hospital, an affiliate of Harvard Medical School, and is the first-of-its-kind center for coaching related research, practice and education.

KINESIS - INDIA'S FIRST ISO 9001:2008 CERTIFIED TENNIS ACADEMY - Our sister concern, KINESIS SPORTS (P) Ltd., founded in 1997 by ISEC Founder-director Krishna Kumar, achieved has the unique distinction of becoming INDIA'S FIRST ISO 9001:2008 CERTIFIED TENNIS COACHING ORGANIZATION. Obtaining the ISO 9001 certification is a further testament to Kinesis' continual commitment to coaching excellence.

ISEC Program Manager, Sulakshana Shenoy, has successfully completed the **DISC behavioral assessment certification** program. DISC is globally amongst the most widely used behavioral assessment tools in organizations.

Programs @ ISEC:

ISEC will be conducting the Mentor Coach (Level One) Workshop on 5th and 6th August 2011.

Readers' Feedback on Mentor's Musings: Do or Do Not! (News Letter May 2011)

This article is available for viewing at:

<http://www.isecindia.in/component/jnewsletter/mailling/view/listid-17/maillingid-26/listype-1/Itemid-25>

There are variants of the "I Will Try" syndrome. There is a positively assertive form where the person wants to first overcome certain stiff challenges before getting to work on the task at hand. Such cases can only be judged by body language of the said individual. Offering to help such a person overcome the early hurdles usually converts the 'I will try' to 'I will do'. There is a negative type 'I will try' where the body language signals a clear lack of intent due to (a) lack of conviction or (b) doubts over its efficacy. Sharing additional information often changes such people into the positive frame. The third kind is 'societal' where the person is not expressing intent clearly like in the case of convincing another person to do something. In my line of work, I have several parallel lines running within the org where team members multi-task. So, it is not rare for the 'I will tries' to emerge, which I have resolved. - Hariprasad

I really enjoyed reading the newsletter. It contained several inspiring thoughts on how and why we should "just do it". Well articulated message! The 'temptation' story was funny too! - Dorothy Victor

Congratulations to the ISEC team! I have enjoyed the musings and anecdotes taken from real- life situations in your newsletters and look forward to receiving and going through them. Keep it up! - Sharada Rao

Nicely done, (again!) Krishna. - Kate Larsen, MCC, CWC, Executive Coach, Professional Speaker IAC Board of Governors: Chapter Committee Coordinator

Yoda is my favorite Jedi Master too! As you know, in many eastern and oriental cultures, it is considered rude or insulting to give a direct "No" as an answer. This is probably one of the reasons why everyone tries to soften the blow with an 'I will try'. You go off mollified while the interlocutor buys time. In many cultures timeframes aren't linear, leading to an inability to specify deadlines or to stick with them. Civilizations that are used to binary responses like a 'yes' or 'no' often misunderstand this legacy of the east. With modern businesses rendering the world flat, we can 'try' to find a via media between these two approaches.

- Sulekha Nair

With warm regards,

Krishna Kumar

Executive Coach & Founder-Director, ISEC

