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NEXT MEETING

Wednesday
11th December 2024
at 7.00 PM
at Rotary Cochin Balbhavan

Speaker:
Rtn. K.V. Eapen
Topic:
Classification talk



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EXECUTIVE COACHING IN BUSINESS TODAY: INSIGHTS FROM MR. JAYADEV MENON

The Rotary Club of Cochin recently had the privilege of hosting an inspiring session by Mr. Jayadev Menon, Business Coach with TAB (The Alternative Board) and Founder of AKSH People Transformation. The event, centered on the theme “Executive Coaching in Business Today,” explored the transformative impact of coaching on personal and professional growth. With decades of experience, Mr. Menon delivered a compelling talk filled with anecdotes, examples, and actionable insights, leaving the audience with much to reflect upon.

Opening Thoughts: Why Do We Need a Coach?

Mr. Menon began his talk by engaging the audience with a simple yet profound question: “*Do we need a coach?*” The overwhelming consensus—“Yes!”—established a common ground, setting the stage for a deeper exploration of the subject. He pointed out that coaching is no longer a luxury or a remedial measure; it is a necessity for anyone striving to unlock their true potential. From billionaires like Bill Gates and Jeff Bezos to sports icons and entertainment legends such as Oprah Winfrey and Hugh Jackman, the most successful individuals in the world have all embraced coaching as a catalyst for excellence.

Drawing from Dr. Sridhar Kavir’s famous analogy, “*Have you ever been too busy driving to stop for gas?*” Mr. Menon emphasized that in our fast-



paced lives, we often overlook the importance of self-assessment and re-charging. Coaching provides a structured opportunity to pause, reflect, and re-energize. He shared his personal journey, highlighting how the rapidly changing technological landscape—from manual typewriters to artificial intelligence—has necessitated constant learning and adaptation. This, he argued, underscores the universal need for a coach who can help navigate such transitions effectively.

Coaching as a Transformative Tool

Delving deeper into the concept, Mr. Menon explained that coaching is not about dictating solutions but about unlocking an individual’s potential through structured guidance, deep listening, and powerful questioning. Unlike training, which is knowledge transfer from trainer to trainee, or counselling, which is often past-focused, coaching is future-oriented and personalized.

A coach’s role, he explained, is to act as a sounding board, hold individuals accountable, and challenge them to step out of their comfort zones. Whether it’s improving professional performance, enhancing leadership skills, or

achieving personal goals, coaching can provide clarity, direction, and motivation.

Mr. Menon posed thought-provoking questions to the audience, urging them to introspect:

- *Are you at your prime professionally?*
- *Is there scope for growth in your personal or professional life?*
- *Who holds you accountable for your decisions?*

For leaders and business owners, these questions are particularly critical, as they often lack someone to challenge or question them. A coach fills this gap, offering unbiased perspectives and constructive feedback.

Key Lessons from Coaching

Mr. Menon highlighted the concept of “blind spots”—aspects of ourselves that others perceive but we remain unaware of. Using tools like the Johari Window, he explained how coaching helps uncover these blind spots, enabling individuals to improve their communication, behavior, and decision-making. He shared a story of a friend who annually seeks feedback from his wife and daughters, using their insights to become a better husband and father. This anecdote resonated deeply with the audience, illustrating the transformative power of honest self-assessment and feedback.

He also emphasized the importance of self-awareness, stating, “*You cannot manage your emotions or make effective decisions if you don’t first understand yourself.*” Emotional intelligence, therefore, is a cornerstone of effective leadership and personal growth.

Types of Coaching: A Broad Spectrum

Coaching today spans diverse

areas, including life coaching, wellness coaching, career coaching, business coaching, and executive coaching. Each type caters to specific needs but shares the common goal of enhancing performance and unlocking potential. Focusing on executive coaching, Mr. Menon explained that it targets senior leaders, helping them excel in four key areas:

1. **Task Management:** Enhancing productivity and effectiveness.
2. **People Management:** Building better relationships and leading teams.
3. **Self-Development:** Fostering continuous personal growth.
4. **Organizational Development:** Driving innovation and strategic thinking.

Executive coaching involves a systematic process: assessing the individual’s current reality, setting clear goals, exploring actionable options, and tracking progress. Through this structured approach, coaches help leaders develop a growth mindset, overcome limiting beliefs, and embrace change.

Barriers to Growth: Identifying and Overcoming Challenges

One of the most significant takeaways from the session was the need to address internal and external barriers to growth. Mr. Menon identified three common blocks:

1. **Resistance to Change:** Many individuals struggle to break free from habitual patterns. Reflecting on one’s routines and actively seeking change is crucial for growth.
2. **Belief Systems and Values:** While deeply ingrained, these can sometimes hinder progress. A coach helps challenge and reshape limiting beliefs to align with one’s goals.
3. **Lack of Self-Assessment:** Tools

like SWOT analysis for personal development can provide valuable insights into strengths, weaknesses, and opportunities.

To illustrate, Mr. Menon asked the audience to reflect on their lives over the past year: “*What has changed since January 2024?*” For many, the realization that life had remained static highlighted the need for intentional growth and coaching.

The Coach’s Toolkit: Listening, Questioning, and Emotional Intelligence

Mr. Menon emphasized the importance of deep listening in coaching, distinguishing it from superficial or “cosmetic” listening. Coaches must not only hear but also empathize and understand the coachee’s emotions, aspirations, and challenges. Asking probing, thought-provoking questions is equally vital, as it helps uncover the root causes of issues and inspires new perspectives.

Emotional intelligence, he noted, is another critical skill for coaches. The ability to connect with coachees empathetically and guide them with compassion and concern sets great coaches apart. He shared the *GROW model* of coaching, which stands for:

- **Goals:** Defining clear, actionable objectives.
- **Reality:** Understanding the current situation.
- **Options:** Exploring potential strategies and solutions.
- **Way Forward:** Charting a path to achieve the set goals.

This simple yet effective framework underscores the structured nature of coaching, ensuring tangible outcomes.

The Power of Coaching: Real-Life Impact

Highlighting the tangible benefits of coaching, Mr. Menon shared success stories and examples from his extensive experience. He spoke about leaders who regained confidence, overcame fear, and achieved breakthroughs in performance through coaching. One standout example was a leadership transition program, where executive coaching helped leaders navigate new responsibilities with clarity and confidence.

He also addressed the misconceptions around coaching, stressing

that it's not about dependence but empowerment. As he aptly put it, *"A coach doesn't give you answers; they help you discover your own."*

Closing Thoughts: Investing in Your Growth

Mr. Menon concluded his session with a powerful message: *"Dig your well before you're thirsty."* Coaching is not just a remedial tool for crises but a proactive investment in one's growth and well-being. By embracing coaching, individuals can enhance their self-awareness, unlock their potential, and achieve

greater fulfilment in both their personal and professional lives.

The session left the Rotarians inspired and introspective, offering valuable insights into the transformative power of coaching. As Mr. Menon remarked, *"When the student is ready, the teacher will appear."* His talk was a timely reminder of the importance of continuous learning, self-assessment, and growth—principles that align perfectly with the Rotary Club's mission to inspire and uplift its members.

THE REALITY OF CLIMATE CHANGE – PRESIDENT RTN. RAJESH NAIR

Climate change is not a distant threat; it is a current reality. Rising global temperatures, melting ice caps, increasingly severe weather events, and shifts in ecosystems and wildlife patterns are among the undeniable signs of a planet under stress. Scientific evidence from the Intergovernmental Panel on Climate Change (IPCC) and numerous other research institutions underscores the rapid acceleration of these changes due to human activities, particularly the burning of fossil fuels and deforestation.

The Threat of Climate Change is Real

All of us are still glued to our screens on the Wayanad tragedy. While we will debate the fallible policies, gaps in administration, how we often ignore early signals at our own peril, the moot point is here to stay and clear like the bright sky – we have to account for climate risks in whatever we do. The threat of climate change is one of the most pressing issues of

our time, posing significant risks to the environment, economies, and societies globally. As the reality of these impacts becomes increasingly apparent, it is crucial for organiza-

tion's impact on the environment and society. Integrating ESG considerations into business strategies is essential for mitigating climate risks and promoting sustainability.



Environmental Considerations:

- Organizations must monitor their carbon footprint, reduce greenhouse gas emissions, and adopt energy-efficient practices. This involves transitioning to renewable energy sources, optimizing resource use, and minimizing waste.

Social Factors:

- Responsible companies recognize the social implications of their operations. Ensuring fair labor practices, investing in community development, and promoting equitable access to resources are vital aspects of social responsibility.

Governance:

- Strong governance structures ensure accountability and transparency in ESG initiatives. Boards and leadership teams must pri-

tions and individuals to recognize the importance of integrating Environmental, Social, and Governance (ESG) principles and sustainability into their strategic frameworks. Addressing sustainability and climate risks must be integral to any organization's strategy to ensure long-term viability and resilience.

The Role of ESG in Addressing Climate Change

Environmental, Social, and Governance (ESG) principles offer a comprehensive framework for assessing and managing an organiza-

oritize sustainability, set clear performance metrics, and report progress honestly.

Sustainability and Climate Risks in Strategic Planning

Sustainability and climate risks need to be integral to any organization's strategy to achieve long-term success and resilience. Companies that ignore these risks may face severe financial, operational, and reputational consequences.

Risk Mitigation:

- Organizations must identify, assess, and mitigate climate-related risks. This involves conducting thorough climate risk assessments to understand potential vulnerabilities in operations, supply chains, and markets. Developing strategies to address these risks can include diversifying supply chains, investing in resilient infrastructure, and establishing contingency plans for extreme weather events.

Innovation and Opportunity:

- Climate change also presents opportunities for innovation. Companies that invest in sustainable technologies, develop eco-friendly products, and adopt circular economy principles can gain a competitive edge. Embracing sustainability can lead to the creation of new business models, improved efficiency, and reduced costs.

Investor Expectations:

- Investors are increasingly prioritizing sustainability and ESG considerations in their investment decisions. Companies that fail to address these aspects may find it more challenging to attract capital. Transparent and comprehensive ESG reporting can enhance investor confidence and support long-term growth.

Regulatory Compliance:

- Governments around the world are implementing stricter regulations to combat climate change. Organizations must stay ahead of regulatory requirements by adopting proactive sustainability measures. Compliance not only avoids legal repercussions but also demonstrates a commitment to responsible business practices.

Reputation and Consumer Trust:

- Consumers are becoming more environmentally conscious and prefer to support companies that align with their values. By prioritizing sustainability, organizations can build trust, enhance brand loyalty,

and differentiate themselves in the marketplace.

The Moral Imperative

Beyond the strategic and financial benefits, there is a moral imperative to address climate change. The impacts of climate change disproportionately affect vulnerable populations and future generations. Organizations have a responsibility to contribute to global efforts to mitigate these impacts and ensure a sustainable future for all.

The threat of climate change is real and demands urgent action. Integrating ESG principles and sustainability into organizational strategies is essential for addressing climate risks, seizing opportunities, and ensuring long-term success. Companies that embrace these principles demonstrate leadership, responsibility, and a commitment to building a resilient and sustainable future. By taking proactive steps today, organizations can help mitigate the impacts of climate change and contribute to a healthier planet for generations to come.

NEW MEMBERS INDUCTED



Rtn. K.V. Eapen



Rtn. Dr. Tharun Krishna

We are delighted to welcome **Rtn. K.V. Eapen**, a retired Civil Servant, and **Rtn. Dr. Tharun Krishna**, Senior Consultant Neurosurgeon and Head of the Department of Neurosurgery at Apollo Adlux Hospital, Angamaly, as the newest members of our club.

During the induction ceremony, they took the Rotary oath, received the Rotary Pin from the President Rtn Rajesh Nair, and were presented with the Rotary Membership Kit.

With their inclusion, our club's membership has now reached an impressive 115 members. Congratulations to the new Rotarians, and we look forward to their valuable contributions!



Rtn. Dr. S.R. Mohan

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