



ISSUE 4 MARCH 2011



## Vision

Power to Lead is a unique and influential value based leadership movement enabling outstanding potential change agents who impact the world by creating a sustainable transformation in society by upholding freedom, justice and harmony

*For Private Circulation Only*

The fiscal year 2010 -2011 will go down in the annals of Indian history as the year of 'Scams'. Just a few months ago, India was preening itself in the global spotlight. World leaders were queuing up to visit, and President Obama famously declared that the country was not simply emerging: It had "emerged."



Yet the elation the nation felt has been short-lived. India's pride is being buffeted on a daily basis by tales of collusion between politicians, bureaucrats and businessmen, with daily uncovering of reports of billions of dollars lost to flagrant corruption.

More than ever we see the need for courageous and competent values- based leaders who will take a stand for the truth. Towards this end, Power to Lead is helping to train, equip and nurture leaders through an intensive and rigorous experiential learning initiative. A strong emphasis in each session is the need for being a change agent with a focus on implementation.

The last 5 years have been an invigorating and challenging journey. What began as an idea is slowly turning into a movement. Our endeavour is that each Power to Lead alumnus will make a difference and be a beacon of light in this dark world.

Ruth D'Souza  
Program Director

## MAKE A TANGIBLE DIFFERENCE!

My Fellow Leaders,



Every leader is understood by his words and actions. The proof of his sincerity and seriousness is an uncompromising emphasis of his integrity as leader. This, above all, has to stand out in all decisions involving people.

Do actions and decisions of Leaders make a difference?... Yes, if leaders symbolize their styles by integrity, it helps to build Trust!! You will be surprised, but it is true that people may forgive a leader a great deal for his ignorance, insecurity etc. but they never forgive lack of integrity in their leader!

What does this teach us? Let us lead with integrity!

Each leader needs to make a tangible difference with deep rooted, ingrained character values like integrity. Those who have gone through all the modules of Power to Lead, are also equipped to make such a difference in society. Over time, you will make a tangible contribution and become a force of change!! As has been observed in the last 5 batches, many "Power to Lead" Leaders are spear-heading a variety of projects in Mumbai with their unique leadership qualities and making that difference.

On this occasion, let me invite you all to be visible and tangible Power to Lead contributors. We need to be seen as change agents in every sphere of our lives, right from parish communities to people around us.

Wish you many opportunities to make a tangible difference in society in all spheres of your life.

Dr. Raja. B. Smarta  
Chairman



## Mentoring

**I**t is a process of self-awareness leading to greater personal, social, professional and spiritual wellbeing accompanied by a trusted wisdom-figure or guide.

The main goal of mentoring is holistic growth or wellbeing. The sub goal being: spiritual, emotional, interpersonal and professional growth; also growth in community and civic involvement. Because we are born in a fractured and fragmented world and grow in it, we are not what we were meant to be and we do not accomplish what we are capable of. Mentoring involves personal accountability, where the mentee takes responsibility. It is direction or guidance oriented rather than conversational.

In the 'Power to Lead' programme we have both Spiritual and Business Mentoring. The former is a spiritual director, who employs a listening discerning approach and a psychological counselor who employs a listening therapeutic approach. The latter is a career guide who employs a skill-based wisdom approach.

Some helpful tools are - Personal Awareness: being aware of my 'inner movements' i.e. emotions, thoughts, attitudes, dispositions and decisions; Discernment: am I influenced by the Spirit of Light (manifested by the Fruits of: love, joy and

peace ... positive emotions ...) or am I influenced by the Spirit of Darkness (manifested by hatred, anger, jealousy ... negative emotions).

Another helpful Tool is Journaling: recording these inner movements, maintaining a log to see if there is any pattern in these movements. Lastly the Readiness to share: trusting the other with my inner movements.



Since mentoring is a process: one begins with sharing one's life story and significant aspects of one's current situation in life; identifying areas of strength, success and growth; identifying areas of weakness and concern and finally discerning how to proceed: suggesting practical tips, helpful strategies, plans of action. Lastly we have the follow-up: mapping areas of growth or decline as recorded in the journal; finding out what works and what was not so helpful; discovering how my attitudes and behaviour patterns have changed.

From my experience in past batches, those who have availed of this facility have made significant breakthroughs in their life.

(N.B.: borrowed heavily from Fr Keith D'Souza's Hand-out on the same topic.)

Fr. Roland Fialho  
Core team member

## She stopped by my desk to ask...



**S**he stopped by my desk to ask, 'I got to know you participated in the Power to Lead course. What was your experience like? Do you think I could benefit from it?'

Phew! Quite a list of questions to throw at me in the middle of my day at work! However I knew it was important to share my experience so another could benefit from it.

I enrolled at a time that I felt stuck in life. There was no major calamity; work was as it always is, home life was the usual, yet I felt there were many things I needed to do and I felt blocked from even thinking about those tasks let alone initiating them. In all honesty I enrolled for the course without the slightest clue about what I could really expect from it, yet I knew this was just the push I needed. In spite of which, initially I was frustrated. It was difficult explaining to family and friends why I could not make it to social events on certain dates because commitment demanded a close to 100% attendance. On days when you get back tired from work and simply want to slouch in a couch, it was an impossible feat to read through course material or reflect on a Bible passage in preparation for the course sessions.

Coordinating with a bunch of like minded 'busy' people for a group project, spending time in reflection for your own personal project, thinking about things you never bothered to earlier, presenting to an audience and even answering questions from a panel of judges – quite a circus one would think!

In the face of all this, I was amazed at how the pieces of the puzzle mystically came together and I couldn't help but look at the bigger picture in awe. I learnt why it is important that I act out my interests, passion and mission here on earth. The time is now and the place is here and Power to Lead has been a catalyst in helping me realize this and pushing me to act on my plans. To be able to see these plans, I had to first be open to them and in that was my real challenge.'

I couldn't tell from her expression whether she was wrapped in attention or had drifted off. I realized I had rambled on without any room for her to comment or query. 'I'm sorry' I quickly added, 'I didn't realize I was so passionate in sharing my experience. I hope I haven't been a bore.'

'I think you have been very helpful and given me a good insight into how the course has impacted your life', she said. 'I can now decide.' Oh yes! She did smile and I did too.

Linda Baptista  
Batch 005



## A single step...



**I**t was more than two years that I was thinking of doing a management course. I came across the Power To Lead Team advertising the PTL programme in my parish at Orlem in April 2010. I was very impressed with the contents of the programme, a management course which covers all aspects of professional and personal day to day life, and yet imbining the Christian Values. As it is said that all major journey began with a single step. Hence in spite of a 365 days working schedule I took the 1<sup>st</sup> step and enrolled for the course.

My journey with PTL began right from the time Dr. Smarta interviewed me. The course began with our 1<sup>st</sup> Live In at Khandala, though hectic yet very enriching. The 12 alternate Sundays at St. Pius College, the three projects, the 2<sup>nd</sup> Live In at Khandala. Every minute of it was so enriching, motivating and inspiring. What made this programme even more interesting was that every thing was being delivered to us through experimental learning. Every session had something new to learn for me. It was amazing to see how people who had never met earlier were bonding & participating in the projects as one team. One of the biggest essence that I have gathered was how enriching it was to observe and learn ideas and inputs as well as suggestions given by others.

PTL has taught me that leadership in simplest of words is to guide people & bring out the best in them for a common goal. The insights of planning & transformational leadership has taught me the true form of Leadership. It has created a 'new me'. Having gone through this course & the way it was conducted encouraged me to start implementing the learnings in my day to day professional & personal life only to be overwhelmed by the encouraging results. It also made me realise my duties towards my society, and not just to think about self but also society & nation at large.

As a person I became more confident not only of myself but also of my capabilities as a leader. This programme showed me how important it is to recognise the strength of a team & how important it is for a leader to be able to delegate and get the best output from every member of the team. The power of delegation has further ensured better time management thus giving me more time to do better elevated assignments.

Thanks to PTL, a programme which has taught me the art of thinking creatively, motivating people, delegating & dealing with people to get the best from both teams & individuals. I am still in the process of working towards creative & effective communication skills. I have become more confident as a person to face the challenges in life.

Lydia Luis  
Batch 005

## Beacon of light...



An aimless life is always a miserable life  
Everyone of us should have an aim  
But we should not forget that the quality of  
our aim  
will depend on the quality of our life.  
This is the very reason I joined Power To  
Lead....

**I**t was a great challenge for me with my regular schedule. Today after this programme I am more aware of my purpose of life. It has boosted my self confidence and widened my arena from office and home to the world at large.

The excellent mentors, facilitators and speakers have helped me reason out my very living. Today with all the learnings, I am going to be beacon to others. Thanks Power to Lead, you were there for me at the precise moment of my life.

Caroline Britto  
Batch 005

## Paradigm shift...

"With great power, comes great responsibility." – from the movie Spiderman.

**B**eing a Leader automatically relates to having power and usually this leadership is grossly misunderstood. It is often used as an opportunity to throw your weight around by commanding over others.



Based on the gospel values and the Leadership model followed by Jesus Christ, Power To Lead has changed my paradigm about leadership.

With questionnaires, games and exercises - Power To Lead has helped me to understand myself and discover my leadership potential.

Jude Rodrigues  
Batch 005



## TEAM WORK.....

*“is the ability to work together toward a common vision. The ability to direct individual accomplishment toward organizational objectives. It is the fuel that allows common people to attain uncommon results.*



Joining the Power to Lead programme was a unique experience, having all its ingredients to enrich your talents the good lord has bestowed, but the most significant part of my journey with power to lead was me joining the classroom team. The camaraderie amongst all of us was simply amazing.

The tone for the day of every PTL session was set by welcoming each participant with a lovely memento having a message either of gratitude, love, thanksgiving etc. Silently and patiently each member carried out the job assigned to them and they did it with a smile.

I am in admiration of these wonderful people that I met and will cherish the time spent interacting with them.

Riva Rodrigues  
Classroom Team



Being a part of the Promotion and Events team was an experience that brought with it a great amount of learning. We learnt how the competencies of the team created a synergy that made targets achievable. The large turnout at the fellowship day is one example of that synergy.

While working together for this and other events, creativity often went into overdrive sprouting ideas that were lapped up with enthusiasm and implemented with great zeal by all in the team.

Faye Mascarenhas  
Promotion and Events Team



The liturgy team comprising of 10 members worked well with proper planning - four members wrote the liturgies for the Sundays of PTL, the others coordinated with selecting the readers for the day setting up of the altar table and the other arrangements required at mass. The planning took place in advance when we met at the PTL sessions, after sessions, in the break, at lunch table to discuss liturgies and decide each one's part in making the liturgy more meaningful. The team sang beautifully at all our Eucharistic celebrations making them more spiritual

Larry Pereira  
Liturgy Team



Being part of the library team was exciting. It allowed me and my team members to meticulously plan and organize the books in an orderly manner before we could issue books to the batch members. Of course we needed to work extra to make sure the books were returned on time, sending each a reminder of the same. This experience allowed us to put the learnings of the course into action.



Sarah Joseph - Library Team

BATCH 005



FACULTY SPEAK.....



S.K. Palekar

"It is a great initiative and what I like is there are people coming from diverse backgrounds with different perspectives which makes the discussions more interesting and the take home is much better and richer."



Murali Aiyer

"Power to Lead is a place where people from all walks of life come together, network and see the impact of leadership in all walks of life."

"It is an extremely pragmatic and high value take away for the participants. Prepares and builds holistic leaders, transferring Christian values and beliefs in the community and workplace."



Leslie D'Souza

"A much needed initiative for the Catholic Church because we rarely draw people to their fullness, this is such a difference from the usual mediocrity that we lead people to."



Fr. Francis De Melo sj

"Power to Lead is an excellently meaningful initiative which definitely empowers laity to take important leadership roles both in the church and society."



Fr. Cedric Prakash sj

"It is awesome, well structured with a mixture of theoretical and practical inputs and enables participants to adopt a robust leadership style."



Len D'costa



Project III individual presentation



World Communication Sunday Eucharist



Outside class discussion- Live in I



Liturgy team practice session



Project I group presentation



## PROJECTS IMPLEMENTED.....

### Medical Insurance Scheme for the catholic poor funded out of the community fund

**P**ower To Lead is a movement which develops, empowers and supports value based leaders to become agents of positive social transformation.

One of the projects that Power to lead has taken up in order to bring about a positive social transformation is to address the need of reaching out to the poor through medical health insurance.

We have piloted the project in Our Lady Of Mercy Church Pokhran Thane and hope to help many parishes in Mumbai take up the same.

**Objective:** To provide cashless health insurance cover to the families of the Catholic poor of our parishes thus enabling them to get the best treatment with dignity and without delay at good hospitals.

**Need and trigger:** The diagnosis and subsequent death of a young widow from cancer and her struggles to find the finances together with the strength needed to battle the disease, triggered a debate among the finance committee of Our Lady of Mercy Church, Pokhran on 'how can we help the poor of our parish to tide healthcare problems?' From Clara's experience we found that the poor have to run from pillar to post for medical aid which is meagre and which necessitates spending first and then submitting bills for reimbursement. They also have to find doctors and hospitals which can offer cost effective treatment, resulting in loss of considerable time between diagnosis and treatment. In the 3 months it took her to find aid, the disease had spread extensively with no hope of a cure.

In our quest to research what could be done, the Power To Lead team found that a few parishes in Mumbai help those in need through the community fund. However, the quantum of aid is limited because of the sheer volume of need. We found that medical insurance is an option usually for the rich as the poor can barely manage to make ends meet and have no spare funds for an insurance policy which would ensure they get health security. Weighing the pros and cons, we concluded that an insurance policy, covering families, with the premiums being paid from the community fund was the ideal solution.

How we addressed it: OLMC Pokhran has now implemented this scheme to cover the poor families of the parish. Under this scheme, it has evaluated various options and tied up with an insurance provider (Star Alliance) for a family floater insurance scheme. Families are insured for amounts of Rs 1 to 2 lacs depending on the age of the head of the family. After an elaborate exercise to identify the families, Phase 1 of the project has been rolled out in January 2011.



#### Contact us

For any further details about the Insurance scheme please feel free to reach Ruth D'Souza at [powertolead@gmail.com](mailto:powertolead@gmail.com) or visit us on [www.powertolead.net](http://www.powertolead.net).

The Power To Lead team wishes you all the success in implementing this Medical Insurance scheme in your parish or elsewhere to benefit the poor and the needy

## Alumni speak...

**Zero Garbage in Thane**

After Power to Lead, I formed a group in Thane called Concerned Citizens to build up pressure against TMC and was successful in removing the encroachment at St. John and also improved the picking up of garbage around Thane where bins are not available

John D'Sa  
St. John the Baptist, Thane  
Batch 001



Power to Lead was instrumental in making me active in the Civic Political Cell & political activities in the community. I joined in the protests against the use of Plastic Bags in the society planted trees, interacted with BMC in connection with the water shortage in the area.

Edgar D'Silva  
Our Lady of Egypt, Kalina  
Batch 002



With just 4 youth who attended the 1st meeting that I conducted, I have been able to steadily increase the number of committed youth to 25 over a period of 6 months. I have committed myself to be a consultant / animator & eventually establish the much needed & successful Neighborhood Youth Group (NYG) movement.

All thanks to Power to Lead!!!

Kavin Olivera  
OLMC Pokhran  
Batch 002





## Living with Parkinsons

**M**y father was diagnosed with Parkinsons a few years back. Life then was really tough for all of us at home as we did not know what this disease was all about. Daddy used to continuously fall, his movements could not be controlled. He could not talk, whatever he said was very difficult to understand. There were many more disorders and it was getting out of control.

Understanding what he was going through became my priority. Finally at Jaslok Hospital, in came the bad news that he had a neuro degenerative disease (progressive supra nucleus palsy) which is one step worse than Parkinsons. It is very necessary that the person caring for the Parkinson's patient knows what this is. Daddy can walk now with the walking aid that was designed specially for him; a little exercise with medicines helps to overcome rigidity and tremors associated with Parkinsons.



Over the years of studying Parkinsons, I wish to share this information with all those suffering with Parkinsons and their caregivers. Efforts are on to organize seminars, talk shows, yoga classes and other programmes with the help of other Parkinsons disease aid societies. It is my intense desire to establish a Caregivers cell in every parish where caregivers can share their experiences and learn new ways to care for patients with Parkinsons. Together let us make a difference. Let us treat the old and sick with love, respect, empathy and dignity.

Francis Fernandes  
Batch 005

## A bicycle sharing program for short distance commuting

**H**ow would you like it if you didn't have to beg of the autorikshaw or taxi to take you the short distance to the railway station, home or place of work? Imagine not having to wait for a whole 10 minutes for a bus ride for a 5 minute journey and then too just about managing to get in, buy your ticket, traverse the packed aisle and then get off that packed bus! Inconvenient isn't it? For many of us, this inconvenience is part of our daily routine. And we are well aware that it might only become worse in the near future.

Akin to the cycle sharing programs of London and Paris, Mumbai too might have its own bicycle sharing program in the near future. Get off the train and head to the cycle sharing hub/point right outside. Provide your mobile number and pick up your bicycle. Ride it to the hub/point nearest to your office/home and pay the minimum fee of about Rs. 5/- for 10 minutes of hire. Simple isn't it? Do the same routine if you need to run errands in your vicinity. You have just taken one car/bike off the road and given your seat to someone standing in a bus. All this without polluting, or adding to the already existing traffic congestion. Don't be surprised if you make it to your destination before the rick or the bus. After all, a cycle can weave thru traffic much more easily!

It sounds very simple. A locality can have 4-6 such hubs each with about 6 six cycles. Operational from 8am to 8pm, each hub would be manned and cycles would be re-distributed from time to time during the day depending on commuter movement and trends.

But cycling isn't safe! - Who said so? When was the last time you heard of a cyclist in an accident! Am sure motorbikes can't boast of the same record despite wearing helmets. We'll provide you with helmets for that ride if it makes you FEEL safer.

There's so much pollution! - How does that change even if you are in an auto/bus/taxi? Aren't you exposed to the same fumes? Wouldn't you tie a kerchief/scarf around your nose & mouth then? So do the same when cycling!



So when does this get started? All we need are dedicated public spaces or space in a shop willing to hold 6 cycles thru the day & night.

What will happen then? Reduction in traffic congestion during peak hour, thus reduction in exhaust fumes, improvement in health due to regular bicycling, the cycle of positives goes on.....

A cycle takes you any distance at minimal cost, at your own comfort, while at the same time you're doing your bit of keeping the environment clean and ensuring that pedal power burnt those calories from last night's icecream!

Green IS the new Black!

Vanessa Dantas Caesar  
Batch 005

## THE POWER TO LEAD ALUMNI NETWORK

The Executive Team of the Power-to-lead Network for 2011 met on February 19 to discuss plans for the next few months. Some of the initiatives we plan to take up are:

1. Develop an Expertise centre, which will be a resource based centre for all. In each batch, we have seen over 300 years of experience. Each of us with this experience has developed an expertise in some area. Quite often we would like to help and people need help but no one is aware where to go for help. Through this Centre, we could volunteer our skills and services to another member of the Power to lead family or a church organization which may need help. For e.g.: Lawyers/ counselors/ teachers / financial advisors / bankers / IT professionals etc.....
2. Take up socially-relevant projects, issues and causes. This would not only benefit the larger society, but also serve as a focal point of interest and cohesion for those more closely associated with Power to Lead. Many of our PTL members are already involved in the Waste Management Project in our diocese. Several other projects including Medical Insurance for the Poor, Housing Society Managers Course for helping the Retired get gainful employment are also being actively promoted.
3. Design and Facilitate a few Youth Development Programs: There were many good ideas and concepts that were presented by Batch 005 as part of their project III presentations. We need to identify and work on at least two programs that can be implemented in our Archdiocese immediately.

4. Organise Social Events like a picnic or trek or holiday camp and a wonderful Christmas Fellowship day like the one we had in 2010. Also to nurture the Spiritual Connect that was created during the PTL course, we could have a Recollection or Retreat based on John Maxwell's Christian leadership-oriented material.



5. Provide opportunities to our Alumni for Self-development and Rejuvenation by organizing workshops on Making your Life Successful (1 day), Value Based Leadership (2 days) and Hi-Impact Presentation Skills (1 day). Details of these workshops will be sent to all the alumni soon.

6. Network with the Christian Chamber of Commerce, Dimensions and other like-minded organizations and collaborate effectively to share knowledge and enable a proactive community dialogue on the professional, cultural and social issues of the day.

We request all our PTL alumni to be involved in the events we plan to organize for our members. Your generous contribution of time and expertise and active participation in Power to Lead will make us improve our quality, thus service in society.

Vincent D'silva  
Core team member

Some are BORN  
to LEAD  
& some are  
EMPOWERED to.



Be the force of CHANGE!

For more details contact Sarah Joseph on 9664400205 or email at [powertolead@gmail.com](mailto:powertolead@gmail.com); or visit our website [www.powertolead.net](http://www.powertolead.net)

Please mail the enclosed application form to:

Power to Lead

C/o Interlink Marketing Consultancy Pvt. Ltd. 3A, Central Plaza, 166 C.S.T. Road,  
Kalina, Santacruz (E), Mumbai - 400 098, India Tel : +91 22 2666 6611 / 44 Fax : +91 22 2666 6463

