

LET'S BUILD A BETTER INDIA, A BETTER WORLD

Dear Friends,

India's growth story is the buzz at all global and national economic forums. But is that growth truly inclusive? A closer look at statistics reveals that, the rich-poor divide has only increased and more and more people are being pushed to the margins. Unless ALL Indians benefit, the growth story rings hollow! What then, is needed to change this dynamic and make India's growth story truly inclusive? As I see it, we need a cadre of 'Lay Leaders' who live the core values of justice, freedom, secularism and ethics. Power to Lead is an endeavor in this direction!



True leadership is values based leadership. Becoming a leader is not emulating a role model or a historical figure. True leadership is "being rooted in who you are" and "what matters most to you". It is reflected in standing up for the universal values of justice, peace and freedom. Leadership is doing the right thing and doing the best you can, no matter what the cost. Sounds simple, doesn't it? But let's face it, it is hardly simplistic.

Doing the right thing is a lifelong challenge for all of us! We need to have a mission that matters, that inspires and that is our driving force. We need to be risk takers who have the courage to begin, while others are waiting for better times or safer situations. We need to make decisions and choices that will affect future generations.

What we make of our lives is in our hands! Let's build a better India, a better world!

Ruth D'Souza
Program Director

BE COURAGEOUS AND ACT!

My Fellow Leaders,

Unlike Managers, Leaders accept unlimited liability for the overall good of the organization and the team. In doing so, leaders also accept responsibility for certain decisions that require not only wisdom but also courage.



All of you know that when leaders make decisions, they always have moral or ethical implications. As a result, it becomes very essential that your wisdom guides you towards the right path, to take care of these implications, otherwise at that moment, it becomes a crucial dilemma!

Why does it have to be so hard, when we know we are doing the right thing? We really do our best to actively listen to the concerns of others and carefully explain everything to everyone! What then seems to be holding us back? Why aren't we moving forward in the direction of action?

We understand that we need to lead through action and now! But yet can't act, why? At this crucial moment, what we need is security and assurance. Well, as Power-to-Lead leaders, **you do know** who to look towards for this kind of security. Let us be courageous to take the first step towards **Action Leadership!** Whenever it seems wise to move ahead for the right cause, just go ahead and have the courage to act!

Courage to take action for the right cause is what makes the difference between a Power-to-Lead leader and other leaders, since you have developed values of leadership & ownership with integrity!

On this occasion, let me invite all of you, to ask for wisdom and take action courageously in faith. Your contribution will certainly be visible and tangible, which we need to see in society.

I wish you many opportunities to have wisdom, **take decisions and also have the courage to act.**

Dr. Raja. B. Smarta
Chairman



ISSUE 5 MARCH 2012



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



DO LEADERS HAVE FAITH?

I'm not talking about the run-of-the-mill leaders but I ask, do great leaders have faith? In the renovated parliament house in Berlin, there is a non denominational room reserved for spending 'quiet moments'. I was told that a number of German government officials take time off during their busy days to get centered, reflecting, spending precious quiet moments as they take vital decisions and make important moves. Does the very existence of this 'quiet room' indicate a need to interiorize, and does interiorizing suggest a kind of faith? Well, it all depends on how one understands faith.

I present, not a Catholic understanding of faith but a definition of faith given by a historian of religion, Wilfred Cantwell Smith. He is one of the past century's most influential contributors to interfaith dialogue and the comparative study of religion. He said, *'Faith is deeper, richer, more personal. It is engendered by a religious tradition, in some cases and in some degree by its doctrines; but it is a quality of the person, not of the system. It is an orientation of the personality, to oneself, to one's neighbors, to the universe; a total response; a way of seeing whatever one sees, and of handling whatever one handles; a capacity to live at more than a mundane level; to see, to feel, to act in terms of a transcendent dimension.'*

Faith is understood so profoundly not as one aspect of a person's life but as the 'quality of the person', encompassing all of life and the whole of one's way of viewing life, and living life in its fullness. It is beautifully seen as living at more than the 'mundane level' but 'seeing, feeling and acting in terms of a transcendent dimension.' A faith that is not just ritual, not just 'mouthing formulas', not just belonging to a system -- but a way of living has definitely a role to play in influencing the quality of one's living and consequently of one's leadership.

The political leader and one time Prime Minister of England, Tony Blair, became a Catholic like his wife. On this occasion he spoke with L'Osservatore Romano, about his faith journey into Catholicism, which started when he began to accompany his Catholic wife to Church. Reflecting on the encyclical of Pope

Benedict, Caritas in Veritate, he said that religion has to enter the public domain, reflected also in the teachings of the encyclical. Quoting the Pope, Tony Blair said, "The point is that faith has every right to enter in this space and to speak. It must not be silent."



Blair fully endorses what Pope Benedict says, "The Christian religion and other religions can make their contribution to development only if God finds a place in the public sphere, with specific reference to the cultural, social, economic and especially the political dimension." (Zenit.org, 15 Sept 2009). Religion and faith are not to be seen as private matters, which must be kept under wraps; religion must have an impact on the public domain.

Peter Burwash in his simple down-to-earth book on leadership entitled, *The Key to Great Leadership* enumerates various principles of outstanding service. One chapter is entitled 'Have a spiritual foundation'. In his opening lines he says, "One truth stands firm. All that happens in world history rests on something spiritual. If the spiritual is strong, it creates world history. If it is weak, it suffers world history."

The author does not write from his personal experience alone: he travelled through 134 countries and interviewed thousands of workers and managers in the world's best companies, and he comes to this conclusion: "The more interviews I had with leaders, the more I realized that faith was a very important part of their daily lives. President DeKlerk of South Africa, who has helped to engineer the abolishment of apartheid in his country, receives about 15 death threats a day. When I asked him how he dealt with this incredible pressure he pointed to the sky and said, "My vertical relationship with that gentleman."

Are you convinced that quality leadership needs faith? If 'yes', thank God; if 'no' curse the emptiness!

Fr. Cleophas Fernandes
Member-Core Team
Director NBCLC

'Mentoring is a brain to pick, an ear to listen, and a push in the right direction' - John Crosby

One of the highlights of the PTL program is the unique mentoring module, built in as a part of this wonderful leadership training. Here each participant is assigned a mentor of his/her choice, who can be approached for guidance whenever the candidate feels the need. The maturity, wisdom and calming presence of the mentor is sufficient to instill hope and confidence in any student who needs information, counseling or guidance in their personal or professional lives.



This mentoring module reflects the genuine concern of the PTL management, towards the growth and development of each participating individual. I strongly urge all privileged participants to take full advantage of this splendid opportunity to learn and grow under the watchful and able guidance of their respective mentors.

Richard Chacko
(PTL 006)

TESTIMONIALS.....




The transformational change that friends, family and peers have observed after the PTL course...



✍️ Having worked closely with Brian for the past two years, I have seen him evolve especially in this last one year. The biggest change observed is the way in which he now thinks and the overall work output. Earlier he would achieve his deliverables, but now there is a greater understanding of why the deliverables are sought. This in turn has made him re-look at his work! Another interesting point to note is that there is so much more value that Brian adds in what he does: new ideas, new processes, new techniques along with valuable suggestions -- and of course a new level of strategic thinking as never seen before. This positive **change** has not only enabled Brian to prioritize his work, activities & goals, but also made him a good team leader who communicates far better with his team today. Brian has certainly evolved as a more accessible leader who has instilled a performance oriented culture within his team, at the same time, making the workplace a relaxed and fun atmosphere to work in! **Mr. Kailash Shirodkar, Publisher-UBM India on his new leader, Brian Pereira (PTL 006).**


✍️ Lydia has always been a good leader and won the respect of her team members, post PTL she delegates more effectively, her supervision has become more structured, and her team structure is far better today with better designed processes... hence truly making her a very effective task master and an able manager. She has started looking at issues more objectively, limiting the personal and emotional angle, leading to a more solution based decision making. Lydia is very organized as a person and her desire to be a perfectionist only further instills very good values and work ethics in her colleagues. She is a much more confident and professional colleague today and has been able to handle augmented workloads and projects with ease. She is able to effectively work through problems and challenges with clearer objectivity and a pragmatic approach. **Mr. Romel Bhog, CEO - HDIL Leisures, on his confident and effective colleague Lydia Luis (PTL 005).**



✍️ The Power-to-Lead programme has helped Andrea to understand herself at a deeper level, develop new skills and delve into the unique dynamics of dealing with people. Armed with the Vision-Mission-Values statement, she now uses a result-oriented approach towards achieving her goals. It has equipped her with ideas and techniques and she has started contributing more proactively and professionally towards activities in our Church and building communities. The mini-projects that she has undertaken are helping her emerge from the shadows of two talented and brilliant children whom she has nurtured and supported very well. The PTL programme was a nice way for me to showcase my work as a consultant/coach. As a couple, we are now better equipped to make the most of our God given talents. **Vincent D'silva, PTL Core Team member, on his better half, Andrea, post PTL (PTL 006).**

✍️ PTL has molded Richard into a far more committed and a less workaholic human being to us – his family. His dad always loved doing clean business and PTL has further strengthened this belief. **Arlene Theknath (PTL 006) shares the PTL effect on her charming husband, Richard (PTL Batch 006).**



✍️ I feel a great sense of pride just knowing that Natalie has successfully completed Power-To-Lead. Especially with me being a sailor, she managed to strike a good balance between the kids, home and the course... In some way or the other, PTL has empowered her, made her self-reliant and certainly improved her problem solving skills. Her priorities now scale greater heights and she eagerly looks forward to step out of her comfort zone. Today, Natalie has an increased dependence and faith in the power of Prayer. I strongly believe that this is not the end, but a new beginning of wonderful things to follow. **Capt. Glen Motha on his anchor Natalie (PTL 006).**

✍️ Julius and I joined PTL with a view to attain leadership skills, as well as accomplish certain goals in our lives. I now can confidently say, "He has been transformed!" Julius dares to stand up for his rights and speak up (the truth). He believes he can be a leader based on the values of Christ and has learnt how to drown 'Old Phony Voices of the Past with shouts of, "I can achieve Big Audacious Goals!". The Kingdom of God is truly at hand for his 'Walk' is now closer to his 'Talk'. And finally I can confidently say, "You can take a man out of PTL (because the course is over) but you can never take PTL out of a man!" **Susan (PTL 006) on how PTL has transformed her dedicated husband, Julius Pinto (PTL 006).**





TESTIMONIALS.....

PTL has made Shelly aware of her potential and taught her how to maximize it. Now being 'other centered', she has come to believe that she must give more of herself and certainly has something to offer in every situation.

Mrs. Anjali & Dr. Glenn Mascarenhas on the change seen in their doting daughter, Shelly (PTL 006), thanks to PTL.



My association with Clintcent dates back to June 2011. As part of the parish youth group, my observation of him has been one who is, dedicated towards his work, responsible for his activities, a good singer, someone who likes to meet people, interactive and hardworking. But above all the quality that I liked in him was his ability to be patient with people, a never give up attitude and defending the truth. Through the months he has been pursuing the course, Power-To-Lead, I have specifically noticed the following changes in him:

There has been a growth in the way he thinks, or I would rather say that he has started thinking out of the box creatively and today is a far better listener. He now seeks to understand another's view.

Fr. Anthony Banz, Our Lady of Nazareth Parish, Bhayander on his Vibrant Youth Director, Clintcent Henriques (PTL 006).

FUN WITH FACULTY.....

A TRIBUTE TO OUR TRAINERS

Teachers, the Pillars behind tomorrow's Leaders.

The trainings at the PTL sessions encompass the delicate art of grafting a sampling, this process is crucial for both -- the gardener and the plant. It calls for a mixture of affection and discipline, for frequent interaction, during which the plant attempts to understand the world. As the gardener gets concerned and strict, the plant gets dependant and soon develops a bond of mutual love.

After all, teachers are guides who lead us on the pathway of knowledge and wisdom. While we place such great responsibility on them, let us not forget, they are mortals too. Each of them have their own peculiar habits and unique behavioural traits. In case you haven't noticed, let me give you few examples within our very own PTL sessions. Every speaker follows his/her own signature style. Let's see if we identify and agree on few of these observations; now not all sessions can be grouped as 'straight' or 'topsy-turvy'.

Just as a parent, out of concern disciplines her child, Ruth always has a knack of starting her sessions with, an 'Okay' and ending them with difficult questions for intense self-examination! Speaking of questions, can we forget, the well-etched question "Who am I"? As we all know this question is generally accompanied with complicated theories and ever more difficult questions! However, the best twist in the tale, "soaked in sugar syrup", is usually saved till the last, as yellow *jelibies* are distributed by Dr. Smarta.

The objective of any session is awareness of one's inner potential. The team dynamics as explained by Mr. Leslie D'souza compares varied human psychological frameworks and antics,

making us interestingly observe and analyze each other's actions and engage in classification.

The priests associated with the program tend to play their part in bringing about a refreshing change. Fr. Keith places subjects and their discourse on a platter. He forces you to decide what you would like to pick up or gather from it. Fr. Roland links practical daily routine problems to spirituality, then elaborately explains how to actually internalize religious meaning. We have Fr. Mario who challenges the current set-up and calls us to wake up. And not to forget our dear *own* Fr. Cedric Prakash who confronts traditional beliefs and upholds human rights without external atrocities.

One must think there is quite a circus here every alternate Sunday! Everyone displaying a varied personality, as they spoke on their topic of interest. Well then, you should be introduced to Vincent D'Silva. He, by his disposition and speech seeks to pacify and bring rationalization. No wonder his sessions are kept at the end. So much so, that the concluding sessions are re-arranged to ensure his presence.

However varied our trainers are, they always have our concern at heart. We salute our teachers for their relentless service. They not only present the best analysis to us, but also ensure we are provided with the adequate assistance to internalize these teachings and bear fruits.

Teachers – they have and will always be, the Pillars behind tomorrow's Leaders!



Maria Dias (PTL 006)



A Colorful Journey!

Studying can get a little monotonous and drab for children, especially if they are going to a school which has dark and dingy interiors. Poor amenities and shabby walls sure do not make it a happy place to be in! Just think about it... who would enjoy studying in a dull and lifeless

classroom? Plaster peeling? Poor lighting? Dark blue walls? Is that really what we want our kid's learning environment to be? Studies have categorically stated that color influences mood. Was this ever thought about in our Municipal schools? Wouldn't it be a great idea to refurbish the walls of the class and brighten up the atmosphere to spread some positive energy? Well, I had this brainwave a week before Project 3. Well a depressing classroom can sure dampen those young enthusiastic minds that are willing to learn!

What would make it really exciting was if, the children themselves were a part of this project and volunteered to help design and paint these wall murals. It would also stimulate their creative minds to bring in anything from nature to abstracts – and add a zing to their otherwise boring school life. Light blue and green are calm colors. Yellow and red bring a feeling of warmth, cheerfulness -- and are stimulating at the same time. These are the colors that would be most likely used. To make this activity easier for the children, I would get stencils made according to the design concepts. They could have fun doing up the walls on weekends or on holidays. This transformation would certainly light up many lives.

So wish me luck as I begin a colorful journey, not just for me, but for each one of those adorable kids at our Municipal schools.

Shelly Mascarenhas
– Project 3 PTL 006



BOOK REVIEW Leadership Unlimited

The world today is looking for Leadership with the Value component attached to it. But is Leadership an easily acquirable trait, or a commodity available at the supermarket, or a process that can be imbibed just by reading a book? The genetic statistic is rather unbelievable. Every individual born on the planet is a born leader, *since we each defeated two million other sperms to be the ONE*. And yet, only a few of us ever reach our true potential; despite attending numerous training programs we are unable to make even a tiny difference to the world around us. Such waste of energy....a sad expression of lost opportunity!

Amongst this chaos, a vision to someone who is a non-Christian, yet an effective follower of Christ, led to the birth of a program that envisioned leadership among the Catholic laity in India, and was called 'POWER TO LEAD'. In five years the program trained over 250 individuals to apply the Principles of Servant Leadership. The seeds of Leadership thus sown have borne dividend, as each graduate took up a project, to make a difference. Each of the 250 alumni has been able to give back to society, like no other leadership program, because the basic core of PTL is Service Beyond Self.

Leadership Unlimited - New Leaders delivering New Leadership, is an effort by PTL batch 006 (2011-2012) to bring you, the real life victories of 20 among the past 250 PTL alumni, in the service of Humanity. It is our hope to ignite the flame of Value Based Leadership among Christians, world over, such that each is empowered to move beyond the comfort zone, onto the battleground of day-to-day living.

Leadership is a Call to give, rather than receive, to unearth within each individual the unique values we are blessed with, such that together we build, a Heaven on Earth!

Dr. Francin Pinto
(PTL 006)



THE POWER TO LEAD ALUMNI NETWORK

A Movement has begun...

Welcome to the Power-to-Lead Network!

The Power-to-Lead Network seeks to support the fulfillment of Power-to-lead's mission through the meaningful engagement of our alumni and help it transcend from being just a training program to becoming a movement for the betterment of society. It aims to provide us an opportunity to inspire, encourage, help and guide project implementation, and advance the pursuit of servant leadership in society.

We welcome Dr. Francin Pinto, Alcide Coelho, Daphne Nair, Natalie Motha, Norbert Mascarenhas, Trevor Almeida, Merlyn Fernandes and Walnace Dias into the Executive Team of the PTL Network for 2012. We have also selected five areas of interest that we will handle through teams that will drive certain initiatives for us. These are:

1. Branding of PTL/Power Buzz/PTL Portal
(Brian Pereira, Richard Chacko, Maria Dias)
2. Alumni Networking & Bonding Events
(Agnel D'souza, Norbert Mascarenhas, Julius & Susan Pinto, Clintcent Henriques)
3. Civic Issues & Development of Political Leaders
(Merlyn Fernandes, Trevor Almeida, Richard Theknath, Gladys D'souza)
4. Youth Development/Empowerment
(Vinay Coutinho, Merlyn Fernandes, Natalie Motha, Shanti Miranda, Stan Alvares, Andrea D'silva)

5. Employability projects

(Daphne Nair, Premila D'souza, John Martis)

Come! Join us at the Power-to-Lead Network with your active participation in the initiatives planned for 2012, and experience the joy of being part of a value-based network.

Together we will make great things come to be!

Power-to-Lead now in Bangalore...

Power to Lead is organising a five-day workshop on "Leading Change & Transformation" at the NBCLC, Bangalore from December 1 to 5, 2012. The delegates will include the heads of institutions from colleges, schools, commissions, hospitals, NGOs, charity homes and other organisations within the Church.

- ✍ The objectives of the workshop would be to aid the Heads of Institutions to:
- ✍ Challenge the status quo and become agents of change.
- ✍ Create a Vision and motivate staff to peak levels of performance.
- ✍ Harness the power of innovative thinking and look at new directions.
- ✍ Mobilise resources - enthuse people and generate funds for projects

Well a movement has certainly begun!

– Vincent D'silva, Core Team Member



Transform yourself to LEAD Change



INVEST IN YOURSELF, GET THE POWER TO LEAD

For more details and application form visit our website:

www.powertolead.net or email us at sarah.joseph@powertolead.net

Power to Lead

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