

TAKE CHARGE

LEADERSHIP PROGRAMME FOR
CATHOLIC YOUTH

Newsletter

Sept 2020

TC 4 - 02

“

**MENTORING IS... A BRAIN TO PICK,
AN EAR TO LISTEN AND
A PUSH IN THE RIGHT DIRECTION.**

- John C. Crosby

”

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Dear reader,

As we know, the Take Charge Cohort-4 has taken off in full swing. We bring to you, what the TC-4 journey has been so far.

Learn more about how the Induction and the buddy community have been quite a success, even with the lockdown. Read on, to find out what Luis Miranda has to say about a mentor's qualities.

Check out the display of various talents and skills from our mentees in the talent section.

Sincere thanks to all our contributors for helping make this issue possible.

We hope you enjoy reading our stories

Happy reading !



After having familiarized ourselves with what Take Charge has in store for us, the final step was meeting of the mentors with their mentees. Eager and rearing to go ...we'll just let our mentees tell you all about it...

It was the beginning of a beautiful friendship, neither the pandemic nor the lockdown could get in the way.

“ Here I was bonding with someone out of my age group, someone who faced their fair share of life, and I was loving every moment of it ”

Mentee - Caelean Tavares

“ Meeting with my mentor has always given me hope for the future and I am assured that I am progressing towards it ”

Mentee -
Antionette Fernandes

It wasn't easy, it wasn't very hard either, since both our Mentors and our Mentees have been eagerly looking forward to the starting of this cohort.

“ Despite not meeting her in person, I have connected with her virtually in such a short time. ”

Mentee - Chriselle Couto

This experience has been different for everyone. The first session, the ice breaker, sets a lot of things in place. It is the first and the foremost step in establishing a good connection. The Induction session provided both sides a good perspective into each others personality and helps find common ground.

“ We were paired together given her experience in financial markets and my love in the same field.

Mentee - Kirsten Ferrao ”

“ My mentor immediately put me at ease when I spoke to her.

Mentee - Olevia Dsouza ”

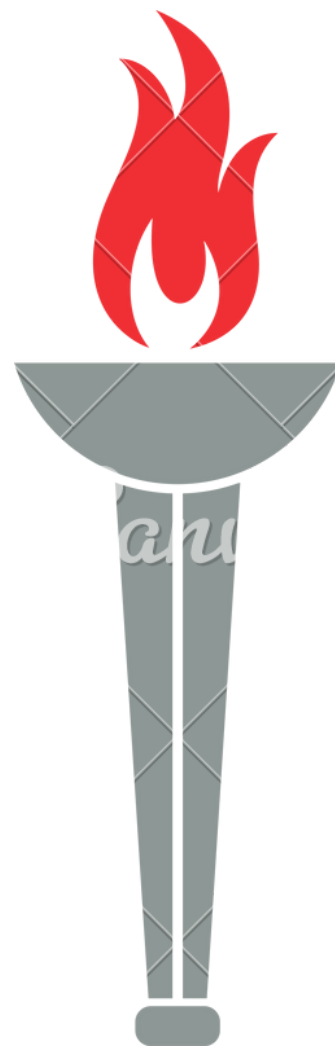
This year being an unusual one, with the pandemic striking and the lockdown imposed, meeting personally was a risk. Here's when the internet came to our rescue. Every meeting took place in the virtual space. It came with its set of pros and cons.

“ We introduced ourselves to each other by sharing about our families, whereabouts and how we've been utilizing time during quarantine.

Mentee - Samantha Fernandez ”

“ When my mentor asked me how I felt, my response was, 'I felt like a rock now starting to disintegrate into the ocean.

Mentee - Nicole Coutino ”



Our mentors and mentees successfully navigated through these difficult time to establish the foundations of their relationships.

“ We had been conversing for over an hour and my brain absolutely refused to believe it

Mentee - Evita Roche ”



Mentor Rohan Soares meeting his mentee Antoinette's family.

I want to talk a bit about the first pillar of the Take Charge mentoring programme – Build a relationship of trust.

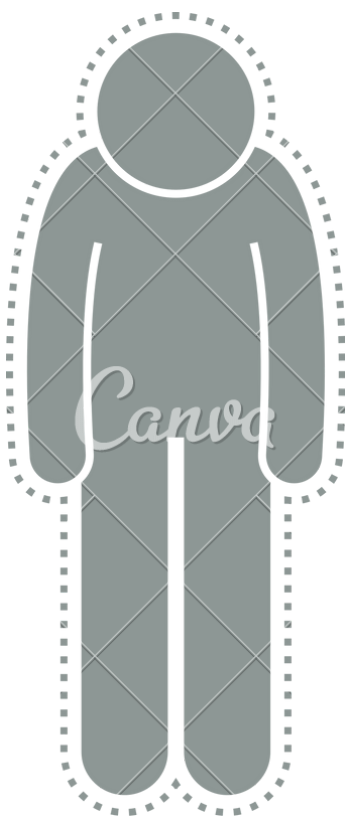
“Make them realise that you also are human.”



In order for you and your mentee to have a great relationship, you both need to build a relation of trust between the two of you. You both have been thrown together by some randomness. You are in this position not because you are a parent, nor a teacher, nor a boss of your mentee. Therefore, why should your mentee trust you and be open with you? This is the challenge you will face, but it is not that tough to handle it. Here are a few tools that you may find to be helpful:

Be vulnerable.

You are older than your mentee, sometimes by more than a couple of decades (in my case four decades!). Make them realise that you also are human. Make them comfortable by talking about something embarrassing that you have done at their age. Talk about the confusion or challenges that you faced at their age ... or today.

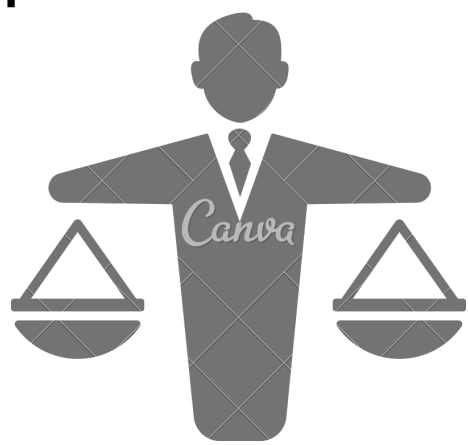


Be honest.

Don't lie to them. Be open and honest when talking to them. In your homes, your own kids learn from what you do, and not what you say. The same with your mentees. If you want them to respond on time to you, you should respond to them on time. If you want them to be honest with you, you need to be honest with them.

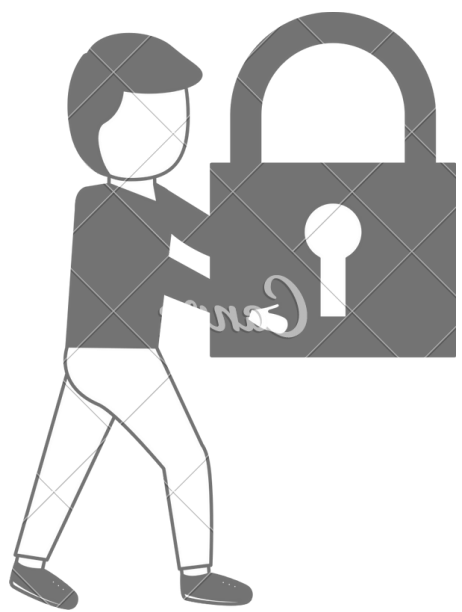
Don't be judgemental.

The last thing your mentee needs is another person being judgemental with them. When my father passed away one of his friends wrote to me, "Your dad was critical, but never judgemental.". It took me some time to understand what he meant. And the best explanation I came across is by Russel Bishop, an educational psychologist. — "If you look at a couple of different light sources, say a candle and a 100-watt bulb you may be able to notice the relative difference in the amount of light being emitted. An evaluation would simply state that one is brighter than the other [critical analysis]. A judgement would condemn one as too bright, or the other as not being bright enough." We need to help our mentees become better versions of themselves; but being judgemental won't help them get there.



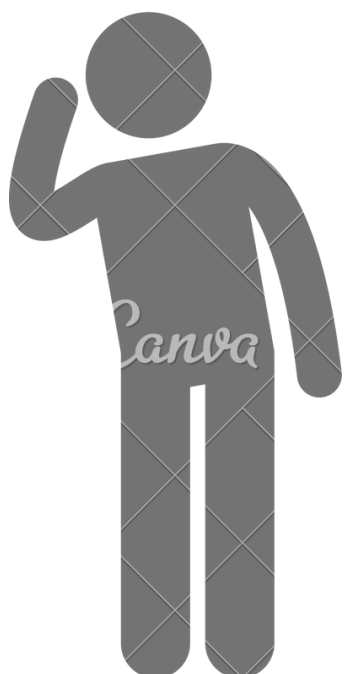
Don't betray confidentiality.

If you want your mentee to trust you, you have to respect the confidentiality of your discussions. You can't tell their parents what your mentee told you. The only time where you need to escalate it to the Take Charge team is when you feel that your mentee is at some personal risk and needs professional help or advice.



Listen.

Finally, to borrow a line from Hamilton, the musical, "Talk less, smile more." Your mentee has enough people in her or his life lecturing them. Don't make your mentoring session another lecture session. Listen, instead, to what your mentee wants to talk about. In previous cohorts we have had mentors who believed that mentoring only meant giving gyan. They are so wrong. Mentoring is about listening. Get to know your mentee better by letting your mentee talk.



Thanks a lot for taking the time to be a Take Charge mentor!

Mentor - Luis Miranda

[Chairman - Center for Civil Society,
Co-Founder of Take Charge Mentoring programme]

In this cohort we have seen the buddy community bloom right from the beginning. The idea of a Buddy Community was introduced in the last cohort to provide a support system as a sounding board for sharing insights and perspectives among travellers walking the same path of life...Mentoring. The buddy communities in this cohort have taken it up a notch.

The best part so far was the mentors and the mentees putting their minds together to come up with innovative names and logos that portrayed the essence of mentoring. That's something that made it more fun

“ Truly a brilliant network of people. The experience was then enhanced with our excitement. ”

Mentee -
Evita Roche

The most interesting thing here is that, along with reflecting their mentoring journey, the buddy communities have added an element of their personality to the names. Each name has a meaning and significance behind it. It had been meticulously crafted to bring out a common idea shared by the group.

“ It was fun to see the kind of mental images that some of the Mentees had about their mentor before the first meet ”
Mentor - Rohini



Illustration by Andre Lobo



Illustration by Andre Lobo

We have a total of 12 buddy communities. listed alongside are the names they have given themselves and their meaning.

suBURPian Ustads



Paws United



Vandre Mataram



Meet our Buddy Groups

Buddywisers



Terrific Transformers

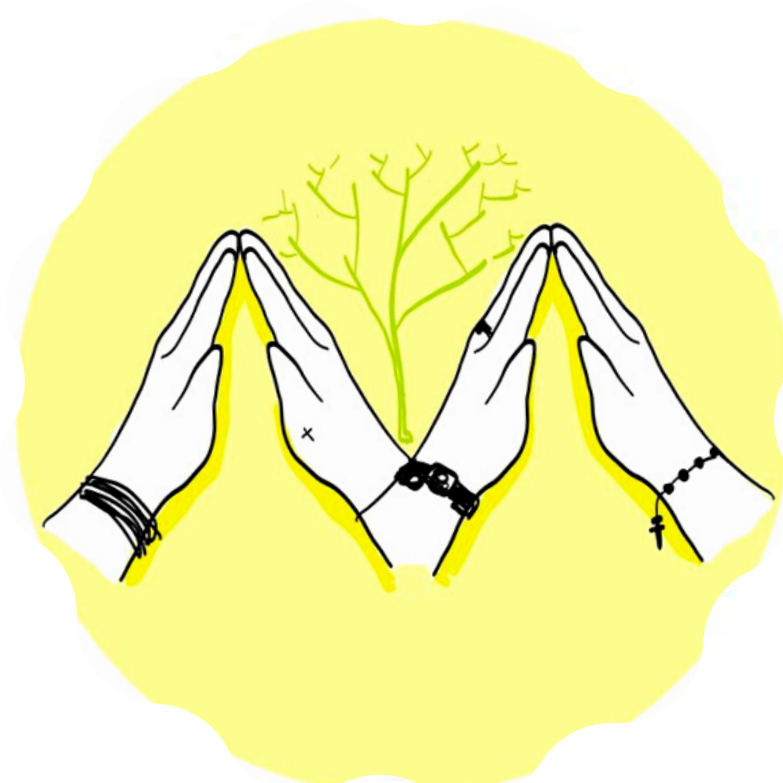


The Impacteers

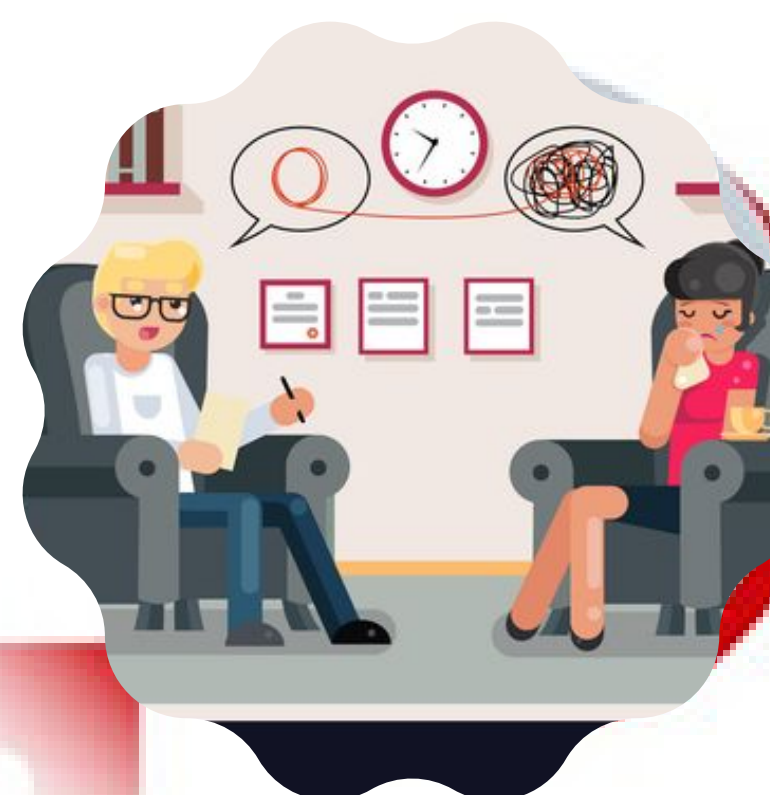


It is a humbling experience to see the mentees grow together. Do we need to point out, again, how much fun this journey has been?

Mentor
Monks



Counsel
Council



The Alchemists



Meet our
Buddy
Groups

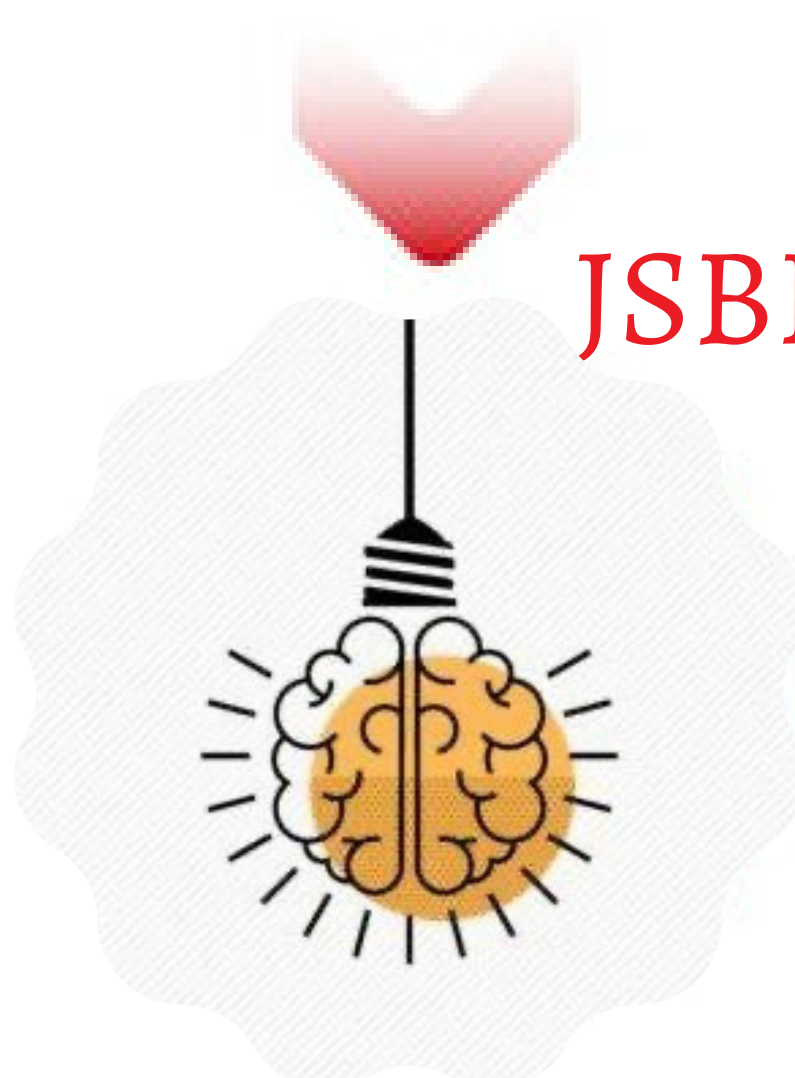
Sobo Buddies



Vandrewalle



JSBRAINSS



Some of our mentors have counselled mentees in our earlier cohorts as well. With experience they formulate an understanding that works best. Here's what our mentor Mr. Bertram Dsouza has to say about building a long lasting relationship.

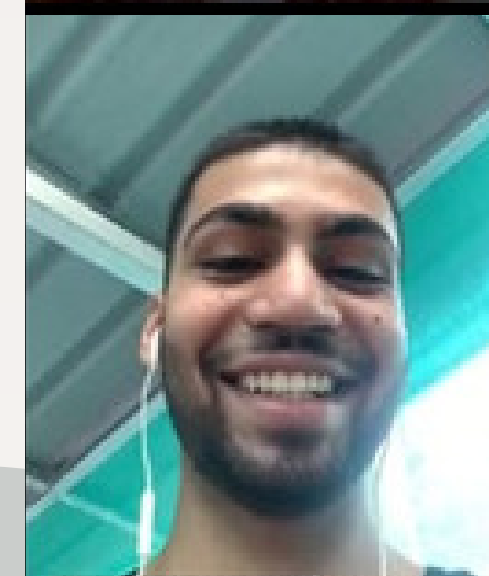
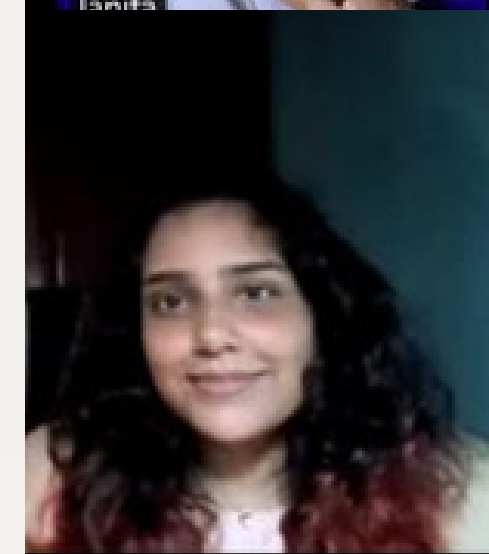
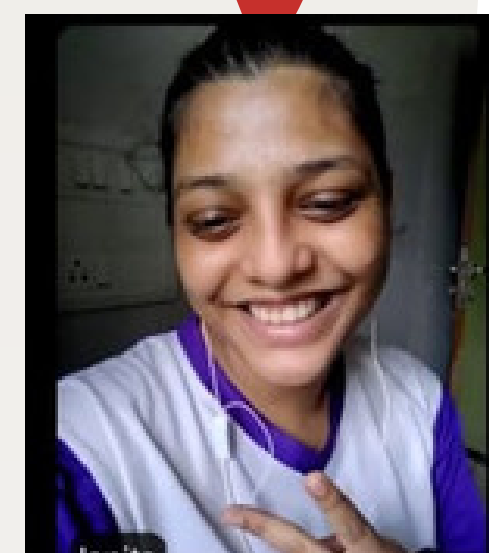
“I had a super zoom call with my mentees from TC2 (Janita), TC3 (Nigel) and TC4 (Alisha) the other day. I feel it's important to build rapport with mentees that stands the test of time. Some ideas on how I hope to achieve this...

1. Could make it more fun, not all zoom calls have to be about career and goals and they can be random conversations and even group games.

2. Could let mentees learn from each other and mentor each other - makes our jobs as mentors a bit easier and helps bring in fresh perspectives

3. Could help give mentees the access to a mini-social group for them to motivate each other on their achievements and reach out to each other for support since other mentees can be resourceful

4. Helps new mentees realize that you'll always be around and reduces the anxiety of fully utilizing the mentor during the 18 month window for the program.”



Mentor - Bertram Dsouza
[SVP - Kotak Mahindra Bank]

We also acknowledge that every experience and relationship is different, hence, its best to find your own common ground. Ultimately we all want to achieve the same goal, don't we?

We never miss a chance to enlighten our mentees. Our first webinar conducted by Ms. Rynelle Oliver, a Mental health Psychologist, covered three important topics:

- Mental health during the pandemic
- Consent in relationships
- Staying safe in the digital world



Illustration by - Johanna Thapa

The session was interactive, with visual descriptions. It was a necessity during this lockdown as many of us were branching out in the digital space.

What consent does NOT look like:

- Assuming that dressing sexy, flirting, accepting a ride, accepting a drink etc. is in any way consenting to anything more.
- Saying yes (or saying anything) while under the influence of drugs or alcohol.
- Saying yes or giving in to something because you feel too pressured or afraid to say no to.

- Maryann Lobo
Taking from the Webinar

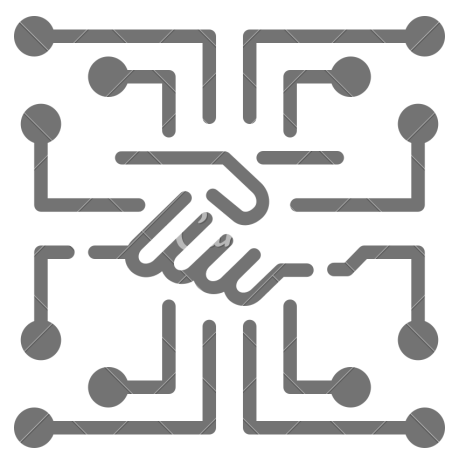
In the brief amount of time, the session covered depths of information. It addressed the turmoils and the changes in modern day relationship patterns and clarified the important factor 'Consent'.

The concept of 'Mental Health' was well explained in the session. Ms. Oliver did her best to convey the right information about these growing issues among the young adults.

Ironically, learning about safety in the virtual space, the session was conducted on a digital platform due to the Lockdown. To say it simply, this session was a need of the hour for all mentees.

The speaker explained topics like depression, anxiety, consent, assault, cyber bullying which were very easy to understand.

Mentee - Vailantina Chouri

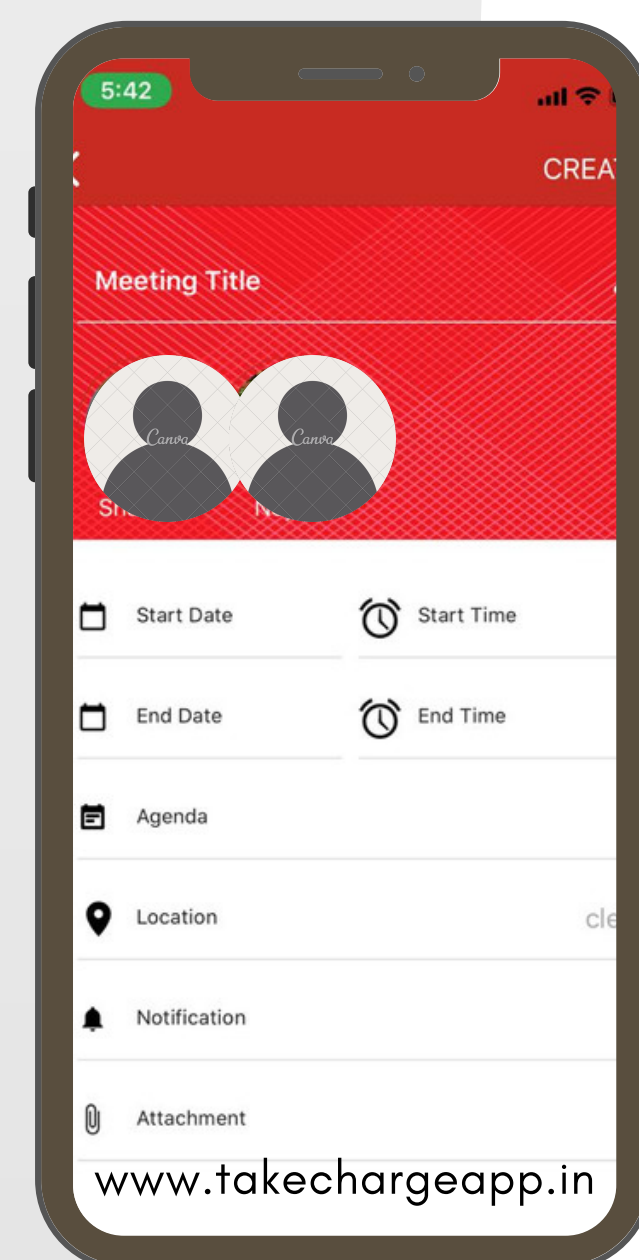


The Take Charge App was introduced in TC-3 and updated in TC-4. It brilliantly functions to keep a track of all the happenings in the cohort and keeps us updated.

“Having been a past mentor in TC2 and TC3, the Mentor/Mentee App this year has been a remarkable improvement to TC's digital capabilities!

The top 3 features I like most about the new app are:

1. The real-time notifications which I receive when my mentee schedules a meeting allow me to respond quickly and confirm that I'm blocking time.
2. The reset password option is now very simple which was a major barrier to using the app in the past.
3. Managing meetings and uploading notes and attachments are a breeze.



Mentor - Bertram Dsouza
[SVP – Kotak Mahindra Bank]

To keep things interesting, we introduced a point system which benefits all who have their meetings regularly, are prompt in updating their meetings on the app, who attend the webinars conducted by take charge and respond straight away to calls from Jessica and Maryann. We appreciate and thank everyone involved for their efforts in this initiative. It truly has been a boon.



“ My journey so far is an opportunity for me, Learning and being challenged to be someone. ”

Mentee - Rhea Ekka



Illustrations by Nicole Coutinho

“ It's as though, at every turn I take as I journey down this road, I'm met by people offering their guidance and support. ”

Mentee -
Lizandra Delgado

It has been a wonderful journey so far, interesting indeed. But don't take our word for it... have a look at what our mentors and mentees have to say about the take charge cohort 4.

“ Who knew an online meeting could be so fun. ”

Mentee -
Johanna Thapa

“ Even amidst the current crisis, the Take Charge team has managed to keep us occupied with their events ”

Mentee - Evita Roche

“ A mentor is someone who allows you to see the hope within yourself. ”

- Oprah Winfrey



Artwork by Chrisann Dsouza

We can't afford to dissolve ourselves in apathy or mope around the whole day, but instead try something different, learn something new.

Mentee - Leandra Fernandes.

...Before today,

Did you know how the birds chirped without all that traffic noise?

Before today,

Did you care that the earth was slowly dying?

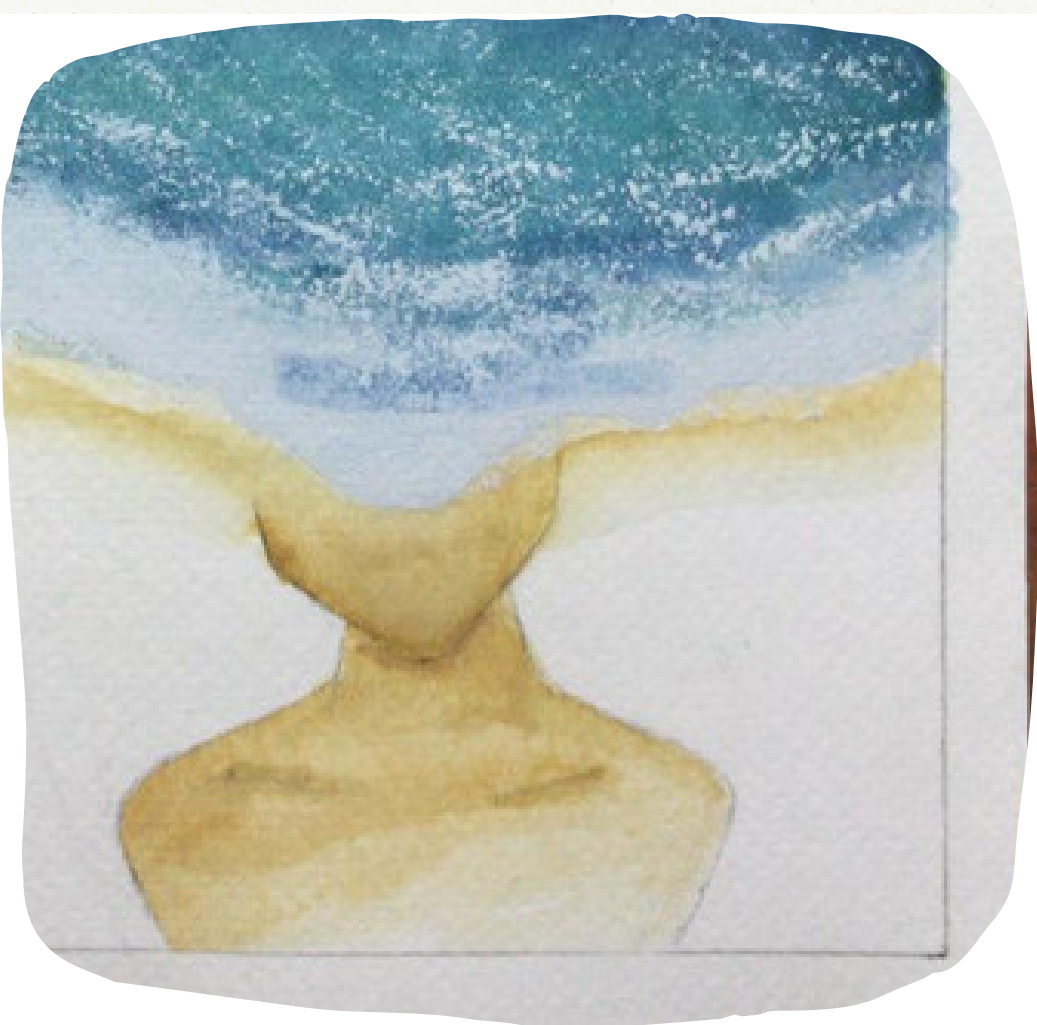
Before today,

Did you know that you were supposed to be tryin



Mentee - Evita Roche

Illustration by Andre Lobo



Artwork by Nicole Coutinho

“I'm learning to handle unfortunate problems with a positive outlook”

Mentee - Lizandra Delgado



Artwork by Vienna Periera

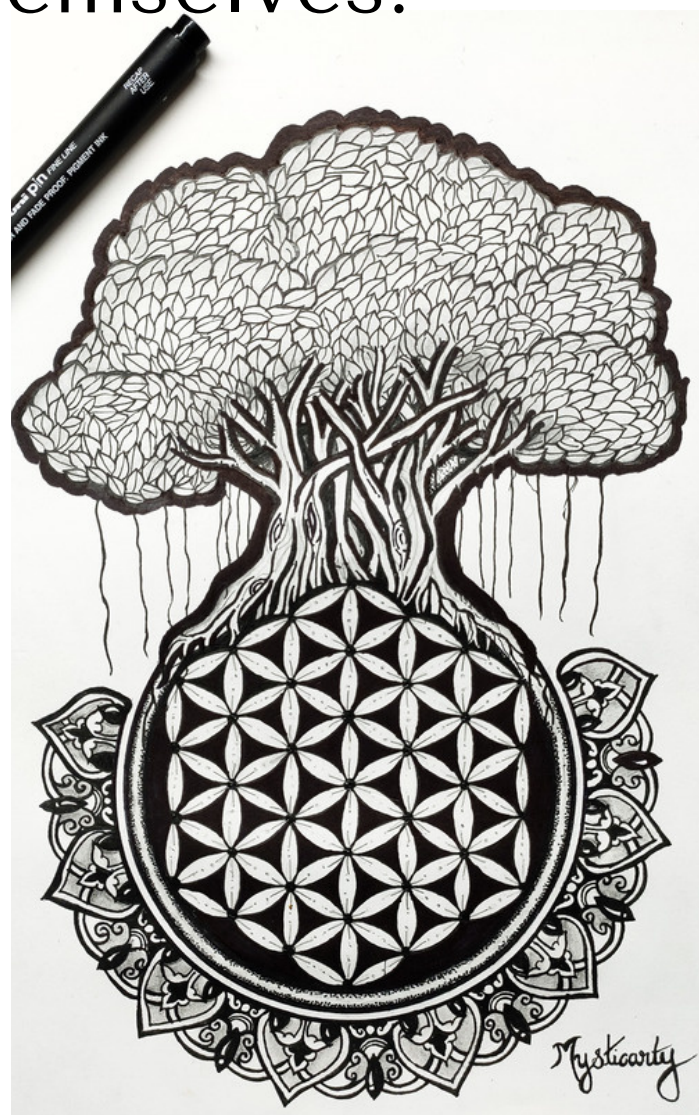
Creativity never stops. And we encourage our mentees to share their talents, hone their creativity, and be the best version of themselves.

“

Being productive is an important step in keeping yourself sane

”

Mentee - Jeremy Coelho



Artwork by Vienna Periera

“

Lockdown has given me a lot of free time to know myself and what I am capable of

”

Mentee - Rhea Ekka



Artwork by Chrisann Dsouza

...As the Day dawned,

The lark slept right under its faithful nest
And while others snoozed in exultant dreams,
The little beggar boy howled for a slice a bread
To cure his severely throbbing head.
And as other boys whined about food,
He longed to eat anything and from anywhere he could.

Mentee - Aaron Periera

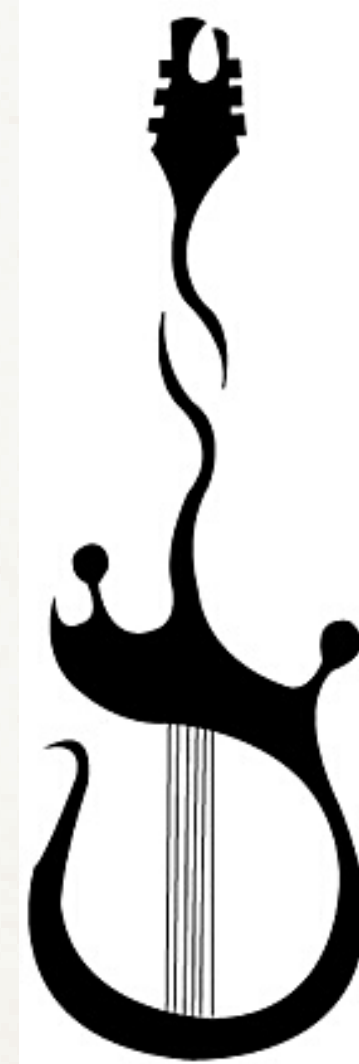
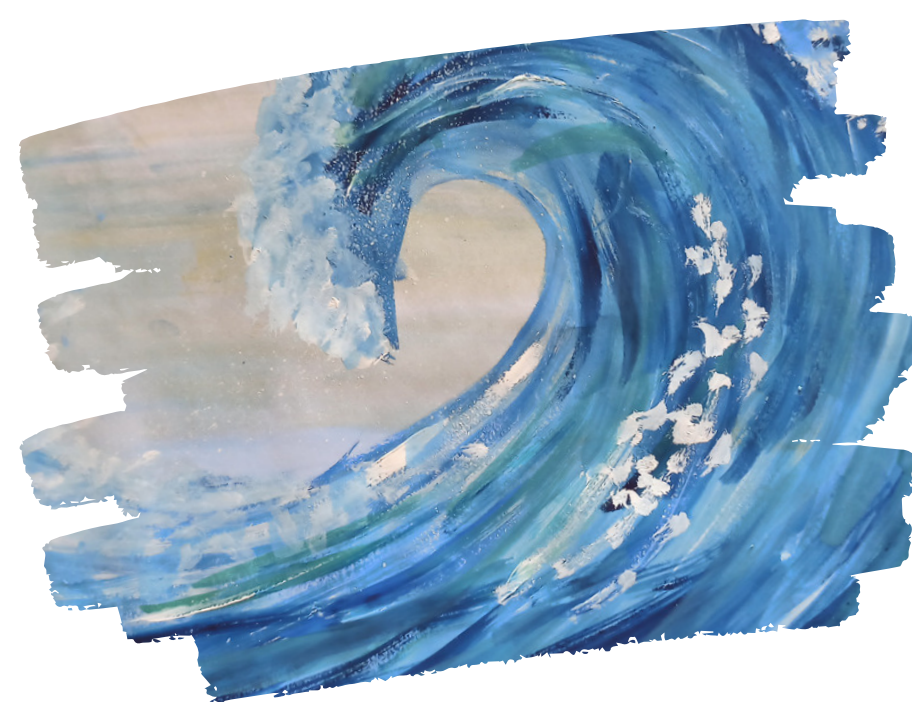


Illustration by Andre Lobo



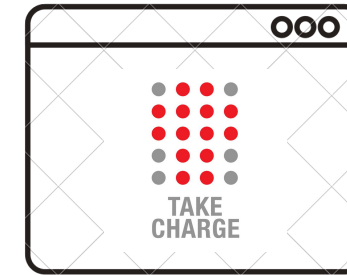
Artwork by Nicole Coutinho



Artwork by Chrisann Dsouza



You can reach us at...

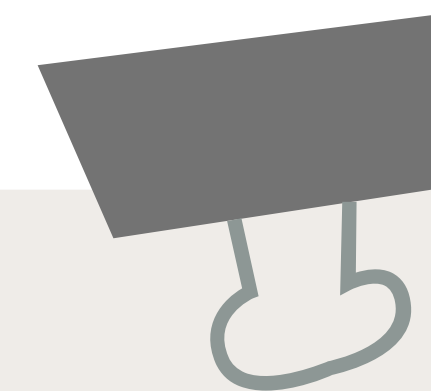


Click on the icon

Please do share your insights, learnings, feedback or suggestions with us. We are constantly looking to improve and to provide an enriching experience for all involved. Your contributions are welcome and appreciated. Help us make this experience more and more meaningful.

Again, a sincere thanks to all our contributors and to the team for helping us make this issue a success takechargementorship@gmail.com

Stay in touch. We will be back soon



THE EDITORIAL TEAM

Carol Paul
[Mentee Editor]

Sagarika Chattopadhyay
[Mentor Editor]

Maryann Lobo
[Take Charge Team]

Cheryl Pereira
[Editorial Head]



THANK YOU

For your contributions

From Mentees

Aaron Pereira
Andre Lobo
Antoinette Fernandes
Chrisann Dsouza
Chriselle Couto
Evita Roche
Johanna Thapa
Jeremy Coelho
Kristen Ferrao
Leandra Fernandes
Lizandra Delgado
Nicole Coutinho
Olevia Dsouza
Rhea Ekka
Samantha Fernandes
Vailantina Chouri
Vienna Pereira

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Mr Luis Miranda
Ms Rohini Dsouza
Mr Bertram Dsouza

