

TAKE CHARGE

MENTORSHIP

LEADERSHIP PROGRAMME FOR
CATHOLIC YOUTH

Newsletter

September 2022

TC 5 - 02

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To The Reader



I like to compare mentoring to friendship. I know that my mentees are looking to understand what it would be like in my world and how my skills & experiences can help them. Like a friendship, it is a relationship of equals & it takes effort from both of us to make it work.

Remember the 1970's song "I'll Be There" by the Jackson's. The touching lyrics speak about the availability and presence of a person for another. Being there for another, speaks volumes, more than words or any other action can convey.

Social psychologists refer to the connection between simple proximity and relationship as 'the mere exposure effect'. The frequency of interaction builds emotional bonding and fosters a deeper relationship. The same is true for mentorship.

Not so easy for many of us, as in the corporate world we are used to giving answers and solutions. It is not about one person telling the other what to do. It is about us helping the mentee to reflect on their own experience, make informed decisions and act upon the ideas generated by them. As such it can be enriching and satisfying for both partners.

Mentors and mentees share the responsibility for making it effective.

Please give us your feedback on the content we curate for you in these newsletters.

Is it inspiring?

Does it spark ideas?

We would love to hear from you.

Cheryl Pereira

New Beginnings

It's been about three months into our newest journey with the Take Charge program and I guess, for the first time in a couple of years we have (re)embraced (for the most part) regular physical contact. I cannot tell you how exhilarated I feel doing in person meetings, happily ditching online platforms.

Yes, I am a techie. Yes, I understand that digital technology has disrupted our interactions with the world. But we've also probably all heard it said that most of what we communicate is accomplished through non-verbal methods. It has been postulated that communication is only 7% verbal and an overwhelming 93% non-verbal; specifically, body language and varying tones of speech (most of which is minimally effective through online media). There is no substitute to human contact while establishing a relation so (that extra 93%) power be to us!

Before we break open the bubbly, there's still a lot that goes into building a bond and meaningful relationship between mentors and mentees. This is my third cohort with Take Charge and I have also been fortunate to have mentored young adults both in my parish as well as in professional roles. It has been my experience that every mentorship journey is different. Every one of us is different, each pair is different to an order of 2. Preconceived notions, stratagems and agenda are best avoided at this nascent stage of relationship building. I have often found it better to 'go with the flow' initially. There's a reason a river flows through the path of least resistance.



During the initial phase of 'discovery' I'd recommend trying different things. It helps expose our human side. Things we both like doing, talking about, eating, music we like to listen to help us build a common connect, a joint happy space, a platform to build a deeper relationship. I know one mentor-mentee pair that used to have their meetings cycling around town. I have had reasonable success going for long walks, discovering new places to visit. But be sure there will be (almost an equal number of) misses. Once I decided to walk with my mentee and that day the rain gods really blessed us abundantly. So yeah, maybe that didn't go too well.

Most of us (mentors) would remember Phil Collins and his hit song from the 80s 'You Can't Hurry Love'. I can't express the journey we are undertaking better. Every bond has its own timeline, something that needs to be respected. Our defence mechanisms need time to get comfortable to the other person (a complete stranger at the time the program kicks off). It's entirely possible that some connections might be struck instantaneously and take off like rockets (to occasionally crash and burn like Icarus and his waxen wings) and others may take so long that one or both parties may reach the point of giving up, but those who persevere may well build bonds that last the longest. 'You gotta have faith'.



My belief is that sharing is key; the good, the bad, and the ugly. And to my earlier point it takes time to open up. When sharing happens we often find similar situations in our own lives that resonate. And when both of us share 'similar' experiences, they create a much deeper emotional connect. Our ability to empathise and relate to common experiences helps to foster trust between each other.

The last point I want to talk about is creating value and partnership. Mutual respect is extremely important especially when we are both investing time and effort into the relationship. What is vital is that both mentor and mentee feel there is value being created in the partnership. Without value, interest and priorities wane very quickly. And just a quick word of caution, however hard either one tries, individually we can only reach halfway. And a genuine relationship will only be formed when both sides reach the halfway point simultaneously. Here's wishing all of us fair winds and following seas on our journey of new beginnings!



Mentees Speak

My first meeting with my mentor Rudolf was a fun one. We started off with a small activity discovering all the traits we had in our personalities and realized that we shared a lot in common - nature and personality wise.

We then talked about our journey in life so far, about what we did, our passions and interests, experiences and goals. I further shared about my personal experiences in life where I felt the need of being mentored or guided. It was a good one hour meet, after which my parents joined us and after a warm introduction we wrapped up with a selfie and a few cups of chai.



- Russell Fernandes
TC 5 Mentee

Mentoring needs to be about a willingness to learn, a willingness to try, and a willingness to give back in the right direction. My journey was, encouraging while my mentor provided guidance and advice to help me achieve my goals. The journey involves the building of an equal relationship characterised by trust, the sharing of expertise, moral support, and knowing when to ask for help and when to sit back.



- Chrisann D'souza
TC 4 Mentee

My mentor was someone who believed in me, in my abilities. She told me it was fine when things didn't go the way it was supposed to. She thought me to learn from the past and to accept the present.

My name is Rupesh and I am being mentored by Cheryl Pereira. Our first meeting was on 9th July, the day I found out that my mentor has a similar nature to mine. I feel she is a person I need to meet to get clarity about things in my life. It's been seven times we have met, she would give me an area of my life to work on, and this resulted in my personality growth.

Before I was termed as a silent person by many but now they look at me in a different light as 'knowledgeable'. The career that I am planning to pursue, matches my current mindset and personality, and I strongly believe that by the end of this Take Charge cohort-5, I will have imbibed many new skills and new learning.



- Rupesh Kadam
TC 5 Mentee

Photographs



Michelle Furtado
TC 5 Mentee



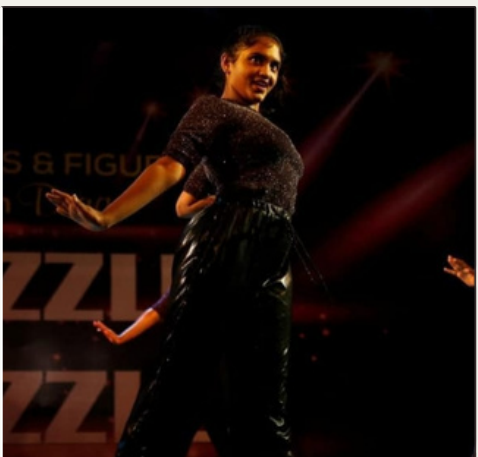
Michelle Furtado
TC 5 Mentee



Lily D'souza
TC 5 Mentee



Lily D'souza
TC 5 Mentee



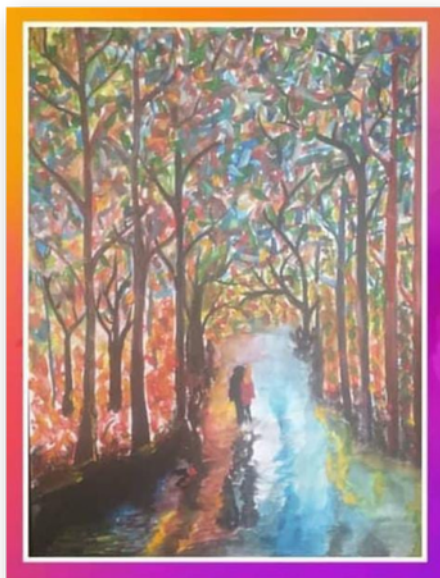
Bianca Rodrigues
TC 5 Mentee

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Bianca Rodrigues
TC 5 Mentee

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Chris Menezes TC 4 Mentee



Amanda Pereira - TC 5 Mentee

What do you see??



Jason D'souza - TC 5 Mentee

Dear Fellow Humans

Isn't this Earth a wonderful place?
A beauty, a melange of different race,
Of flora and fauna, of fish and birds,
It just cannot be expressed in words.

But us humans,
we don't deserve this paradise.
With all our stupid ego and lies.

That's not all,
We cause so much more,
In these poor animals,
We put so much fear.

We throw our garbage all around,
We take away the agricultural ground.
For what? To build this tall structure.
That causes all this damage and rupture.

What are these animals and plants supposed to do?
Where are they to go?
And when they come to us for help,
We only shut our door.

Just think about it,
Each and every one of you.
Think about the damage we cause.
And what we are meant to do.

We can't leave the world like this,
This isn't who we are.
Let's put our minds together,
Together we will go far.

If we all are united,
We can save this planet earth,
Please don't let these creatures die,
Please don't cause this hurt.

We were given nature to be a part of it,
Not to use it for our greed,
Now we've just torn it apart,
And forgotten these creatures' need.



Melody Frank
TC 5 Mentee

Let's Come..U..nicate!

Speaking, Listening, Acting, Sharing - Communicating!
 Language, Body Language, Grammar and Spelling
 There is so much in this area to learn daily
 Clarity of thought helps build fluency
 Connecting, Networking, Negotiating, Understanding
 That's what differentiates us as Humans.

We must all watch our 'Vs'
 Visual (55%) Vocal (38%) and Verbal (7%)for, if they don't agree
 Then what we hear will differ from what we see
 Dr. Mehrabian spoke of a congruency percentage of 33.

Your body language, the key to non-verbal communication
 Your gestures, facial expressions, eye contact and dress sense
 Avoid stares, add smiles and practice the lighthouse effect
 Adopt the power stance and effectively use your hands
 No lion in the ring or elephant on a chain
 Reach out to your audience, connect to their pain
 Provide them answers that make them acclaim
 Effective Communication is what changes the game.

Right use of grammar, parts and figures of speech
 Make us effective speakers and our message complete
 Homophones, tongue twisters, and more
 Make our communication vibrant and colourful
 Breaks the monotony and adds to the fun.

Speak with Power watch your Pitch, Pause and Pace
Focus on Voice Modulation, Pronunciation and speak
with grace

Say what you mean and mean what you say
Extempore can be challenging and catch you off guard
5 Ws1 H, Draw Associations, Compare and Contrast

Advantages and Disadvantages, Focus on the Future, Present and Past
You have your answer for delivering a speech that's world class.

Of prime importance is Content and Connect
Stay on top of these and you are set
Your Cornerstone (Point of View) should be crystal clear
Create connections through brainstorming and then Cluster
Successfully Compose your presentation to your viewer.

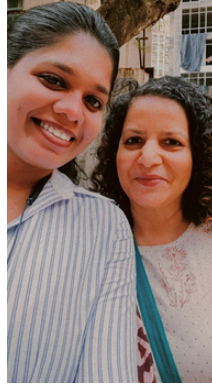
'Know your Audience' whether left or right brainers
Connect with their logical or creative spheres
Focus on the Sharp or Defeats model
To make your communication vibrant and real.

Less is more, less is best
Three main points to pass the test
With a simple format of opening, body and closing
Inspire action - what's in it for them keep showing.

Thank You to our trainer Leandro D'Sylva, for an
interactive learning experience.



Mentor Mentee Meetings



An Effort to be Effective

The Take Charge Mentorship programme organised a two-day workshop on 'Effective Communication' on 13th and 14th August. The workshop was conducted by Mr. Leandro D'sylva, an expert in the field of soft skills training and a theatre enthusiast. He has trained many professionals across the globe through his workshops. Well, I went with the presumption that it would be just another regular workshop, but it had something more to offer me.



The workbook consisted of different exercises that aim to help at improving one's communication skills. Words are not the only element which can help anybody communicate effectively. At the workshop I learnt that to be an effective communicator, one needs to have a balance of the visual, vocal and verbal while communicating anywhere and to anyone. The 3 V's are tools to maintain the appearance, voice modulation and vocabulary skills. Further on in the workshop, I learnt the concept of the 4Cs - Cornerstone (Point of View), Create (brainstorming), Cluster (organising one's thoughts) and Compose (structuring) which are tools that help you composing the appropriate dialogues that suits different audiences. But this workshop wasn't just about learning these concepts.

While Day-1 did have some fun and interactive, Day-2 was totally dedicated to manifesting all these theoretical lessons into practice. The second day was filled with role-plays, presentations both group and individual and other engaging interactions with other participants. And even though getting to know around 22 people in a span of two-days seemed impossible to me, Leandro designed the workshop in such a unique and comfortable way that it all just came about easily.



Some important things that I have taken from this workshop is that; first, effective communication is not a skill that one acquires over a fixed span of days but rather it is something that needs regular practice and dedication from you, which makes the workbook a true companion for practising such skills post the workshop.

Secondly, every interaction whether professional or ordinary should be treated as a performance because it will help you and me to better ourselves at communicating with others. Errors and mistakes may come along the way but only practice will make the difference in the long run.



- Caroline Pearl Pereira
TC 5 Mentee

Made with love

"How you love yourself is how you teach others to love you"

– Rupri Kaur

Do you love yourself? If you answered 'Yes' that's great, then how much? Most of us would not even broach this question. 50 mentees made their way to St. Stanislaus Bandra on 21st August 2022, to find the answers from our master trainer Dr. Wilona Annunciation.



She started the workshop with a unique icebreaker, sending the mentees on a 'Blind Date' in fact several short dates for different times of the day. In total mentees, met and made 6 new friends in a short span of 15 minutes and shared a little about themselves. Each mentee had to then introduce their partner whom they met at a specific time, simultaneously identifying their partner from the audience. It was a fun and interesting way to connect and remember new found friends.

A self-love online questionnaire followed and results were emailed individually to each respondent. An overall assessment was shared with the Take Charge team to give a perspective of the general rating of the group. The question on why it is so difficult to love oneself was mulled over – Our Negativity Bias, Evolution has always helped us protect ourselves against danger, self-love is selfish, encouraged to be strong at all times, based on past experiences we don't deserve love, conflicts with others etc.

To get rid of our negative bias we need to rewire our thoughts and actions

- Realistic
- Repetitive
- Goal oriented
- Keep it simple
- Small steps

Let's talk insecurities, where the mentees were divided into groups and each discussed a different topic – Communication, Body Image, Relationships, Academics, Finance. The sharing was insightful and brought many issues to the forefront.

We discussed the tools for self-love which would include:

- Avoid labelling yourself
- Don't deprive yourself
- Listen to your gut
- Make your needs clear
- Nurture yourself
- Prioritise your health and happiness
- Remind yourself of your positive qualities
- Make peace with your past
- Watch out for black and white thinking
- Catch yourself being great



Lastly each mentee was given a few chits of paper and asked to 'Catch Yourself Being Great'. These were to be put into a love jar with your name on it and keep adding to the jar often. We received positive feedback from the mentees, who found it engaging and interactive. Many expressed a change in perspective and realised the importance of loving themselves and expressing it.

We would encourage everyone to keep reminding themselves each day, that they are special. A heartfelt thanks to Dr. Wilona for helping us see ourselves in a new light.

So go ahead, hug yourself and be your own version to smile!

Subsequent to the workshop, Take Charge organised a Self Love Challenge on social media to encourage mentees to put their learning into practice.

Winner
of the Self Love Challenge is

- Caroline Pearl Pereira
TC 5 Mentee

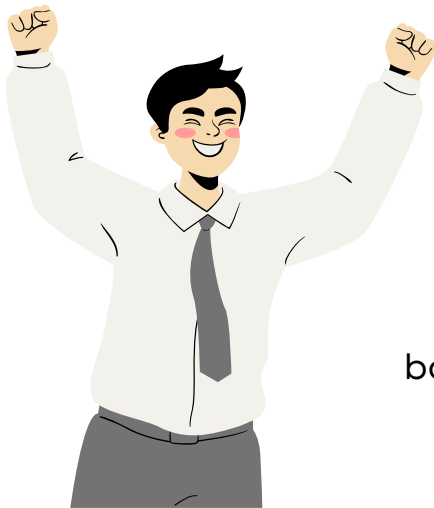


From a mentee to a Co-ordinator at Take Charge

Playing with my pen on the desk, looking up and scratching my head for memories...

My journey as a mentee in TC 4 has been amazing. Right from the beginning my mentor (Deepa) helped me achieve my goals. I still remember my first call with Deepa. I was a bit nervous initially but as we spoke, I got the confidence and felt safe speaking to her. And from then on, she helped me with time management, understanding risks and a lot of guidance in my path.

Cut to my graduation day as a mentee, I performed with my buddy Brandon on a song called 'One Call Away' dedicated to all our mentors, who are just a call away. It was an amazing evening. Saw some performances, where some recited poems, others danced and many others appreciated their mentors for their knowledge and guidance.



Some days later, I got to know that Take Charge is looking for a coordinator for the next cohort. Knowing how Maryann and Jessica had worked, I quickly grabbed the opportunity and filled the form. After a month's time I was informed that I was selected. It was an amazing feeling, a feeling of accomplishment...

As a coordinator I realised that to run this program efficiently, there's a lot of planning that goes behind the scenes, right from curating workshops, sessions both for mentors as well as mentees, being constantly in touch with mentors as well as mentees, planning the trek, getting in touch with the speakers, taking care of the catering, sound, and also getting

feedback for all events. As a mentee I didn't see much of these things as they would happen off screen.

Being a co-ordinator has some perks like getting suggestions and advice from mentors who have achieved heights, having conversations with speakers during events, getting to know like minded people and building my communication skills by speaking with vendors and speakers for events. We also have training sessions that guide us on what, when and how we should speak in various situations.

And hence to conclude, these 6 months in Take Charge have been fun filled with challenges and excitement. And I look forward to giving my best to this community.



Andre Fernandes
Program Co-ordinator

POSH and POCSO Training for Mentors

On 28th August Take Charge organised an online training on POSH and POCSO for mentors.

Prevention of Sexual Harassment at the Workplace – (POSH) was conducted by Deepam Yogi & Aparna Khandwala from Yellow Spark.

Mentoring is a relationship between people and all relationships need guidelines to keep them safe. Take Charge has a gender-neutral policy not an agnostic one.

The POSH act covers Prevention, Prohibition and Redressal.

Important definitions

Workplace: The place where you work, travelling to work, transport arranged by the organisation all are included. Any office or premise, any place visited by the employee due to work (virtual meeting, travelling out of the city etc).

Employee: Any person hired for work, permanent, temporary, adhoc, regular, daily wages, either directly through agent or a contractor, a worker with or without payment, exchange of service)

Prevention: Hostile working environment - which is to say an unsafe or unwelcome work environment. Unwelcome touch on any part of the body, irrespective who is touching a person and where, demand for sexual favours, showing pornography – forwarding it etc. There are grey areas, showing hostility, any other physical behaviours, pinching, caressing, verbal or abusive language, non-verbal, whistling, stalking, blowing flying kisses, suggestive gestures etc.

Quid-pro-Quo: this for that – detrimental treatment (something bad) or preferential treatment (something good). At times the person may not be able to refuse as staying in the job would require them to oblige.



DEEPAM YOGI

Parties Involved

Aggrieved (employee): Claims to have been subjected to an act of sexual harassment

Complainant or Claimant: The person who makes the complaint is the complainant. The claimant makes the complaint as a request from the complainant. A written complaint is mandatory.

Respondent: Person against whom the complaint has been filed. Innocent until proven guilty. Principle of natural justice, given an opportunity to bring witnesses from their side. Do not call them sexual offender, abuser until proven. False accusations can also be made. We are human, so biases come into play.

Internal Committee: This is formed by the organisation. The Trust or Board is the signing authority for approval of the IC.

Prohibition

Zero tolerance by employees to sexual harassment at the workplace. The act of sexual harassment, retaliation against a complaint, falsification of information, breach of policy.

100% confidentiality has to be maintained. Only if the aggrieved person complains can the issue be addressed.

If someone notices a person being subjected to sexual harassment, then they should ask the person to approach the IC and avoid taking the matter in their own hands. Sexual harassment is subjective.

The impact may vary from person to person, powerplay is an issue.



APARNA KHANDWALA

Filing of written complaint it is mandatory to file a written complaint.

Conciliation

Misinterpretation of facts:

On the request of the complainant, the conciliation process can take place. This has to be made only by the complainant.

Some of the outcomes would include:

No monetary compensation

Change of teams or boss

Oral or written apology.

Inquiry:

Act happened or not, necessary evidence is sought, interviews are held with staff, witnesses, proof is obtained. The process can take up to 90 days. Result is announced and decision taken.

Redressal:

Finding a solution to the complaint and giving adequate justice to the aggrieved. There could be certain scenarios proved true.

Complaint proved, complaint lacks evidence and the complaint is proved false.

Proof – with evidence then action taken either against the respondent or if it is a malicious complaint then against the complainant.

While connecting with mentees, mentors can be conscious of and would include, mindful language, be culturally aware, professional approach ie. Dress, speech, posture, keep distance, do not be over friendly, grooming, understand the other person's triggers and set ground rules etc.

Prevention of Child Sexual Offences (POCSO) Act came into effect on 14th November 2012. The session was presented by Emidio Pinho from Stop Child Abuse Now (SCAN), Goa.

Child helpline **1098** is an emergency phone service for children in need of aid and assistance across India.

POCSO is the responsibility of every individual to protect a child below 18 years of age.

98% of crimes is from a known source – the perpetrator can be father, uncle, professor, teacher, doctor, conductor, school peon, watchman. Only 2% are unknown people.

If a child is below 18 years of age, then a complaint of sexual harassment has to be reported directly to the police. No NGO or Third party is to get involved.

If you get to know of a sexual harassment case it becomes your duty to report it, else action can be taken against you.

Punishment is meted out as per gravity of the offence and can even be sentenced to death. Gang rape of a child below 15 years of age, death penalty is administered. If the act is committed by someone in authority, the act is aggravated and the punishment is more severe.

Pendency of POCSO cases often goes up to 5 to 6 years or even longer.

Young adults need to be aware so that they can protect themselves. Even if relationships are consensual, sexual harassment has to be reported and action is taken in case anyone is below 18 years.

The procedures for recording statement of the child should be child friendly.

Recording at the residence of the child

Recording by an officer not below the rank of sub inspector

Police officer not to be in uniform

Child not to come in contact with the accused

Child not to be detained in a police station at night



ADV. EMIDIO PINHO

Common reasons for these situations

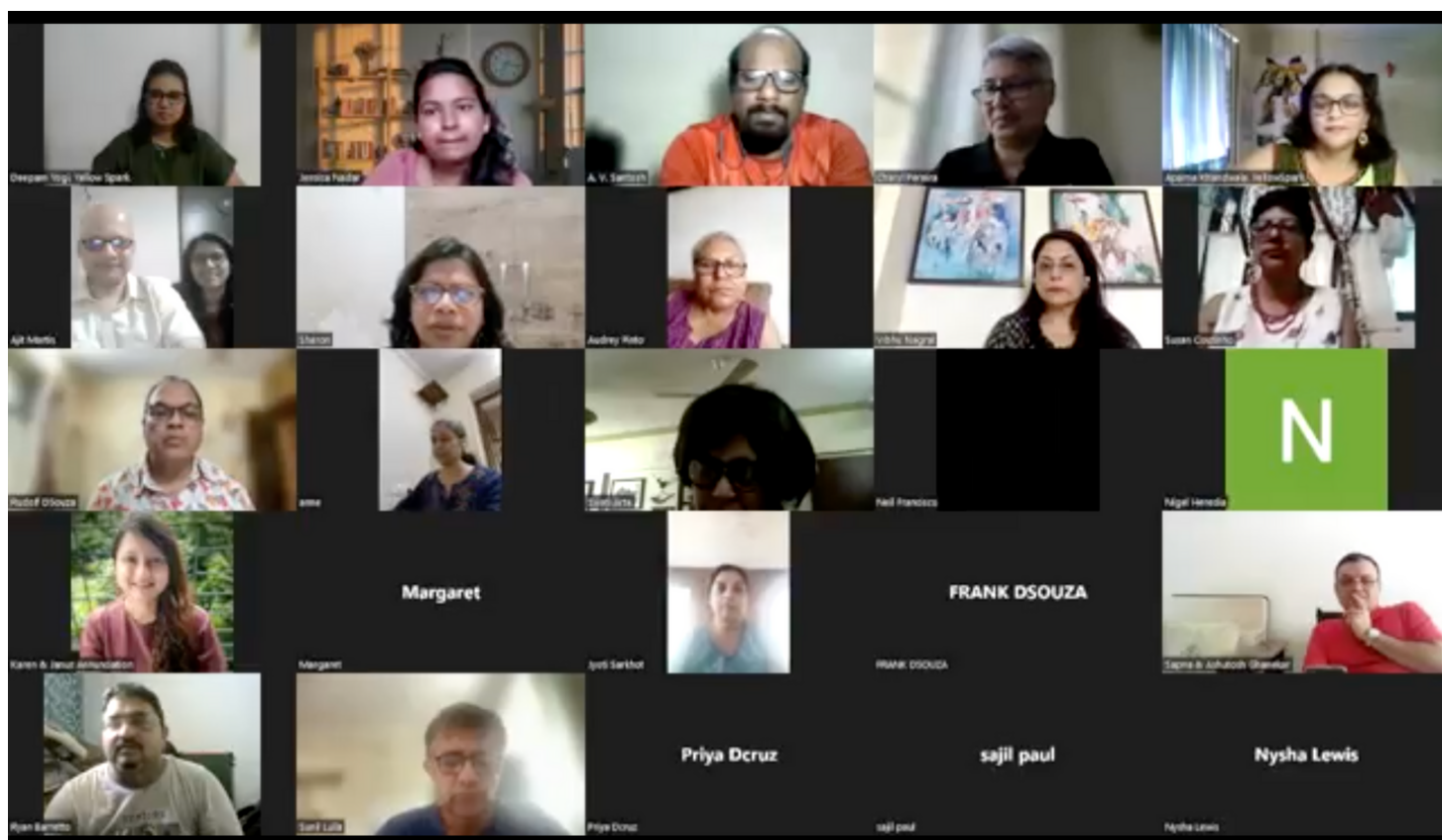
- Disconnect within family
- Give space for your kids
- Do not expect your child to fulfil your dreams
- Do not get a third person involved
- Stop comparing your child with others
- Approach conflicts with a problem-solving methodology and stop blaming.

If sexual harassment is reported by a child, immediately an FIR should be lodged even if the child stays at one place and informs their mentor at another location. Later this complaint would be escalated to the respective police station and the FIR with a complaint number will be activated. The Child Protection Committee (CPC) needs to take action as the child is scared and vulnerable.

Take Charge extends a grateful thanks for conducting this training for our mentors and giving clarity to the terms and intricacies of the POSH and POCSO Act to,

Deepam Yogi - deepam@yellowspark.in
Aparna Khandwala - aparna@yellowspark.in
Adv. Emidio Pinho - adv.emidio@gmail.com

- Sharon Pires



**Preventing Sexual Harassment is a collective responsibility
and not an individual burden.**

Mental Wellness Awareness

by Dr. Wilona Annunciation

Mental Wellness by Consulting Psychiatrist, Dr. Wilona Annunciation, was held online over 4 sessions on two Sundays namely 11th and 25th September from 10.30 am to 1 pm and from 4 pm to 6.30 pm to enable maximum participation by mentors keeping in view their tight time schedules. These sessions were aimed to help mentors understand some of the issues that their mentees faced and the format adopted was through questions and answers, discussions and case studies, which yielded interesting insights.

According to the World Health Organization mental health is defined as a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.



The various topics discussed were, impact of a mental health challenge, signs your mentees are ok, signs of concern, signs of distress, what you can do, who are the different professionals who can help, how you can support your mentee and how you can take care of yourself. Building trust and being there through bonding and interaction, being mindful of each one's schedules were important to enhancing the mentoring relationship. Taking time to understanding your mentee, their pain points and concerns are vital to help them sort out their problems and connect better. Listening without being judgemental will help your mentee open up to you. The guiding factors while making a decision where a particular behaviour, feeling or mental ill-health could be identified would depend on the frequency, intensity and duration.

" To be healthy as a whole, mental wellness plays a role "

Some of the red flags would include: using too much of anything, depression and suicide, excessive fear, isolation, loneliness, extreme anger outbursts, physical aggression, break down in relationships, complete lack of responsibility, substance abuse, sleep disturbances, sexual abuse.



Some of the practices that will work include:
appreciation and support, listening more,
engaging actively, setting a framework to
work around, follow through on tasks,
joint problem solving, letting go of
any misunderstandings,
encouragement, leading by positive example.

Some of the things that don't work especially with youth are disrespect, punishment, too much control and too many no's, hanging on to issues and resentments, lecturing and correction, not setting boundaries, lack of engagement and follow-up and overprotecting.

Each session was engaging, interactive and provided a wonderful opportunity to understand some of the challenges faced and suggestions discussed to make things better. We received positive feedback from the mentors who attended the session. Dr. Wilona also shared some very useful resources with us to help understand mental wellness and illness better. A heartfelt thanks to Dr. Wilona for enabling this interaction and sharing her expertise and knowledge with us, repeatedly for 4 sessions this month.





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.

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[Take Charge Mentorship]

Click on the icon to go directly to our social media page

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Stay in touch...

Tell us...

- How I connected with my mentor/mentee?
- Were they what I imagined?
- What has been your learning so far?
- What would you like to know more of in our next newsletter?

Do share your creative work with us (poems, photographs, paintings, Writeups, etc.) we would love to showcase your talents.

Send your responses to the team and stand a chance to be featured in our next newsletter.



TAKE
CHARGE

THANK YOU

For Your Contribution

Mentees

Chrisann D'Souza
Chris Menezes
Caroline Pearl Pereira
Lily D'souza
Bianca Rodrigues
Amanda Pereira
Michelle Furtado
Melody Frank
Jason D'souza
Russell Fernandes
Rupesh Kadam

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