

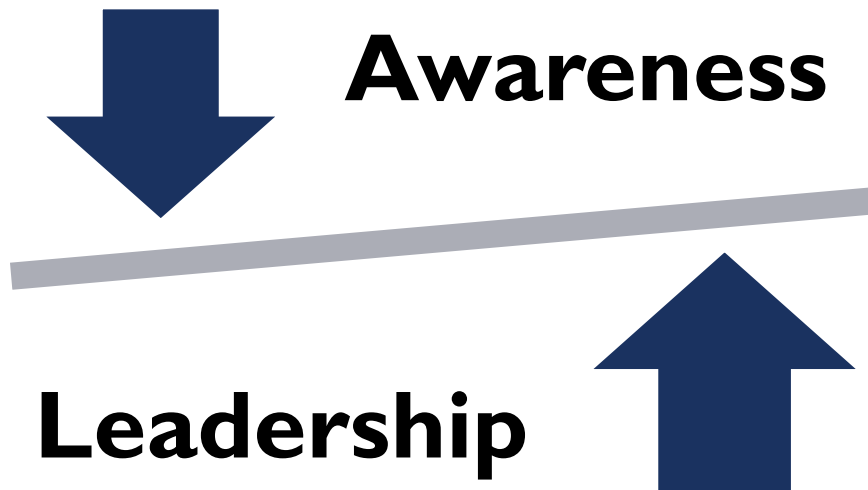


Living the Inquiry:  
Taking a stand for a different world

# A SHARED VISION



# FOUR LEVELS



# LEADERSHIP STAND

## Faculty & Staff

- Visioning team
- Continuous learning
- Organization-wide participation
- Investment of time and resources

## Curriculum

- Cultural preferences
- Impact of language
- Versatile methodology
- Model and learn

## Application

- Who has access?
- Community focus
- Graduate community

# FACULTY COMMUNITY

## Policies

- Resources
- Working Norms
- Guidelines



## A Global Lens

- Language
- Scheduling
- Flexibility

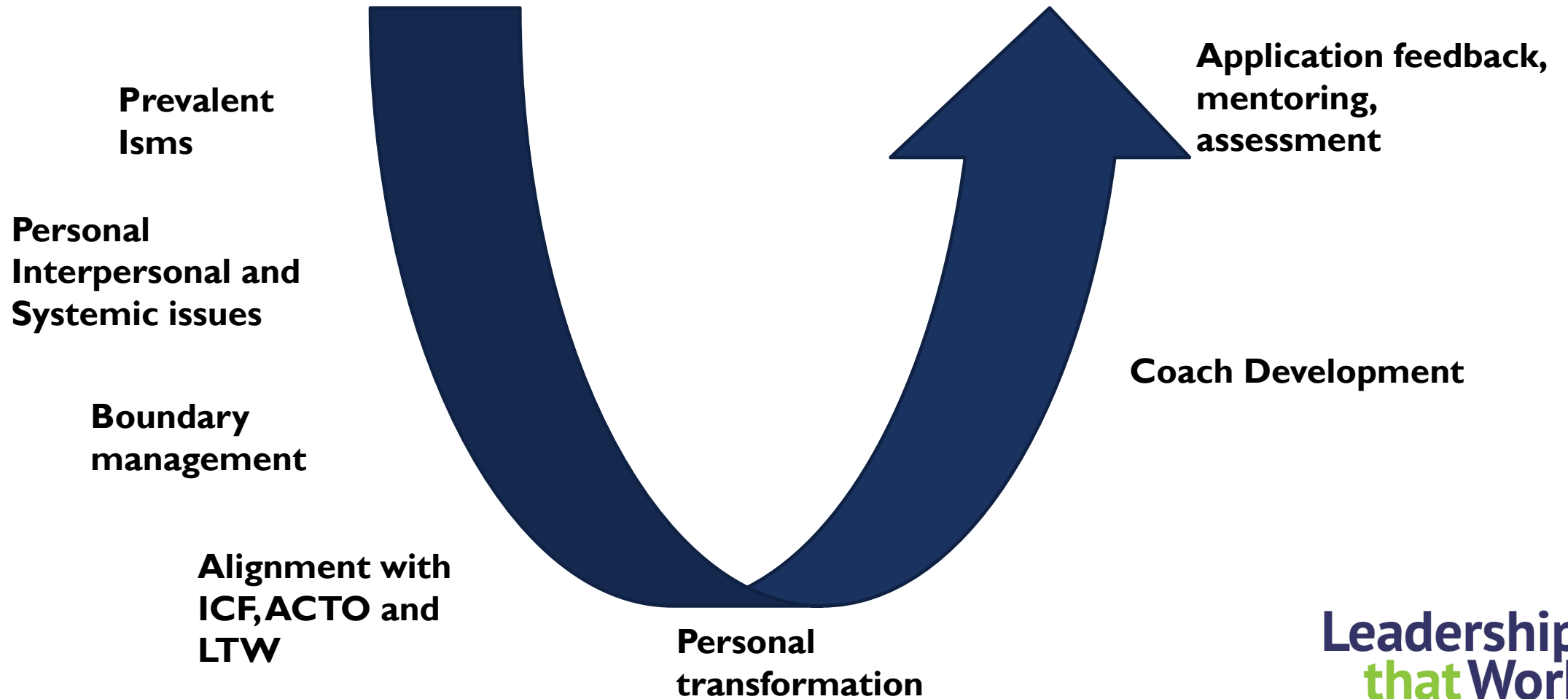


## Living the Inquiry

- Intentional dialogue space between the centre and the borderland
- Stand in the fire



# CURRICULUM & FACILITATION



# DIFFERENT LENSES



- **Coach Development Lens**
- **Evolutionary Lens**
- **Market Lens**
- **North American Lens**
- **Privilege Lens**
- **Social Justice Lens**

WHICH LENS(ES) HAVE YOU ENCOUNTERED AS A COACH TRAINER?  
Which identities does that particular Lens include or exclude



Living the Inquiry in Action  
Lessons in Coach Training

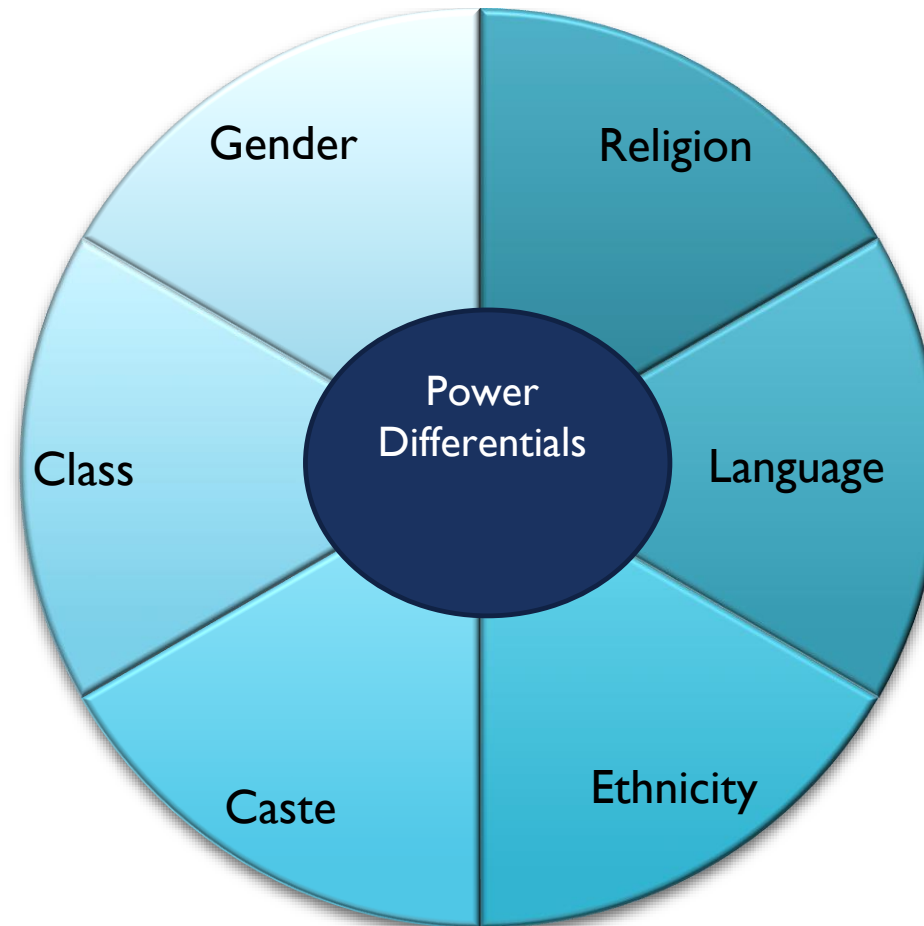
Coaching Intervention at Urja Trust, Mumbai

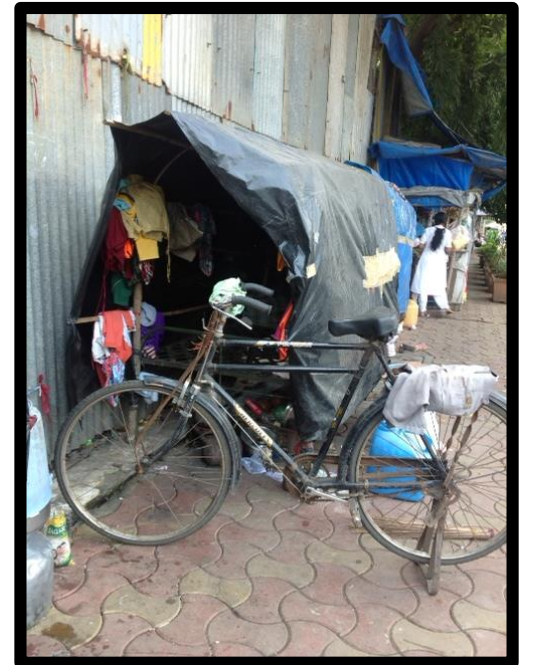
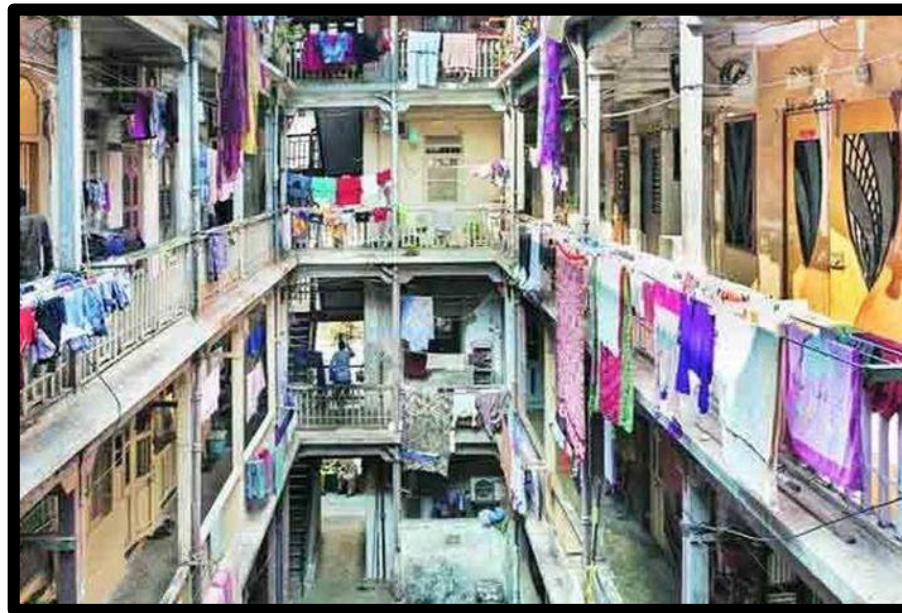
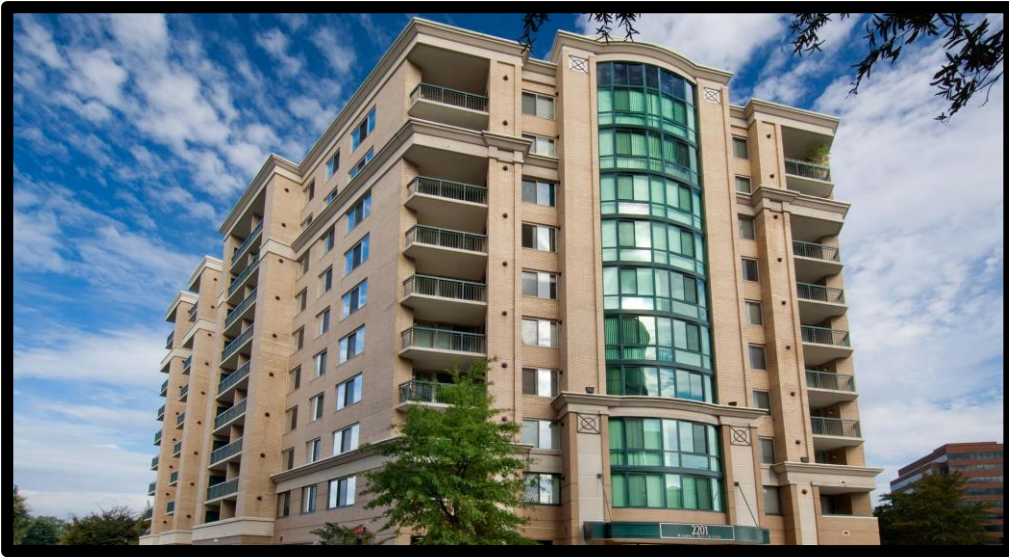


# LIVING THE INQUIRY IN ACTION

- Being present to the world around us - Pain, Hurt, Anger - Support for healing
- Inquiring into the Deeper Agenda – Oppression, Discrimination, Exclusion  
E.g. Anger in women being a symptom of unaddressed systemic oppression
- Being a Coaching Training Organisation sensitive to social issues (Power, Privilege, Oppression and Discrimination)

# THE LANDSCAPE OF INDIA

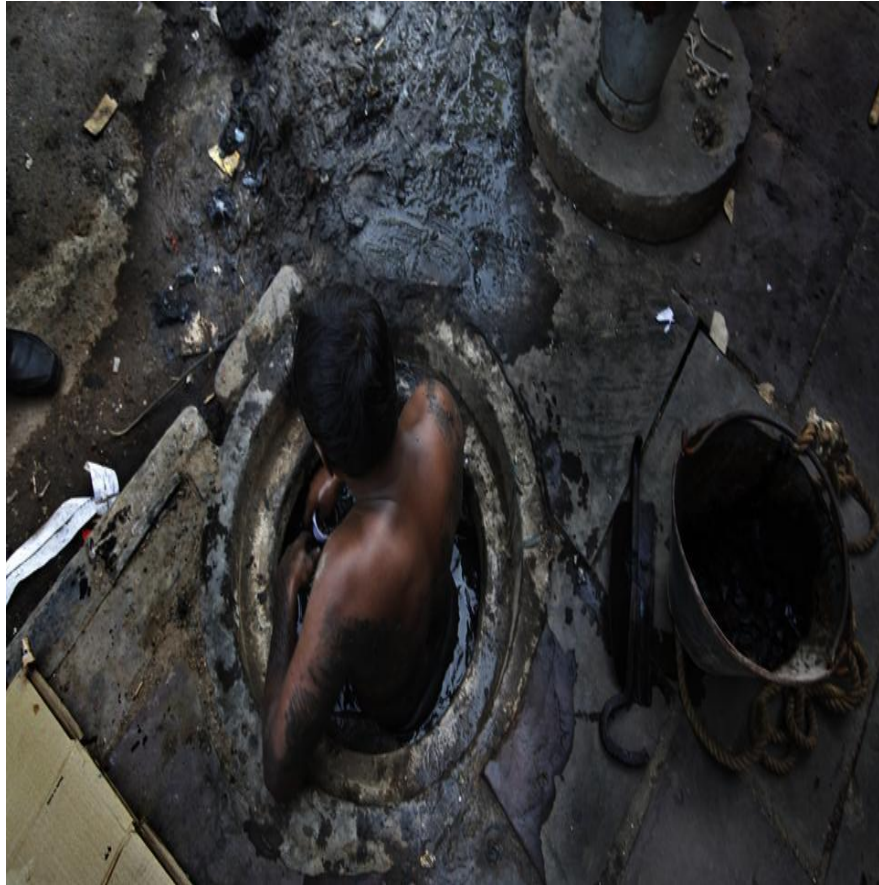








# GENDER - CLASS - CASTE



# URJA: AN NGO WORKING WITH HOMELESS YOUNG WOMEN

**Vision:** Empowered young homeless women

**Interventions are three fold:**

At an individual level- healing, self-awareness, self-growth

At a systemic level- policy change, entitlements

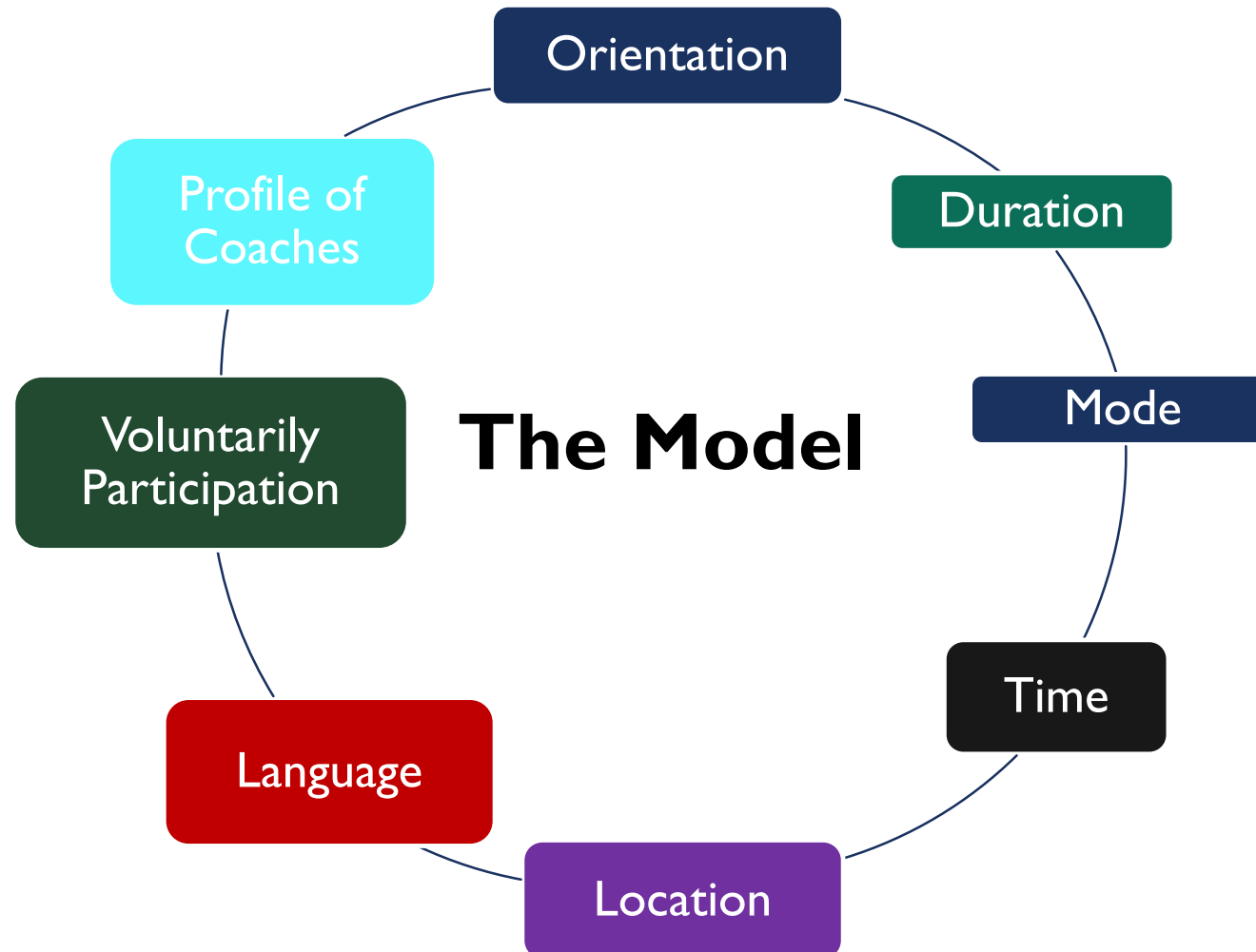
At a societal level- awareness, creating support systems

# URJA : THE NEED FOR COACHING

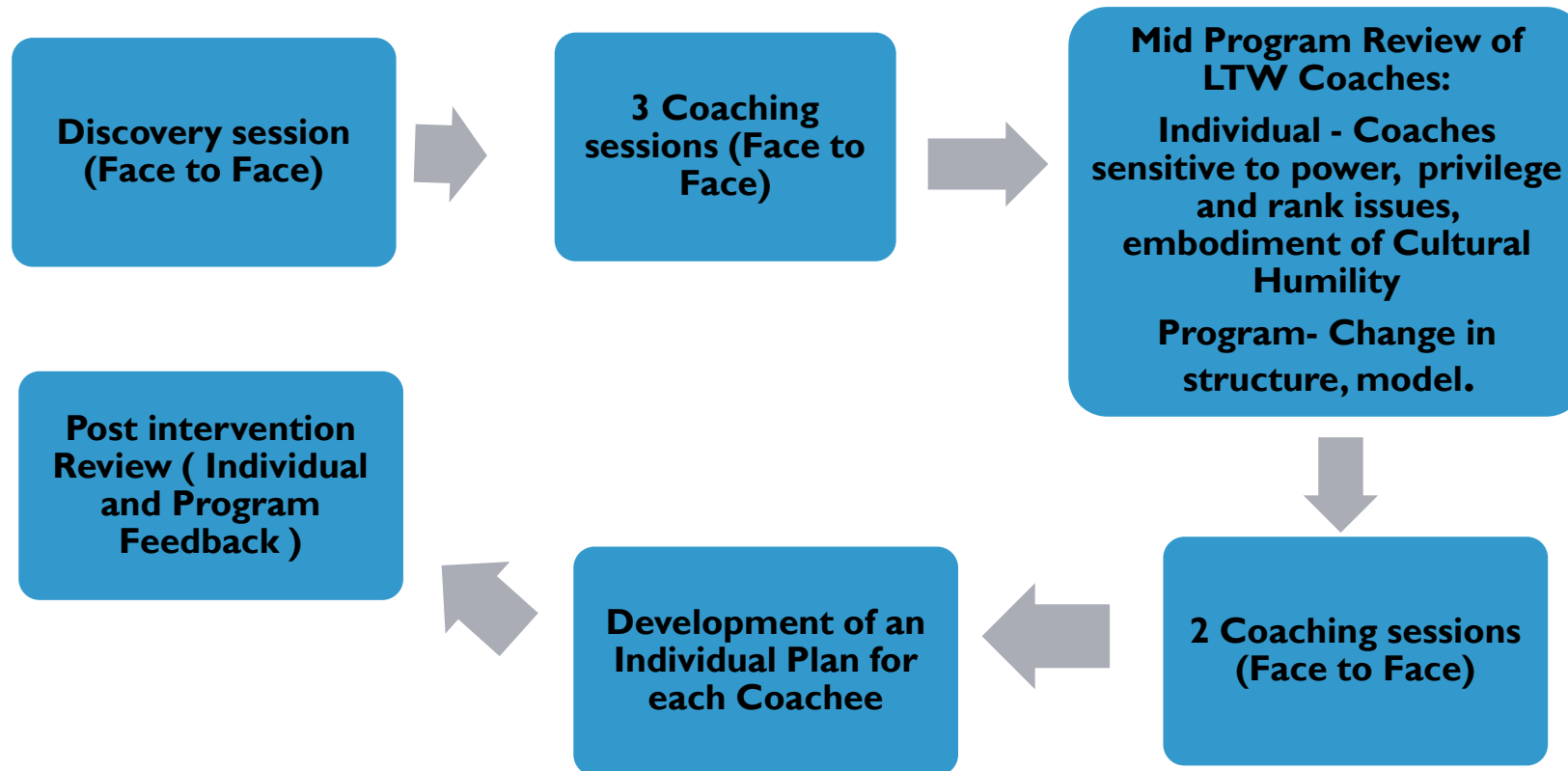
- **The Context:**
  - **Profile of the Team** Background, Roles they play, Skill sets required
- **Some Identified Concerns :**
  - Experience Caste and Class Discrimination
  - Experience Gender challenges in personal spaces
  - Dealing with Trauma and High levels of stress
  - Functioning with Limited Resources



# THE COACHING INTERVENTION



# THE COACHING INTERVENTION



# VALUE FOR URJA

## Program Level

- DIRECT
- **SYSTEMIC**
- SOCIETAL

## Individual Level

- Taking charge of their personal challenges - Movement from peace patchwork to legal recourse

## The Journey Forward

- Annual planning
- Allocation of Budgets

# LEARNING FOR COACH EDUCATORS

- Take a stand to expand the footprint – proactively move towards community ( human service professionals)
- Acknowledge the difference in the coaching process for the privileged and the marginalised
- Examine the lens we hold as coach educators
- A new beginning....



Living the Inquiry in Action  
Lessons in Coach Training  
California State Prison, Lancaster CA USA

# COACHING FOR HEALING AND NON-VIOLENCE



The core purpose of Coaching for Healing and Non-Violence is to bring the rigor of the coaching certification program utilized by Leadership that Works to 26 men that are peer educators, teachers, facilitators and mentors on YARD A at California State Prison Lancaster, the only prison in Los Angeles County.

[An interview with Damon Azali-Rojas](#)