

TAKE CHARGE NEWSLETTER 2



CONTENTS

1. Team Talk
2. Quarter Updates
3. Mentee Midline Survey
4. Mentee Speak
5. Mentor Spotlight
6. Talent Junction
7. Take Charge Social Media and Website

TEAM TALK

"Alone we can do so little; together we can do so much."

Welcome to the second Take Charge Newsletter! Our theme this time is "#Do what

you can't". Whether you are a mentor or a mentee, we want you to be inspired and charged up to do things that you otherwise wouldn't try.

This year's program is now 9 months old! Over the past few months, we have had ups and downs in the Take Charge community. We've witnessed positive change in our mentees. They grow stronger every day and are securing valuable internships, building self-confidence, developing public speaking skills and becoming better leaders. We've had a great quarter, with the half year celebration in August seeing this year's mentors and mentees engaged in a half day learning programme. Both mentors and mentees shared stories of growth, through developing stronger bonds with each other. Our mentors took the initiative to lead workshops on leadership skills in June and communication skills in September, for our mentees from the current and previous batch. We connected with the mentors over conference calls every three months which is a great platform to share and learn from each other's experiences.

We've had to cope with the loss of our mentor Rohan Lasrado, who passed away in July. A touching tribute was made in Rohan's memory at the Mentor - Mentee day. Rohan will be remembered fondly.

We have an exciting newsletter for you with wonderful articles from our mentors and mentees. Read on and enjoy our journey! Do write in with your thoughts and feedback.

- The Take Charge Team

QUARTER UPDATES

Mentor - Mentee Day

100 mentors and mentees along with the Take Charge team celebrated the half-year milestone of the current Take Charge programme. This eventful Saturday was dotted with performances, like stand-up comedy, a duet dance, duet songs and band performances. A few mentor- mentee pairs shared their journeys. Mentor Me India kept the group busy with learning activities like the life map which required each person to chart out the different stages of their life, inflection points, and challenges faced and overcome. We were also happy to see our church leaders there. Bishop John Rodrigues spent time with us and spoke to the group about the parable of talents, the importance of taking risks, the need for proper guidance and support and how we need to have trust in God. Cardinal Oswald Gracias could not join us because he was overseas to attend a youth event, but he sent a recorded message of greetings. It was a testimony to the commitment the Church has towards developing our youth to be leaders of tomorrow!



[Take charge Cardinal welcome.mp4](#)



Leadership Skills Workshop

Our very own superstar mentor Pearl DSouza facilitated a leadership skills workshop in June. Held at the Don Bosco High School, the interactive workshop saw mentees learn more about being effective leaders. It was a happy and packed house with 45 mentees (37 from current batch and 8 from previous batch) in attendance, and an overwhelming 98% reporting that the workshop content was valuable.



Communication Skills Workshop

Our rock star mentors Valerie Lobo and Ayesha D'Silva conducted a communication skills workshop in September at Don Bosco School. The focus of this session was verbal and non-verbal communication. The workshop saw mentees really opening up with each other through the interactive style of the workshop.

Here is what some of our mentees had to say -

- *"My biggest learnings? Learning what not to do while communicating, being a good listener and being yourself! Thank you for such an amazing workshop, the certificates and the lovely speakers and volunteers."*
- *"The last part of the workshop was my favourite, because by then I got comfortable with my fellow Take Charge mentees."*



Second Mentor Hangout

What better way to catch up with fellow mentors than a chat over drinks! A group of mentors met one Thursday evening in June at the Daily Bar and Kitchen in Bandra. Through 'Speed dating' mentors shared their favourite moments with their mentees, common characteristics, how they have changed after joining the mentorship programme and more.



"I missed the first Mentor meet but my peer-mentors had only remarkable things to say. Given the interesting conversations I had this evening and the general spirit of the get-together, I can see why.

" - Sue Ann Vaz

MENTEE MIDLINE SURVEY

We conducted a midline survey with all the mentees to hear from them how the programme is working for them and we found that many of the mentees have progressed over the first 9 months of the programme. Some of the insights are as follows:

- 69% of the mentees know which career they want to pursue as compared to 38% at the beginning of the programme.
- 70% of the mentees are aware of their strengths and what they are good at as compared to 37% before they had mentors.
- 69% of the mentees feel confident about themselves as compared to 42% in the baseline survey. *"I have learned that nothing is impossible and you can be whoever you want to and there are no limitations. With that said I have also gained a lot more confidence."* - Cynthia Mascarenhas

Feedback on mentoring:



MENTEE SPEAK

Do what you can't!

"No one can build you the bridge on which you, and only you, must cross the river of life."-Friedrich Nietzsche.

Although I do not know how to pronounce this author's name, what he said really struck me! It resonates with my journey so far. After class 12, I decided to pursue a career in CA. On passing the foundation level, I was ecstatic and thought that I could get through this. But to my dismay, I couldn't pass the intermediate level.

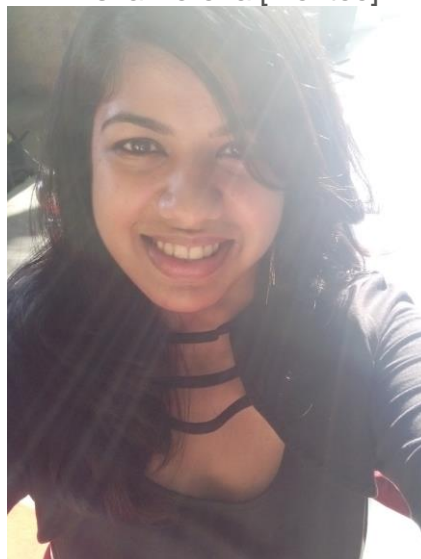
Attempt after attempt, I kept trying. But I felt dejected and hopeless with every attempt.

The fear of failure crippled me and I started to doubt my own abilities and my hard

work, and blamed myself for not being able to clear the exams. I found myself in the middle of nowhere, but in the middle of nowhere I found myself. I realized that maybe this wasn't meant for me, and that if I directed all my energy towards something I felt passionate about, it would yield results. But I didn't want to leave without trying one last time. I didn't want to look back with regret at giving up. So I gave it my best and tried really hard to stay positive one last time.

With tremendous help and support from my mentors and colleagues and with God's grace I cleared my exam on my 6th attempt! It finally dawned on me, that I was stuck in this constant loop of giving the exams and failing because of my negative attitude. Yes, CA is a difficult path, with various levels and a very low pass percentage, that requires a high level of commitment. But having a positive attitude and focusing on the silver lining, and pushing yourself to do things that YOU believe you can't do, will eventually get you to greener pastures.

-Alisha Pereira [Mentee]



Seeds of future!

The Take Charge mentoring program is like a relay race - each mentor is passing their baton to us mentees, to win our individual life race. These beautiful souls called Mentors have selfless motives and are giving their best to each one of us. They share what they learnt from their mistakes, so that we don't repeat the same mistakes. And hence, pass on their batons of wisdom to us.

Being the best at what I do, and still being humble is what my mentor has taught me. She and I share the same dream for me, which makes me want to achieve more, because I know it is not just my goal, but our goal.

One thing that will stay with me forever is my mentor asking me to change my mind script and keep telling myself that "I can do it." This has helped me get things done better, and faster and gives me a sense of confidence for myself.

Half way through this journey, I had a breakdown when I didn't clear my fifth semester exams. Everyone was disappointed and upset with me. I did not dare to call my mentor and inform her. Eventually, I garnered courage and told her about it. To my surprise, she was so calm, and simply asked me, "What next? How are we going ahead from this?" That just made my day. Not only did she not doubt my capabilities, but she also gave me hope that I can, and I will do better next time. The Take charge programme's impact on our life will not be seen now, but the seeds planted in us by our mentors, will bear a fruit in future as time passes.

- Veera D'souza [Mentee]



MENTOR SPOTLIGHT

Learn On.



"Mentoring is a two-way street. You get out what you put in."- Steve Washington

Over the past 12 months, I have been a mentor with the Take Charge mentorship programme. The experience is so satisfying, and I encourage all business leaders to mentor their employees formally or informally. My two biggest learnings from this programme are:

1. Pose questions, do not give answers

Personally, I have learnt to ask guiding questions to a mentee, versus offering a solution when posed with a problem. I had to unlearn the business world mind-set, which expects an answer or quick fix. Changing this ingrained behaviour requires a mental shift. By posing questions, instead of providing an answer, you help the mentee think through the issue systematically and arrive at a solution that they have developed. And, as we all know, there is a higher chance a self-developed solution will be implemented.

2. Develop a purpose in life to guide your thoughts and actions

Often, we don't have a well-defined purpose for life and without it, we often get derailed by small inconsequential events. As a young man, my singular purpose was to own a motorbike. A few years of having the bike, a car sounded attractive and the "needs" continued to grow. We are always looking for that "something else" to bring us happiness. But it is short-lived. I believe that regardless of your age, it is critical to develop a "life purpose" to achieve sustainable happiness. This is not an easy task. It requires introspection, honest dialogue with friends, family and peers. But recognizing the need for "purpose" is a great first step.

A big thank-you to Gladwin (my mentee), who is helping me discover my purpose of life without even realising it!

- Garth Veigas [Mentor]

TALENT JUNCTION

One mentor-mentee duo jointly composed this beautiful poem about their journey.

Walk with me.

Though the path seemed fuzzy and its journey slow,
We were both sure there'd be joy, at the end of the rainbow.

Discovering who we are, unravelling the plan,
Taking on each day, doing the best that we can.

We met as two sheaf's of paper, caught in life's gust of wind,
One already written on, one that had yet to be penned.
So we fed off each other, whilst the learning curve spurted,
In doing so, unknown skills and talents we unearthed.

As the world furiously turns with each passing day,
New challenges will emerge, and we may not know the way.
But when we walk together, the journey ahead,
Looks as though there will be clear skies instead.

- Annabel DeSylva [Mentor] and Kristine Rebello [Mentee]



TAKE CHARGE SOCIAL MEDIA AND WEBSITE

Look out for our Facebook page and website! Sue Ann Vaz and Karen Braganza D'Souza have volunteered to help us get more social! We are expecting a lot more posts and updates! Do share our Facebook page with friends and family.

Our active mentee's Whatsapp group is where in addition to Take Charge updates, we facilitate sharing and exchange of information about internships and job opportunities. Our mentors engage over a Google group where they network to try to help each other and their mentees. *"Fabulous use of the channel is evident with mentors reaching out as often, as uninhibitedly and the prompt and solid responses following."* - Sue Ann Vaz



"We all need someone who inspires us to do better than we know how!"

team Your Take Charge



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