LEADERSHIP MASTERCLASS FOR EXECUTIVES & MANAGERS

NARACHI LEADERSHIP

AUTHENTIC POWER 🔮 COURAGEOUS LEADERSHIP

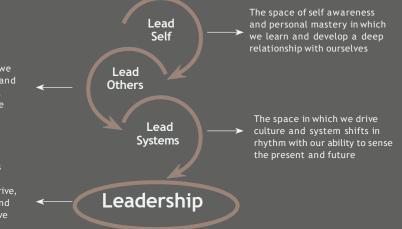
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Leadership Masterclass

The Programme addresses the overarching themes of Leading Self, Leading Others and Leading Systems/Change.

Leadership exists primarily in three domains: the domain of the self, the domain of the other/the team, and the domain of the system. This course will explore all three domains, providing clarity on the role of each, and practical tools to help the leader be more aware of, and effective in each one. All domains of leadership exist in correlation with each other to create an effective ecosystem of safety and trust in which people can thrive. If one suffers, all the others suffer too. We will pay attention to all three domains leveraging the following framework: The space in which we coordinate actions and inspire others to act for the benefit of the system

Leadership is about creating an environment that is enabling enough for individuals to thrive, teams to perform and eco systems to evolve



Leaders who go through this masterclass will develop a much deeper selfawareness of how their personal challenges and worldviews influence how they show up as leaders. They will learn how to graduate from being an engaging to an inspiring leader. They will also learn how to drive culture and systems in a way that is alive to the demands of 21st Century Leadership.

Core Modules

Leading Self

- Leading Through Personality
- Values-Based Leadership

Leading Others

- The Neuroscience of Leadership
- Communication for Performance
- Embracing and Managing Conflict

Leading Systems

- Leadership Archetypes
- Leading through Strategy



MODULES

MODULE 1 LEAD SELF Leading Through Personality

21/2hrs

Psychologists argue that personality type influences between 40-60% of our behaviour and yet most leaders do not understand the workings of their own personality type. Using the Myers Briggs tool, one of the world's oldest and most trusted personality assessments leaders will gain a deep understanding of their personality at work.

At the end of this session leaders will understand:

- The personality distribution of the leadership team and therefore the leadership culture of the organization
- Their personal leadership style
- Their personal leadership style and how it responds to change
- Their personal leadership style and delegation & managing of tasks
- Their personal leadership and decision making



MODULE 2 LEAD SELF Values Based Leadership

3hrs

Values have been identified in leadership theory as the most natural of motivators in the workplace. When leaders know how to lead from a space of values, they are more likely to be courageous, engaging and inspiring. They are more likely to be consistent in their own convictions as they align their own values to those of the organization. Yet most leaders do not consciously lead from the space of values.

At the end of this module, leaders will understand:

- Why values based leadership matters
- How to determine their top three values at this stage of their leadership journey
- How to define conscious mindsets and behaviours to anchor their values for practical action in their leadership
- How to design a strategy for their leadership journey based on their values and how they align with those of their organization



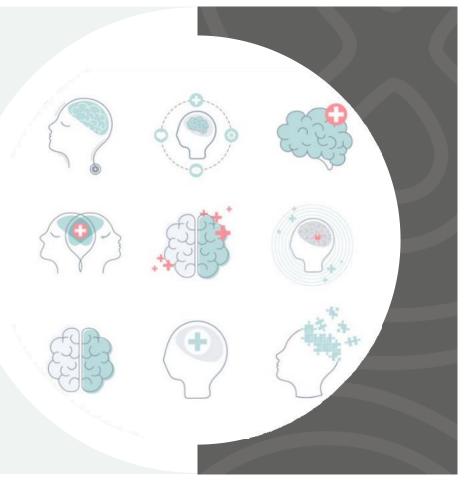
MODULE 3 LEAD OTHERS The Neuroscience of Leadership

3hrs

Leading others is fundamentally about leading brains. At the core of effective leadership of teams and organizations is the understanding of the brain and its workings. Yet many leaders do not understand the basic drivers of the brain that determine critical responses like trust, creativity, bias and motivation.

At the end of this session, leaders will understand the following:

- The three brains
- The basic drivers of the head brain
- How to create an opportune environment for the brain to thrive
- The surprising science behind creativity
- How to motivate individual members of the team
- How to design feedback in a way that supports learning and growth



MODULE 4 LEAD OTHERS Communication for Performance

3hrs

According to research being conducted at MIT, 'the key to high performance lies not in the content of a team's discussions but in the manner in which it communicates." Communication is the conduit through which we initiate coordination of action with others, yet many teams often struggle with communicating in ways that are both thoughtful and effective. This session will introduce leaders to practices for effective communication.

At the end of this module leaders will:

- Appreciate the bottom-line implications of poor communication styles
- Understand the verbal communication cycle and how to use it more effectively
- Understand the principles of energy, engagement and exploration in communication dynamics
- Understand how to coach their team members
- Design a personal and team strategy for improving communication in the team

MODULE 5 LEAD OTHERS Embracing and Managing Conflict

21/2hrs

Conflict is one of the leader's worst nightmares. When a conflict situation arises, leaders often find themselves with limited tools to both resolve the conflict but also to use it for strategic learning. This session will help leaders better understand both the science and art of conflict and will leave them with the confidence to embrace conflict when it arrives.

At the end of this module leaders will:

- Understand three critical theoretical frames for conflict in the work environment
- Exploring their own relationship with conflict and how they participate in conflict
- Locate some key mistakes they may be making in conflict resolution currently
- Explore a feedback frame for conflict exploration or resolution



MODULE 6 LEAD SYSTEMS Leadership Archetypes

4hrs

Leadership is as much a skill as it is an ability to learn and change as each leadership moment presents itself. The cultures that we create in our organizations have to do with the archetypes that we occupy and how able we are to notice when those archetypes are in overdrive and no longer serve the organization. Leaders should therefore be able to access various embodiments of leadership while honouring their unique personality in order to be effective. This module will introduce leaders to the four archetypes of leadership and the role they play in enabling culture and systematic approaches within the organization.

At the end of this module leaders will:

- Understand the different archetypes of leadership their commitment, behaviours and outcomes
- Explore the archetypes that they are most drawn to and why
- Explore how a reliance on a particular archetype is creating a certain culture and systemic pattern in the organization
- Use icebergs to surface invisible dynamics in the organization
- Understand how to shift archetypes as each leadership moment presents itself

MODULE 7 LEAD SYSTEMS Leadership through Strategy

4hrs

When the leader becomes clear on their deliverables, they have to think through the three vectors of leadership strategy: direction, execution and results. This module will create clarity for the leaders on these three elements, looking at structure, implementation, rewards, performance management and other such elements.

At the end of this module leaders will:

- Define strategy and strategic thinking
- Be able to define the MTP for their department or the organization as a whole
- Understand ecosystemic thinking in the internal and external environment
- Test a particular challenge they currently have through the strategic model

*note: this session is facilitated by Joseph Hundah & can only be delivered on weekends.



COACHING



One-on-One Coaching

Coaching session are used as an opportunity to deepen the learnings from the modules and to help the leader develop a personal strategy around the core sections of the masterclass.

Coaching sessions are:

- 60 minutes
- Facilitated by either Rachel Nyaradzo Adams or Joseph Hundah (facilitators of the modules)
- Confidential (unless an explicit arrangement is made between the coachee and HR to share feedback on outcomes of the coaching session

OPTIONAL ADD-ONS

MODULE 8 LEAD SYSTEMS Transitioning as a Leader

4hrs

One of the most difficult aspects of one's career is transitioning from one level to the next. Whether it is transitioning from being a high performing employee to being a manager or transitioning from being a senior manager to an executive, transitions are fraught with complexity. This session provides transitioning leaders with the insights and tools that they need to make successful transitions. It will provide reflection points for their individual selves, the relationship currency they need to be successful and what it means to work in the business vs working in the business

At the end of this module leaders will understand:

- How to make the mental transition for yourself from being the high performer to being the person who enables performance
- How to cultivate trust and loyalty in your new team
- How to delegate for effective team performance
- How to become a good coach to your team members
- Navigating organizational politics
- How to work on the business vs. in the business

Assessments

360 Degree Survey

Our inhouse 360 Degree Survey draws from neuroscience and leadership theory to give the leader a holistic understanding of how their employees, peers, customers and manager/leader is experiencing their leadership approach. The survey is anonymous, and the participant has a chance to unpack the results of the feedback they have received and develop a strategy for leveraging strengths and addressing weaknesses. It is administered just before the Programme commences and then a follow up is administered 3 months upon completion of the Programme.





Post-Programme Support

3 months after the programme, Narachi Leadership will do a 60mins check in with the leaders to ascertain:

- Progress made since the end of the programme
- Any issues that have surfaced that can be addressed
- Any opportunities that have surfaced that the leadership and management teams would like to leverage
- Next steps

PROPOSED PROGRAMME OUTLINE

Proposed Programme Outline

PROGRAMME INTERVENTION	
3-4 weeks prior to commencement of Programme	Administering of MBTI Assessments Optional- 360 Degree Survey
Week 1	Module 1: Leading Through Personality
Week 2	Module 2: Values-Based Leadership
Week 3	Module 3: The Neuroscience of Leadership One-on-One Coaching Sessions on Leading Self
Week 4	Module 4: Communication for Performance
Week 5	Module 5: Dealing with Conflict
Week 6	Module 6: Leadership Archetypes One-on-One Coaching Sessions on Leading others
Week 7	Module 7: Leading through Strategy
Week 8	One-on-One Coaching Sessions on Leading Systems Optional- Module 8: Transitioning as a Leader
3 months after Programme	60 min Check In <i>Optional- 360 Degree Survey Follow Up</i>

YOUR FACILITATORS & COACHES

Rachel Nyaradzo Adams

Founder, Narachi Leadership |MSc (Oxford University) |Desmond Tutu Fellow |Mandela Rhodes Scholar |Felix Scholar |Top 100 Young hfluential Africans |Writer

Rachel merges research and practice from neuroscience, psychology, biomimicry and ontology to give clients a holistic opportunity for theirs and their followers continued development. She works with corporates, entrepreneurs, teams and individuals. She has delivered keynote addresses on various prestigious platforms including the UN, McKinsey, Yale, Obama Leaders, TEDx, EVE Africa, The Boardroom Africa and SciencesPo LeAD Campus amongst others. Her corporate clients include Discovery, ABSA, Dalberg, L'Oreal, Danone, Cellulant and Nedbank (amongst others) where she has worked largely with senior leadership but also with leaders of younger tenure. Her previous work experience was with McKinsey & Company, Yale University & Allan Gray Orbis Foundation. She sits on the Board of MINDS.

Rachel enjoys traveling, learning from diverse spiritual practices, reading and writing. S he is writing her first book.



Joseph Hundah

Founder and CEO of Najora, Operator Investor |Africa Expansion and Business development | Mentor and Advisor

Joseph is an accomplished business executive with extensive experience in leading teams to achieve organisational objectives. He has specialised expertise in finance, strategy and growing Pan-African startups. Joseph is a dedicated international business development expert with a global professional network and proven ability to establish successful organisational structures from the ground up. He has vast corporate experience, having served as Group CEO and Managing Director for organisations such as Kwese, Modern Time Group Africa, Multichoice Nigeria and MNet Africa. He is a Chartered Accountant, who gualified in 2001 and has an MBA that he attained at the University of the Witwatersrand. He has spoken at many media industry events as a keynote speaker and was recognized (by The Africa Legacy Project Docu-series on Fox) as one of the ten entrepreneurs driving change on the African continent. He was also included in the Innovators List - Quartz Africa, 2016, as well as Africa's Media Queens and Content Kings (by The Media Africa Magazine).





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www.narachileadership.com