



NARACHI LEADERSHIP

AUTHENTIC POWER ● COURAGEOUS LEADERSHIP

# Group Coaching



# Group Coaching

Work out your personal leadership style and engage in personal growth and expansion in a supportive, safe and interactive group setting with your peers, family or friends. At the end of each session, you will walk away with: a deepened understanding of self-mastery, insights into tools and practices that work and a connection to your authentic power.

Duration: 90 mins per session

*A minimum of 6 participants and a maximum of 10 participants are required per Group Coaching session*

You may choose as many sessions as you like on any of our Group Coaching topics.

# Topics

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1. Ultimate Self-Leadership
2. Ontological Leadership
3. Values Driven Leadership
4. The Role of Personality in Leadership and Self-Development
5. Mastering Your Emotions
6. Antifragility and the Art of Leveraging Hardship
7. Developing Executive Presence
8. Organizational Moods
9. The Neuroscience of Bias
10. Microaggressions



# 1. Ultimate Self Leadership

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Self Leadership is about fully awakening to our creative potential. It is giving permission to our gifts, values and personality to emerge authentically. It is about taking full responsibility of our choices and our story and bringing them into a coherence that serves us. This session will start you on a powerful journey of deepened self awareness and personal mastery.

After this session, you will be able to implement the tools for deepened self awareness including personality, ontology and values.



## 2. Ontological Leadership

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Leadership is not about skill, it is about the way that we learn and change through the distinctions that we have available to us. You cannot experience stability in your life when the lens through which you look at the world is chaotic. Similarly you cannot create trust based relationships when the distinction you hold is that people are untrustworthy. This session on Ontology and Self Development looks at how you can shift the lens through which you look at the world with a focus on the body, emotions and language.

After this session, you will be able to develop new distinctions that will allow you to engage with the world more powerfully and effectively, without the biases of your limited distinctions.



### 3. Values Driven Leadership

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Our values, consciously or unconsciously held, are a consistent driver of our actions in the world. A big part of leadership mastery is being able to bring our values into full consciousness so as to live with intention and to drive the actions of ourselves and our followers with an anchored clarity. This session will help leaders understand the dangers of unconscious values, clarify their conscious values and define the mindsets & behaviours that strengthen their values.

At the end of this session leaders can:

- Determine their top 3 values at this stage of their leadership journey
- Define conscious mindsets and behaviours to anchor their values for practical action in the world
- Start to consider the strategy for their leadership journey based on their values



## 4. The Role of Personality in Leadership and Self-Development

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Personality is a big part of how we experience the world and yet many leaders are unaware of their personality type and how to leverage and manage it for leadership. This session explores the role of personality in leadership including how we process information; make decisions; respond to conflict; go through change; how we energize and how we organize ourselves.

After the session, participants will be able to:

- Identify their personality type
- Understand how to better lead and manage those with different personality types
- Start to define a strategy for how to better their quality of life based on personality



## 5. Mastering Your Emotions

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One of the critical elements of emotional intelligence is self regulation. If we do not know how to regulate how we are showing up as each leadership moment unfolds, we can often find ourselves living in regret. Emotions, being the ultimate drivers of actions, play a big role in our ability to self regulate. It is in the internal emotional ecosystem that we are forming perceptions about what we are experiencing and how we would like to respond to it. Yet most leaders do not possess adequate knowledge on emotions and how to manage them.

This session provides tools and insights for emotional regulation for leaders.



## 6. Antifragility and the Art of Leveraging Hardship

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In the current moment of disruption and uncertainty, there is an opportunity to seek new ways of being. Instead of shrinking from overwhelm and fear, there is an invitation to all leaders to become what Nassim Taleb calls *antifragile*. Taleb argues that antifragile people/groups gain from disorder, while resilient people simply bounce back and return to normal.

This session explores mindsets and behaviours that support our continued growth and development especially during times of disruption.



## 7. Developing Executive Presence

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To be able to influence, leaders develop presence. While some people have a natural capability for gravitas, many of us have to be intentional about building up this muscle so that we can signal the right message to our followers and audiences. There is also always the tension between what is authentic and what is conformity and the question of what gets us to where we need and deserve to be in our organization. This session will help leaders build up their executive presence through exploring the following:

- Some interesting research on executive presence
- The feeling of executive presence
- The look of executive presence
- The sound of executive presence

Participants can develop or strengthen their executive presence and therefore become more influential in their organizations.



## 8. Organizational Moods

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Moods are emotions that have been held in a system over a long period of time. Dr. Rafael Echeverria observes that “the mood of a company is a decisive factor in determining what that company will be able to accomplish, how it will react to changes in its environment and how the challenge of inventing a future for itself will be taken by its individual members... Leaders...are the designers of the moods of their communities.” In this session we explore four leadership moods and how they expand or contract the actions of the leader.

The session will:

- Explore the relationships between facts and possibilities in the organization
- The four moods of resignation, resentment, acceptance and ambition
- How to work through the moods so as to create shifts that are supportive to continued transformation in the individual leader and in the organization



## 9. The Neuroscience of Bias

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“If you have a brain, you are biased.” This is how every conversation on DEI should begin. The brain has very sophisticated circuitry that is concerned with the processes of pattern recognition, familiarity, and energy conservation amongst others. This sets us up well for bias. To be biased is to be human. To be aware of the neuroscience of our biases however and to manage those biases in order to avoid negative stereotypes, prejudice and ultimately unsupportive systems is to be transformative.

This session facilitates an awareness conversation on the neuroscience of bias:

- Exploring the mechanisms of the neuroscience of bias
- Unpacking a model that helps us summarise the forms in which bias manifests
- Reflecting on the implications of our biases and what we could do differently
- Exploring some strategies for mitigating bias in the broader organizational environment



## 10. Microaggressions

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Of all the Diversity, Equity & Inclusion conversations, microaggressions is probably the most contentious. This is because microaggressions are often unintentional and invisible to the perpetrator while being absolutely evident and negatively impactful for the victim. Microaggressions are also very subjective and create an ambivalent outcome for exploration and solution making. The psychological quagmire the subject creates for the accused, for allies, for observers and most importantly for victims, is all too real. This session creates a safe and open space to explore this subject.

- What is a microaggression?
- What makes it such a difficult subject to broach?
- What approaches can we use to address microaggressions?
- How do we create environments that are more conscious and supportive?





**Your Coach**

# Rachel Nyaradzo Adams

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

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Rachel is driven by her commitment to empower leaders towards courageous and authentic leadership. She believes that Africa will only get the future it deserves if leaders can access their highest courage and most authentic power. Rachel merges research and practice from neuroscience, psychology, biomimicry and ontology to give clients a holistic opportunity for theirs and their followers continued development and works with corporates, entrepreneurs, teams and individuals. Rachel's ambition is to develop deep benches of leaders across Africa - leaders who can accelerate the transformation and inclusive development of the continent. She has spoken and trained on various platforms to executives and emerging leaders. These include the UN, World Bank, Obama Leaders, TEDx, L'Oreal Women in Science and EVE amongst others. Rachel has received numerous awards for leadership and academic excellence including: the Desmond Tutu Leadership Fellowship; the Mandela Rhodes Scholarship; the Mellon Mays Leadership and Service Award; the Mellon Mays Scholarship and the Felix Scholarship. Rachel sits on the boards of MINDS, Jakes Gerwel Fellowship, St. George's College and Old Mutual Youth Fund. She is also a contributor for IncAfrica. Rachel enjoys traveling, learning from diverse spiritual practices, reading and writing. She is writing her first book.



# Testimonials

***"I did an online hour's group coaching "Ultimate Self Leadership" module with Narachi Leadership and Rachel Nyaradzo Adams. It was an inspiring introduction to Narachi Leadership - and I was able to walk away with some valuable tools I can use immediately to shape how I develop myself and my business, and how I can transform blockages into building blocks. Thank you Rachel and Reena and I'm looking forward to learning more!"*** Mana Meadows, Small Business Owner, Mana Meadows Photography | Zimbabwe

***"Thoroughly enjoyed the session. It was highly informative and valuable hour session learning from Rachel. Rachel provided really specific and hands-on real-world knowledge and tips. The knowledge will be invaluable in my professional and personal life. Rachel was fantastic and easy to understand, and everything was well organized, friendly, and safe. Much appreciated."*** Stephen Kajekere, NHS Digital, Scrum Master | UK

***"The session with Rachel was powerful, and paradigm shifting for me! And I left knowing I have power and choice to influence my outcomes, I am not a victim. And to reflect about the outcomes I want, and if I have created the coherence for them to show up in my life"*** Angela Centra | Kenya

***"A session with Rachel is always a paradigm shifting experience for me, and cannot recommend her enough for individuals and groups."*** Anonymous | Kenya

***"The online session was fantastic! An eye opener and a primer to do some inner work as one boldly steps into their role in life."*** Anonymous | Zimbabwe

***"A sharp, to the point, deep and meaningful session. Thank you!"*** Lesa Burger, Brainworks | South Africa

***"Enlightening, inspiring and insightful."*** Anonymous | USA



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