

AUTHENTIC POWER

COURAGEOUS LEADERSHIP

LEADERSHIP
MASTERCLASS
FOR EXECUTIVES
& MANAGERS



Leadership Masterclass

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

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 of self awareness Lead and personal mastery in which Self we learn and develop a deep relationship with ourselves The space in which we Lead coordinate actions and Others inspire others to act for the benefit of the system The space in which we drive Lead culture and system shifts in **Systems** rhythm with our ability to sense Leadership is about creating an the present and future environment that is enabling enough for individuals to thrive. Leadership teams to perform and eco systems to evolve

Leaders who go through this masterclass will develop a much deeper self-awareness 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

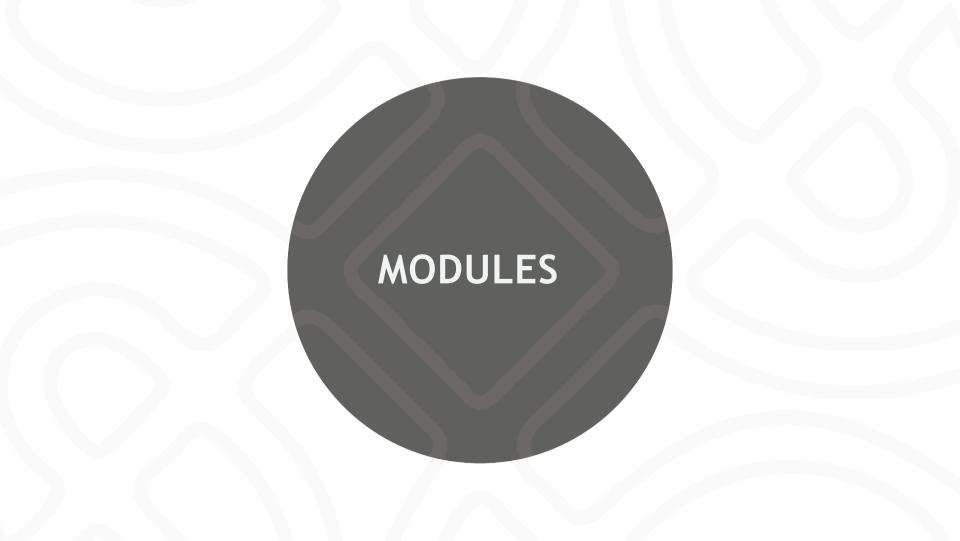
Leading Others

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

Leading Systems

· Ways of Being- Archetypes





MODULE 1 **LEAD SELF**

Leading Through Personality

2½hrs

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

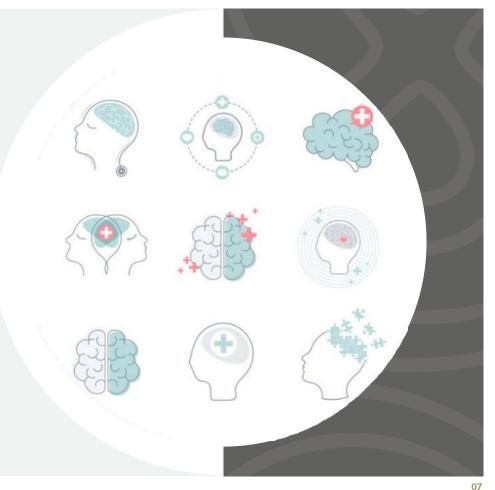
The Neuroscience of Leadership

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 Peak 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



LEAD OTHERS Embracing and Managing Conflict

2½hrs

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



LEAD SYSTEMS Ways of Being - 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







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 Rachel Nyaradzo Adams
- Confidential (unless an explicit arrangement is made between the coachee and HR to share feedback on outcomes of the coaching session, with the permission of the Coachee



MODULE 7

LEAD SYSTEMS

Transitioning into Leadership

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:

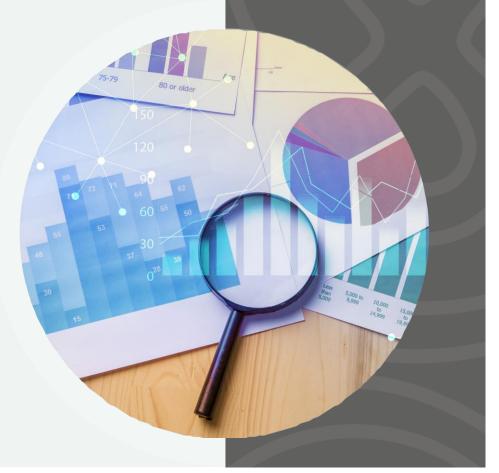
- How to make the mental transition for yourself from being the high performer to being the person who enables performance
- How to cultivate trust and loyalty in your new team
- How to delegate for effective team performance
- How to become a good coach to your team members
- Navigating organizational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

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 Peak Performance
Week 5	Module 5: Dealing with Conflict One-on-One Coaching Sessions on Leading others
Week 6	Module 6: Ways of Being- Archetypes One-on-One Coaching Sessions on Leading Systems
Week 7	Optional- Module 7: Transitioning into Leadership
3 months after Programme	60 min Check In Optional- 360 Degree Survey Follow Up



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, Jakes Gerwel Fellowship, St. George's College and Old Mutual Youth Fund. She is a contributor for IncAfrica.

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



