



NARACHI LEADERSHIP

AUTHENTIC POWER ● COURAGEOUS LEADERSHIP

WORKSHOPS & FACILITATION



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WORKSHOPS & FACILITATION

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C O N T E N T S

1. Leadership Masterclass

Leadership Masterclass

Senior Leadership roles are challenging and research shows that leaders don't often receive the tools that help them transition from junior roles to more senior roles. "Executives are shaped irrevocably by their first management positions" and yet their first management roles are often ones they stumble into without sufficient training or support to give them a healthy foundation. This 7 module Masterclass is coupled with coaching and assessments to address the overarching themes of Leading Self, Leading Others and Leading Systems. It trains executives, senior and junior managers in the fundamentals of leadership including how to leverage your personality for more authentic power in your leadership; how to sharpen the role of your values in leadership; how to embrace and manage conflict effectively; understanding leadership from the perspective of the human brain; how to communicate and coach effectively and more. Leaders who have gone through our masterclass tell us that it is deeply empowering and enlightening and that they wished they had come across this content earlier in their careers.

Download the Leadership Masterclass Brochure from our website for full details of the modules presented.



C O N T E N T S

2. Young Leaders

a. Supercharging the New Recruit 05

FACILITATION // YOUNG LEADERS

a. Supercharging the New Recruit

2 FULL DAYS
OR
4 HOUR WEBINAR

Starting in a first job can be daunting and requires a significant mindset shift for the new recruit. For most it will be the first time in which outcomes are dependent on mostly team efforts and not just on individual intelligence. It is therefore important that the new recruit develop not only a deepened self-awareness of their own strengths and weaknesses so that they can perform at their best, but that they also understand the fundamentals of working well with others. Added to this, it is critical that a new recruit understand the systemic dynamics that inform organizations and culture. A lot of rookie mistakes are made because new recruits have not been supported in understanding both the written and unwritten rules of an organization.

This workshop immerses new recruits in the fundamentals of self-leadership, team dynamics and systemic thinking.



FACILITATION // YOUNG LEADERS

2- Day In Person Workshop

The following topics will be covered in this engagement. One-on-One Coaching is available as an Optional Add-On to deepen the learnings of the sessions on an individual basis.

Leading Yourself

- **Understanding your personality type:** What are your strengths, weaknesses and blindspots and how do they interact with those of others? *Optional for the 2 Day Workshop: Administering the Myers-Briggs Type Indicator (MBTI) personality assessment to each new recruit.*
- **Developing emotional intelligence:** Understanding how to regulate your emotions while also developing social intelligence
- **Performing at your best:** A strengths-based approach to working

Working well with Others (Team Dynamics)

- **The Neuroscience of Teams:** How teaming brains work together
- **Embracing and managing conflict:** Being in healthy relationship with the storming stage of teams
- **Balancing relationship and performance currency:** Cultivating coaching, mentorship and sponsorship in the organization

Understanding the System

- **Managing power and relational dynamics in the organization:** understanding the fundamentals of organizational dynamics
- **How to be culture-savvy:** Understanding both the written and unwritten rules of a system and where/how to get the information you need
- **Embracing and living out the organizational values:** Why values matter and where to apply them

Webinar Version (4 hours):

The shorter version of this session facilitated over 4 hours online would include:

- Understanding your personality type *(excludes the MBTI personality assessment)*
- Developing emotional intelligence
- The Neuroscience of Teams
- Embracing and managing conflict
- Optional One-on-One Coaching.

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FACILITATION // SHORT WORKSHOP/ WEBINARS

All of our short workshops can be delivered either as webinars or in person as full day or half day sessions. The duration stipulated under each short workshop below is in relation to webinars. Contact us for more information for these sessions to be delivered in person.

a. Leading Through Personality

2.5 HOURS

Psychologists argue that personality type influences between 40-60% of our behaviour and yet most people 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, participants will gain a deep understanding of their personality at work.

At the end of this session leaders will understand:

- The workings of personality at a personal and collective level
- The personality distribution of the team and the impact this has on conflict, collaboration and other team dynamics
- Their personal preference style in general (preference styles of each participant can be covered in greater depth in individual coaching sessions)
- How different personality types respond to change
- How different personality types managing tasks and delegate
- How different personality types process information and make decisions



b. Values Based Leadership

3 HOURS

Values have been identified in leadership theory as the most natural of motivators in personal development and in the workplace. When individuals know how to lead themselves from a space of values, they are more likely to be courageous, focused and disciplined in their endeavours. They are also more likely to be consistent in their own convictions as they navigate a very complex world. Yet most people do not consciously lead from the space of values or even understand how to formulate their values.

At the end of this module, participants will understand:

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



c. The Neuroscience of Teams

3 HOURS

Collaborating and working with others is ultimately about the interaction of brains. At the core of effective teaming is the understanding of the brain and its workings. Yet many people 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, participants will understand the following:

- The new neuroscience on the three brains
- How emotions work
- How the brain responds to threats and rewards
- The surprising science behind creativity and how to be in creative energy
- How bias works and the role of bias in day-to-day function
- How to create a motivating work environment
- The basic drivers of the head brain



d. Communication for Peak Performance

3 HOURS

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 participants to practices for effective communication.

At the end of this module participants will:

- Appreciate the bottom-line implications of poor communication styles
- Understand basic speech acts and how to use language more effectively
- Understand the verbal communication cycle and how to use it more effectively
- Understand the principles of energy, engagement and exploration in communication dynamics
- Understand the role of coaching in the organization and how to coach more effectively



e. Embracing & Managing Conflict

2.5 HOURS

Conflict is one of our worst nightmares. When a conflict situation arises, people often find themselves with limited tools to both resolve the conflict but also to use it for strategic learning. This session will help participants 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 participants 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



f. Ways of Being - Archetypes

4 HOURS

Being with others is as much a skill as it is an ability to learn and change as each moment presents itself. The cultures that we create in our organizations have to do with the way we show up for ourselves and others. Our ability to deeply listen for example has a lot to do with whether we can actually be with others without allowing ourselves to be distracted by the busyness of the day. On the other hand, our ability to negotiate on behalf of ourselves has to do with just how much we can shift our energy from collective needs to personal needs. Individuals should therefore be able to access various embodiments or ways of being so that they can navigate the world more effectively.

This module will introduce participants to the four different ways of being (archetypes) and the role they play in individual and collective shifts.

At the end of this module participants will:

- Understand the different archetypes – their commitment, behaviours and outcomes
- Explore the archetypes that they are most drawn to and why
- Explore how a reliance on a particular archetype creates particular outcomes that may or not serve us
- Use icebergs to surface invisible dynamics in the way we are being
- Understand how to shift archetypes as each moment presents itself



g. Transitioning into Leadership

4 HOURS

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 on the business vs working in the business

At the end of this module leaders will understand:

- How to make the mental transition 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



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FACILITATION // LONG WORKSHOPS/ IMMERSIONS

a. From Founder to Leader

2 DAYS

Being a Founder does not automatically make us leaders. The challenge of being a Founder is making an effective connection between the powerful vision that we carry and our ability to inspire our start-up team to get behind and work for that vision. Founder-Leaders often find themselves ill-equipped to manage that transition. This 2-day immersion provides the Founder-Leader with the blue-print of non-negotiable people skills that they need to cultivate as they are putting together a team and building a culture.

At the end of this immersion Founder-Leaders will learn amongst other things:

- The stages of the team and the tools and insights needed for each stage
- How to attract and build a good team
- How to create an intentional culture in the organization
- How to mentor and coach 21st century employees
- How to influence and motivate
- How to give effective feedback to employees
- How to delegate tasks



b. The Stages of the Team

2 DAYS

Team buildings involving games and exercises are all very interesting and have their role and function. They however are insufficient if teams do not have a core understanding of the science of teams. This two-day immersion helps team members better understand the stages of forming, storming, norming and performing and how to effectively approach each one with sabotaging the success of the team.

After this session, teams will understand:

- Forming – how to leverage the forming stage by understanding what each member of the team needs to settle in and feel accepted as a valued part of the whole (meaning/identity/social safety)
- Storming – how to become more comfortable with conflict and the role that it plays in strengthening the team
- Norming – how to accept and adjust to the requirements of the whole team to achieve cohesiveness. Defining values, rules and standards to create a healthy dynamic
- Performing – how to reach flow as a team through psychological safety, commitment, accountability and paying attention to results



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5. Personal Mastery

- a. The Narachi Signature Workshop: Authentic Power & Courageous Leadership 19

a. The Narachi Signature Workshop: Authentic Power & Courageous Leadership

2 DAYS

What makes us unique at Narachi is our unapologetic exploration of the intersection of head, heart and gut living. Our belief that knowledge and wisdom are to be drawn from the epistemological, ontological and cosmological means that we want to help individuals connect to everything that is spirit, soul, mind, body and heart. We believe that individuals will only reach their maximum potential when they can courageously walk the path, they have always known was intended for them. Our designer workshop will support individuals through theory and practice to remember themselves and to connect to their authentic and unique power.

Over the two days, participants will be able to:

- Examine their governing thoughts and how these influence the way that they show up
- Be in deeper and honest relationship with how their choices are co-creating the world that they experience
- Reconnect to their unique gifts and calling and gain the courage to re-align their work to their purpose
- Work through psychological blockages that create limiting beliefs and sabotaging behaviours
- Learn to embody their authentic voice and power by defining their values more consciously
- Learn how to embody the archetypes that will serve them on their path
- Deepen overall self-awareness so as to attain personal mastery



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FACILITATION // TEAMS

a. Team Building Retreat

2 DAYS

Our team building approach takes teams through an experiential learning of the stages of forming, storming, norming and performing. Through storytelling, exercises, reflections and courageous conversations, teams can experience the exhilaration of using trust and vulnerability as the basis of all team formation. Team building also fundamentally begins with the transformation of the individual and the retreat creates a space in which the individual within the team can emerge and celebrate their contribution and potential as part of the larger ecosystem.

We work through each stage as follows:

- Forming – Understanding what creates a sense of meaning and identity for team members. This will include developing trust and understanding personality types
- Storming – Understanding why conflict occurs and how it can be leveraged for the evolution of the team. This will include learning about different types of conflict and the strategies for managing conflict
- Norming – Understanding how to build an intentional culture within the team and defining the values that create cohesiveness. This will include designing practices and rituals for team effectiveness
- Performing – Understanding how to co-ordinate action in order to get to peak performance. This will include effective communication and the neuroscience of teams and leadership.



b. Diversity, Equity & Inclusion

1 DAY

Our DEI intervention comes from a deep understanding of what does and doesn't work with regard to effectively changing mindsets and behaviours as they relate to diversity and inclusion. We bring a developmental psychological and neuroscientific focus which is often missed in these interventions. We have understood that so often the dialogue that takes place around this subject happens in the terror and blame zone, limiting possibilities for transformation. We have also seen first-hand how certain models of DEI work create more damage than good and have gained an instinct for how to dance with participants through this challenging work. We are insistent on conducting conversations in a learning zone with empathy and understanding, while still driving the hard but needed learnings. Narachi Leadership is committed to courageous conversations and authentic solutions that are co-created by the participants in our workshops.

Our work follows three steps:

1. **Getting to know our brains better:** Understanding why bias is such a fundamental part of the human condition.
 - This session will uncover the neurobiology of bias, explaining the process that the brain goes through applying its short-cuts in making judgments about the 'other'. We will name and explore biases, creating a familiarity with the more notorious ones



FACILITATION // TEAMS

CONTINUED

Diversity, Equity & Inclusion

2. **Discovering a “better way”:** While bias is such a fundamental aspect of our neuro-biology, it need not turn into prejudice, stereotypes, ‘isms’ or discrimination.
 - This session will surface, through discussions, the way bias plays out in the organization
 - The session will then provide tools for how individuals and organizations can start to debias themselves and their systems
 - It will create a non-judgmental and safe space in which we can explore possibilities for overturning bias
3. **Conversations for Healing:** Understanding why we have bias and creating approaches for debiasing the system does not mean that we find the healing that we desire.
 - This session is a story-telling session in which Rachel and co-facilitator Tana, share their personal stories on how they shifted from deep pain, anger and hate to spaces and possibilities for healing, reconciliation and empowerment. This will be used as a platform to enable deep introspection and sharing for the participants as the basis for personal and group transformation amongst participants.

**All trainings can be followed up with coaching for specific individuals and groups*



c. Women in Leadership

1 DAY

It is our core belief that ultimately women will reach the positions and success that they deserve when they are empowered with the tools to advocate for themselves and negotiate for space in their respective environments. No one is coming to save us and indeed we need no saving. It is about the technical and the soft, the external environment and the internal habitus. With the right tools for self-awareness and personal mastery, helping to debias the organization, advocacy, negotiation, network mapping, building relationship currency and leveraging support, women can advance themselves to the positions and spaces where they can have their greatest impact. This should not only be a personal ambition but a social and moral imperative if we understand what is at stake when we don't show up fully in the power of our diversity.

This workshop will empower women and allies with:

- Understanding the attitudinal and structural biases women face in the organization and how to address these
- Embracing strategies for debiasing organizations as this is more effective than debiasing individuals (choice architecture)
- Undoing some of the problematic beliefs that come out of ideas of the gendered brain
- Mapping a network for relationship currency
- Understanding how to co-create allyship





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 www.narachileadership.com