



NARACHI LEADERSHIP

AUTHENTIC POWER ● COURAGEOUS LEADERSHIP

# Catalogue Of Offerings





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# Speaking Engagements

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# Speaking Engagements

Narachi Leadership curates conversations for deepened awareness and transformation. Our talks and engagements will challenge your thinking, energize your possibilities, and get you excited again about the power available to you to create the necessary shifts in your world. Our commitment is to deliver content that is deeply engaging, well researched, relevant and inspirational with powerful story-telling. Rachel has spoken on various international platforms for various organizations including Associated British Foods, the United Nations, Illovo, Obama Leaders, The Mastercard Foundation, the L'Oreal/Danone EVE Program, the L'Oreal/UNESCO Women in Science Program and TEDx, to name a few.



# Speaking Engagements

## Finding courage

It is not a crisis of leadership that we face, but a crisis of courage. To create the world that we desire and deserve, we must be able to access our highest courage. Yet at those critical junctures when leaders are faced with an opportunity to be courageous, many report abandoning courage. Using storytelling and drawing from her own and other leaders' experiences of finding courage, Rachel illustrates how courage can be more accessible to more of us. What started as her TEDx talk 'A Crisis of Courage', has become a lifelong commitment to help leaders find their courage. Rachel challenges leaders to consider what it means to be courageous and the decisions that are necessary for courage.

## The Leadership of BE-ing

Before we do anything in the world as a leader, we are a particular observer. This means that our actions are limited to the lens through which we construct the world. This lens is often cultivated through very silent aspects of our history, our values, the language we use, the posture we take on in our body and the emotional ecosystem that we live in. Ontological leadership is the intentional practice in beingness. It is a quality of awareness of the sources of one's actions and how they shape our perceptions and attitudes and our ability therefore to learn and change as we lead. It is an ability to ask ourselves: How am I BEING in this leadership moment? It is also an awareness of how we are co-creating the reality that we perceive/experience. This talk supports leaders in transforming themselves from the inside out.



# Speaking Engagements

## Antifragility

Disruptions, while challenging, open up new fields of possibility. Our ability to respond to the possibility rests on the mindset that we actively cultivate even as we go through our current and anticipatory grief. Borrowing from Nassim Taleb's theory of antifragility, Rachel's talk is an invitation to dance with hardship vs. being in resistance to it. She will draw examples from nature, psychology and business to illustrate how we can indeed gain from disorder instead of losing from it.

## It's always time to change: Increasing our appetite for shifts in our world

It is said that it is not actually change that people are challenged by. It is the losses associated with change that make the change process quite threatening for what we have always known and done. As the human brain solves for energy conservation, change often presents as a literal threat to the body. So, while change is an inevitability in our organizational realities, the high numbers of organizational change efforts that fail (70%) evidence how individuals and leaders alike grapple with change. We should expect that most people will resist even the most basic calls to change. It is important therefore that we apply the various leadership, neuroscientific and humanistic wisdoms that allow us to embrace change efforts with less resistance. This talk will support leaders, teams and individuals alike in embracing change more effectively and with less suffering.





# Speaking Engagements

## Leveraging inclusive leadership for collective intelligence

The age of DEI in its traditional and perhaps destructive form is over. Thank goodness! This keynote returns us to what matters – that inclusive leadership has never been about virtue signaling and guilt-tripping each other, but about creating greater collective intelligence. This talk uses neuroscience research, storytelling and a call to action to challenge leaders towards inclusive mindsets and behaviours. Rachel draws from over a decade of experience designing programmes for inclusive leadership. She creates a safe space for a courageous conversation by sharing stories and experiences that will give you sharp ahas - some of which will make you laugh at some of our ridiculousness as human beings and all of which will inspire you to become more inclusive as a leader.

## Psychological safety and why it matters

Psychological Safety is not a nice to have. Only when the human brain establishes safety can it access its higher order functions of effective problem solving, non-threat-based decision-making, creativity and even compassion amongst others. This session will focus on giving leaders and teams the tools for fostering psychological safety in the workplace. It will also help leaders develop boundaries around psychological safety so that it is not abused by those who seek to take advantage of it



# Speaking Engagements

## Building, Enhancing & Protecting your Professional Brand

Your personal brand is simply defined as the words and emotions that arise when people mention your name (Donna Rachelson). To have a powerful brand, it is important that leaders are intentional about building, enhancing and protecting their brands. It is not always the case that how we intend for our brand to show up is how it translates in the external world. This keynote will support leaders in developing a positive relationship with the branding process and provide both insights and tools to create powerful perceptions in the minds of the people who you work with you and who lead you. It will also help leaders to tap into their authentic power so that they show up in the full power of who they know themselves to be.





# Facilitation



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\* We can tailor engagements for team-building events upon request.

# Facilitation

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 on how these sessions can be delivered in person.

## The Power of Values in Leadership

3 HOUR WEBINAR

Values contain the information about what we hold most worthy. They quietly but powerfully guide us in our decision-making, our relationship building and resource spending. Yet, values can be both accelerators and saboteurs. We all understand the positive power of values in helping us stay within the terrain of our deepest convictions. What we often underestimate is the eroding impact of uninterrogated values and beliefs which served us in the past but sabotage us in the present. This session will reconnect leaders to the power of values both in their light and shadow and will connect leaders to their authentic power. It will give them a frame through which they can interrogate their values and recalibrate where it is necessary.

### Outcomes:

- define what values are and why they matter
- explore your personal values and the stories and beliefs that fuel them
- interrogate where your values are serving you and where they are sabotaging you
- align with the values that are authentically and uniquely you in this stage of your life and leadership so as to increase your power



*“In just three hours, this session gave me the clarity I had been searching for over months. A decision I had been grappling with for so long suddenly became clear!”*

”

# Facilitation

## Leadership of BE-ing vs DO-ing

4 HOURS WORKSHOP

\* only offered as an in-person workshop

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 serving 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.

### Outcomes:

- 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

*“This session was a revelation! Understanding leadership archetypes has given me the tools to lead more consciously and shift my approach when needed.”*



”

# Facilitation

## Transitioning into Management

4 HOURS WEBINAR

Research shows that about 60% or more of people who transition into management have not been trained and that just under 50% of those transitions into management will fail. A lack of success costs organizations dearly by compromising critical factors like continuity, trust and productivity. It also costs individual talent their dignity and respect. This training will provide managers (or incoming managers) with insights and tools for management and will enable them to be more effective as they manage their teams.

### Outcomes:

- learn how to develop executive presence in a management role
- explore managing through the stages of the team
- understand effective delegating
- learn how to coach for growth and for performance
- develop a feedback culture
- learn how to navigate politics
- master effective team communication

*“I didn’t realize how much more there was to management until this session. I now feel equipped to lead my team and handle the challenges ahead!”*

”



# Facilitation

## Leading Through Personality

2.5 HOURS WEBINAR

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.

### Outcomes:

- understand the workings of personality at a personal and collective level
- explore the personality distribution of the team and the impact this has on conflict, collaboration and other team dynamics
- learn how different personality types respond to change
- understand how different personality types managing tasks and delegate
- learn how different personality types process information and make decisions



*“It’s like witchcraft! How can an assessment define who I am so accurately!”*

”

# Facilitation

## Adaptive vs. Technical Leadership

3 HOURS WEBINAR

Beyond the frameworks and strategies often taught in leadership development, one of the most critical abilities is the capacity to differentiate between technical and adaptive challenges. Many leadership missteps occur when leaders oversimplify problems, applying existing solutions to situations that are far more complex and require innovative thinking. True leadership lies in the ability to recognize when a problem demands not just expertise but a shift in values, roles, and approaches - and then having the courage to adapt.

### Outcomes:

- learn to distinguish between technical and adaptive challenges by examining real-world examples and your own leadership context
- develop the ability to assess challenges from a “balcony perspective” to better understand the underlying dynamics of resistance and change
- gain insights into balancing technical problem-solving with adaptive leadership to address both immediate and long-term needs
- cultivate strategies to lead through uncertainty and build resilience in the face of adaptive challenges





# Facilitation

## Inclusive Leadership for Collective Intelligence

3 HOURS WEBINAR

Inclusive Intelligence is arguably the IQ of the 21st century. In complex situations, research has shown that diverse teams solve problems better. Yet research shows that even when teams are diverse, leaders often struggle to leverage that diversity and bring out the brilliance of their teams. Scott E. Page aptly summarizes this, stating, "If we can understand how to leverage diversity to achieve better performance and greater robustness, we might anticipate and prevent collapses." (Scott E. Page, Diversity and Complexity).

This session works with leaders and teams to help them develop the characteristics that drive inclusivity and psychological safety. Through neuroscience research, storytelling and using practical case studies, this session will bring clarity to what effective inclusive leadership really means (minus the drama and the shame that often come with these conversations).

### Outcomes:

- understand compelling research on the neuroscience of bias and inclusivity and illustrate how accessible inclusivity is for all of us
- differentiate between complicated problems and complex problems and where diversity really matters
- define the characteristics of inclusive leadership and the practices that make them possible
- understand how each leader can better cultivate inclusive leadership in their environments starting with a reflection on personal capabilities and limitations
- learn how to create a space for exploration through curiosity conversations



# Facilitation

## Women, Leadership & Systems

3 HOURS WEBINAR

Leading as a woman often requires navigating a complex landscape of expectations, biases, and opportunities, all while staying true to personal values and ambitions. It is important that women understand the structural and attitudinal barriers that can get in the way of their success. It is also important that women recognize that they have more support than resistance within the workplace. This workshop is designed to unpack the challenges, celebrate the strengths, and equip women leaders with the tools to lead with impact, authenticity, and power.

### Outcomes:

- define the attitudinal and systemic barrier that women face in the workplace
- develop strategies for navigating those barriers
- learn how to build social capital for power and influence
- learn how to build a network of allies, mentors, and advocates to support your leadership journey
- learn the importance of politics and power
- put in place the “three guard rails” that can protect you on your journey

*“Engaging in a conversation about my agency in the world was both empowering and eye-opening.”*

”



# Facilitation

## Psychological Safety

3 HOURS WEBINAR

Psychological Safety is not a nice to have. Only when the human brain establishes safety can it access its higher order functions of effective problem solving, non-threat-based decision-making, creativity and even compassion amongst others. This session will focus on giving leaders and teams the tools for fostering psychological safety in the workplace.

### Outcomes:

- define psychological safety, focusing on the neuroscience of the brain and safety
- explore the outcomes of psychological safety vs psychological danger
- have a courageous conversation about how psychologically safe our workplace is
- learn practical approaches to improve psychological safety in the workplace, encouraging open communication and collaboration
- learn the role of leadership in creating psychological safety

*“I’ll never look at leadership the same way again! Understanding the science behind psychological safety was a game-changer.”*

”



# Facilitation

## Micro-aggressions

2 HOURS WEBINAR

Of all the conversations on creating inclusive environments, 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 for victims, is all too real. This session creates a safe and open space to explore this subject.

### Outcomes:

- understand what a microaggression is
- learn what makes it such a difficult subject to broach
- learn what approaches we can use to address microaggressions
- understand how we create environments that are more conscious and supportive and
- how we can become better allies

*“I have learnt that while I have been a victim, I have also been the aggressor!  
This is a human condition”*

”



# Facilitation

## Boundaries

2 HOURS WEBINAR

One of the critical disciplines for personal power is defining our boundaries. Boundaries allow us to define the healthy space between us and others enabling collective wellbeing. When our boundaries are clear, we are more honest and assertive and therefore, more productive.

### Outcomes:

- define boundaries: what they are and what they are not
- understand why setting boundaries in the workplace is a critical aspect of performance and relationship building
- explore common workplace transgressions of boundaries
- learn how to define, communicate and (re)negotiate your boundaries
- define boundaries in the remote age

*"I didn't realize how much my lack of boundaries was draining me - this session was a wake-up call!"*

”



# Facilitation

## Navigating Politics & Power for Senior Leaders

3 HOURS WEBINAR

Politics are an inevitable aspect of leading and leadership. Yet, most leaders report finding politics, exhausting and a waste of their time. This is not only naïve but also dangerous. Even great spiritual teachers have invited us to be “as wise as serpents and as gentle as doves” in our human affairs. This session redefines politics and helps leaders build a muscle to navigate the political dynamics that influence our everyday realities. It also helps leaders to have a greater appreciation of power and influence and how to cultivate these in order to be better at adaptation.

### Outcomes:

- become comfortable with politics and power as essentials of leading
- build political currency
- manage your brand as you climb up the ladder
- learn how to read invisible dynamics and strategize around them
- learn to map relationships for power so as to create a powerful relationship currency in the organization

*"I used to avoid workplace politics - now I see them as a strategic tool for leadership and impact."*

”





# Facilitation

## Navigating Power & Politics for Junior Leaders

3 HOURS WEBINAR

Beyond the handbook and onboarding talks that you are given when you arrive in an organization, there is so much that is left unsaid that probably has the biggest impact on your career. It is a part of your job to figure out what those unwritten rules are by building a strong relationship currency in the organization.

### Outcomes:

- learn to read the unwritten rules of your organization
- become comfortable with politics and power as essentials of workplace dynamics
- learn how to find and leverage the trio of supporters that everyone needs in the organization – the sponsor, the mentor and the coach
- learn how to read invisible dynamics and strategize around them
- learn to map relationships for power so as to create a powerful relationship currency in the organization

*"No one tells you this stuff! I now see how relationship currency and workplace dynamics shape career success."*

”



# Facilitation

## Embracing & Managing Conflict

2.5 HOURS WEBINAR

Conflict is one of our worst nightmares as leaders. 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.

### Outcomes:

- understand critical theoretical frames for conflict in the work environment
- explore your own relationship with conflict and how you participate in conflict
- locate some key mistakes you may be making in conflict resolution currently
- explore a feedback frame for conflict exploration or resolution

*“This session completely shifted my perspective on conflict. I now see it as an opportunity for growth rather than something to avoid!”*

”



# Facilitation

## Navigating & Embracing Change

3 HOURS WEBINAR

In times of change, our attachment to the familiar is constantly tested. To navigate uncertainty effectively, individuals and leaders must develop the skills to recognize, adapt to, and lead through change.

This session explores change through three key lenses:

- The Individual Lens – Archetypes of Change. Participants will identify their change archetype, learn to communicate their needs, and explore how different archetypes impact one another
- The Leadership Lens – Leading Through Change. Participants will assess team dynamics, explore leadership shifts, and discuss strategies for change readiness
- The System Lens – Building a Culture of Experimentation. This segment will highlight case studies on experimentation and foster discussions on creating a culture that supports innovation and therefore change

### Outcomes:

- understand the importance of adaptability and openness to change for growth
- explore barriers to change, including psychological biases, and develop strategies to overcome them
- identify your change archetype and how it influences your approach to change
- examine leadership behaviours and their impact on the organization's ability to navigate change
- discuss how to build psychological safety and create a culture of experimentation and calculated risk-taking



# Facilitation

## Executive Presence

3 HOURS WEBINAR

Research has shown that over and above intelligence, people who are successful in their careers must have presence. We cannot show up in a convincing and authoritative way to our employees, peers, clients, or leaders if we have not cultivated this critical capability. Presence is absolutely a dance between authenticity and conformity. We have to create a delicate balance between what we know to be true about us and how others perceive a leader/ a person of presence to be. What is absolutely critical and what is optional? How do we strike that balance?

### Outcomes:

- explore the three challenging truths about executive presence
- define what executive presence is and is not – the dance between conformity and authenticity
- explore the executive presence formula and its four components
- learn how to build skills and practice for each of the four components
- learn how to manage feedback about executive presence

*"This session gave me the tools to cultivate executive presence - not just to lead, but to inspire trust and confidence in others."*

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# Facilitation

## Neuroscience of Bias

3 HOURS WEBINAR

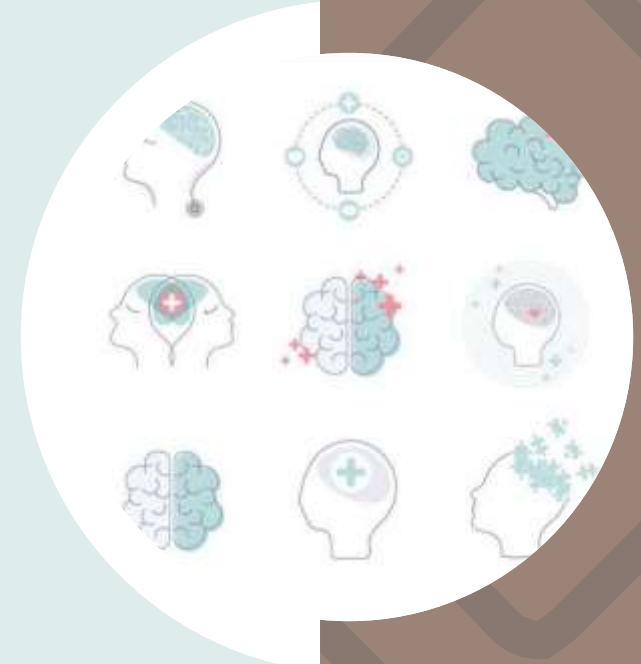
"If you have a brain, you are biased." This is how every conversation on building inclusive leadership and teams should begin. The brain has very sophisticated circuitry concerned with pattern recognition, familiarity, and energy conservation. This sets us up well for bias. To be biased is to be human. To be aware of the neuroscience of our biases however and to manage those biases in order to avoid negative stereotypes and prejudice is to be transformative. This session facilitates a conversation on the neuroscience of bias, exploring how bias manifests and how to mitigate it.

### Outcomes:

- define bias
- differentiate between bias and prejudice
- understand the cognitive biases at play in the workplace
- learn about expanding circles of trust through familiarity
- learn practices for mitigating individual and collective bias

*"This session opened my eyes to how deeply bias is ingrained in us. Now, I feel empowered to manage and mitigate bias in the workplace."*

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# Facilitation

## Neuroscience of Leadership

3 HOURS WEBINAR

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.

### Outcomes:

- learn the basic drivers of the head brain
- explore how to create an opportune environment for the brain to thrive
- learn about the surprising science behind creativity
- understand how to motivate individual members of the team
- learn how to design feedback and coaching in a way that supports learning and growth



*“Understanding the neuroscience behind leadership has been the key to unlocking my team's potential!”*





# Facilitation

## The Coaching Mastery Series

2 HOURS WEBINAR

\* The following sessions are recommended as a trio, designed to be delivered across three staggered 2 hour installments

### Session 1

## Why We Coach: The Art of Deep Listening for People Development

In this webinar, we delve into the fundamental principles of coaching, with a particular focus on the transformative practice of deep listening. Many leaders confuse instruction/ advice with coaching. As a result, followers and leaders alike lose out on the real benefits that coaching creates. This includes deepened predictive and vulnerable trust, accountability, skill transfer and ultimately peak performance.

#### Outcomes:

- learn the differences between coaching, mentorship and sponsorship.
- understand the importance of coaching in personal and professional development
- understand the role of deep listening in effective coaching
- learn practical strategies to enhance their listening skills for impactful coaching sessions



# Facilitation

## Session 2

### The Neuroscience of Coaching

2 HOURS WEBINAR

It is said that the golden rule in leadership is to lead people as you would like to be led. The platinum rule however is to lead people as they would like to be led. While coaching has many useful established frameworks, it is important to nuance those frameworks so that they are relevant for diverse individual needs. This webinar explores the nuances of coaching diverse individuals through deepening understanding of the neurobiological drivers behind performance and motivation.

#### Outcomes:

- learn strategies to tailor coaching approaches based on individual differences
- understand common response patterns in coaching sessions
- gain insights into effective communication techniques to maximize coaching effectiveness



# Facilitation

## Session 3

2 HOURS WEBINAR

### Coaching for Delegation and Creating Learning Ladders

Leaders who delegate are most effective at creating more leaders in the organization and therefore creating succession and continuation. However, most leaders find delegation difficult if not risky, especially when they are under pressure to deliver fast or if they are not clear on their followers' abilities to deliver at peak. This creates working environments in which leaders are doing too much while employees are not growing at the rate they should.

#### Outcomes:

- learn the art of using coaching as an avenue for effective delegation
- understand the importance of creating learning ladders within teams and how to create them
- learn how to delegate tasks efficiently and empower team members through delegation
- foster a culture of continuous learning and development



# Coaching

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One Conversation

31

# Coaching

## One Conversation

75 MINUTES

Coaching is a process in which a coach and a coachee explore an important question that could unlock one or more possibilities for the coachee.

Narachi's One Conversation is a once-off, 75minute session to explore the life or leadership moment you are in and to very quickly and intentionally explore and co-create approaches to help you face challenges or leverage opportunities. The session gives you an opportunity to explore a question that is really consequential for you at the moment.

Questions range from the existential (*"why do I tend to shrink myself when there are so many opportunities to do more"*) to the technical (*"how can I give better feedback"*), and everything in between. Coaching starts from the premise that coachees already have their answers, but they may (a) need tools and insights to help them unearth those answers or (b) need courage to admit what they already know.

Before the session, think about what you are really grappling with or challenged by or excited by at present and turn that into a question that we can explore.



# Our Certifications

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Myers-Briggs Type Indicator (MBTI) Certification	33
Neurozone Coaching Certification	33
The Leadership Circle Profile (LCP) Certification	33
Newfield Certified Ontological Training Certification	33
Organisational Constellations Certification	33

*\* We possess the following certifications. Please note that these certifications are not added as offerings to our clients.*



# Certifications



Myers-Briggs Type Indicator (MBTI) Certification



Neurozone Coaching Certification



The Leadership Circle Profile (LCP) Certification



Newfield Certified Ontological Training Certification



Organisational Constellations Certification



# Assessments

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Myers Briggs Type Indicator (MBTI)	35
360 Degree Surveys	35
The Leadership Circle Profile (LCP)	35

# Assessments



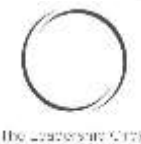
## The Myers-Briggs Type Indicator (MBTI)

The Myers Briggs Type Indicator (MBTI) is one of the oldest and most trusted personality assessments on the market. Stemming from the work of analytical psychologist Carl Jung and having been developed over decades to be more specific to various cultures and languages, the MBTI helps leaders understand their preferences in four domains: how they draw energy, how they process information, how they make decisions and how they organize themselves.



## 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 them. The survey is anonymous, and the participant has a chance to unpack the results of the feedback they receive and develop a strategy for leveraging strengths and addressing weaknesses.



## The Leadership Circle Profile (LCP)

The Leadership Circle Profile (LCP) is a cutting-edge 360° leadership assessment that uniquely combines actionable behavioral insights with underlying belief patterns. It helps leaders understand how their creative strengths drive success and how reactive tendencies limit their Impact. Through this holistic approach, the LCP fosters deep self-awareness and empowers leaders to make transformational changes aligned with their leadership goals.

# Narachi Mentorship Programme

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# Mentorship

## The Narachi Mentorship Programme (“NMP”)

The Narachi Mentorship Program (NMP) is a free virtual, annual program that provides mentees from across the African continent with the opportunity to be mentored by a broad network of high impact and successful leaders. Narachi selects youth between the ages of 19 and 25 to learn critical tools for personal mastery, and to evolve as the emerging leaders of Africa. We look for applicants who have a strong desire to become more influential in their communities, and who have a strong vision and drive to turn their strengths into solutions. The NMP is a 6-month programme designed to provide forward thinking and creative young minds with world class leadership training and tools to set them on the right path early on in their careers.

The Programme modules are spread across 3 main focus areas: Leading Self, Leading Others and Leading Systems, featuring relevant and exciting guest facilitators and panelists who are leaders in their respective fields.

The Programme Modules are delivered on one Saturday morning each month for 3 hours. There is also a 60 - minute one-on-one Coaching session with Rachel per Mentee.

Successful candidates will graduate at the end of the Programme and form part of the community of Narachi Fellows.

Watch our social media pages and our website for the announcement on when the NMP will be open for applications each year.





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 [www.narachileadership.com](http://www.narachileadership.com)