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Rachel
Nyaradzo Adams

NARACHI LEADERSHIP

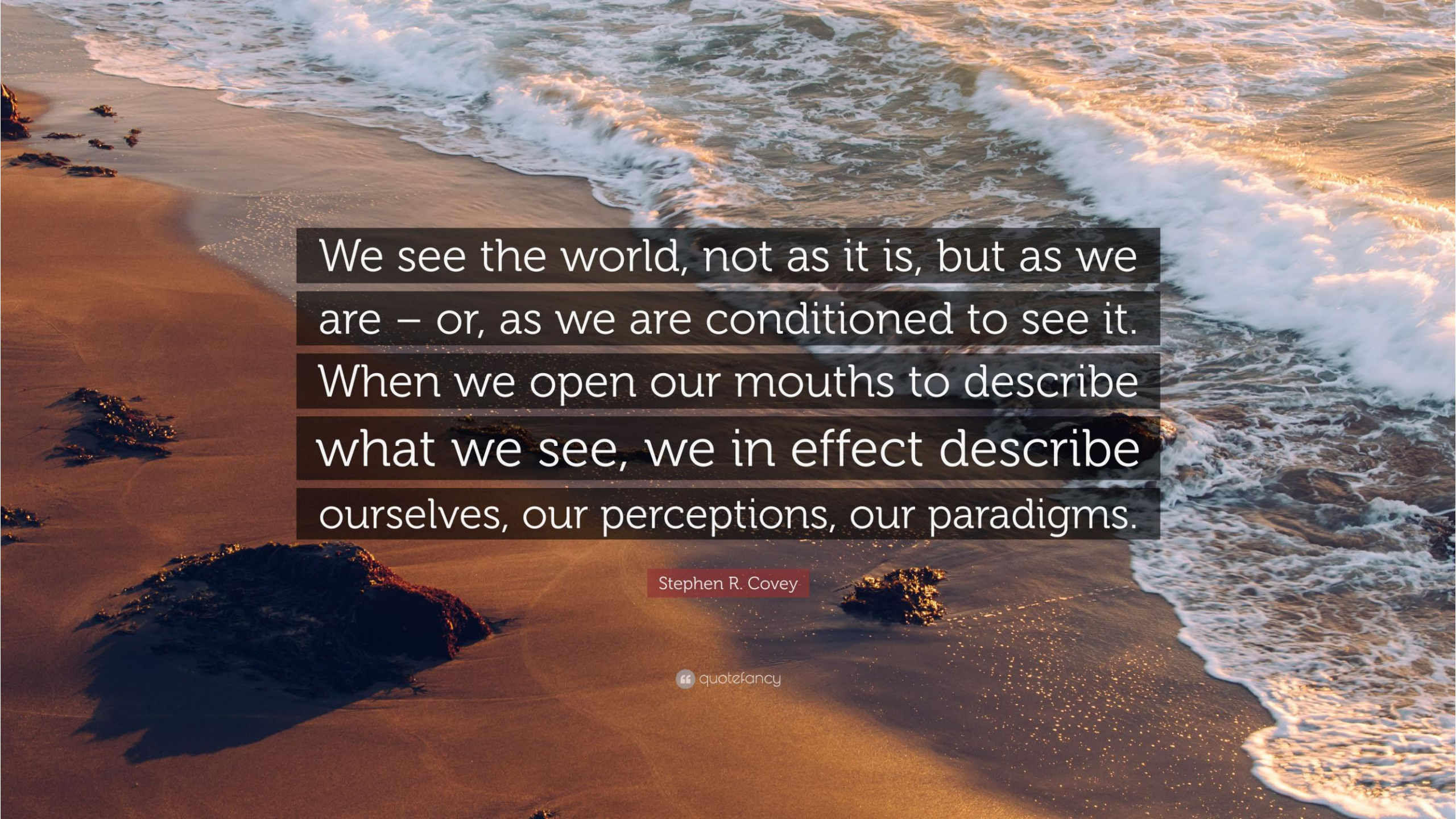
AUTHENTIC POWER ● COURAGEOUS LEADERSHIP

Becoming Aware of Your BE-ing in
Leadership



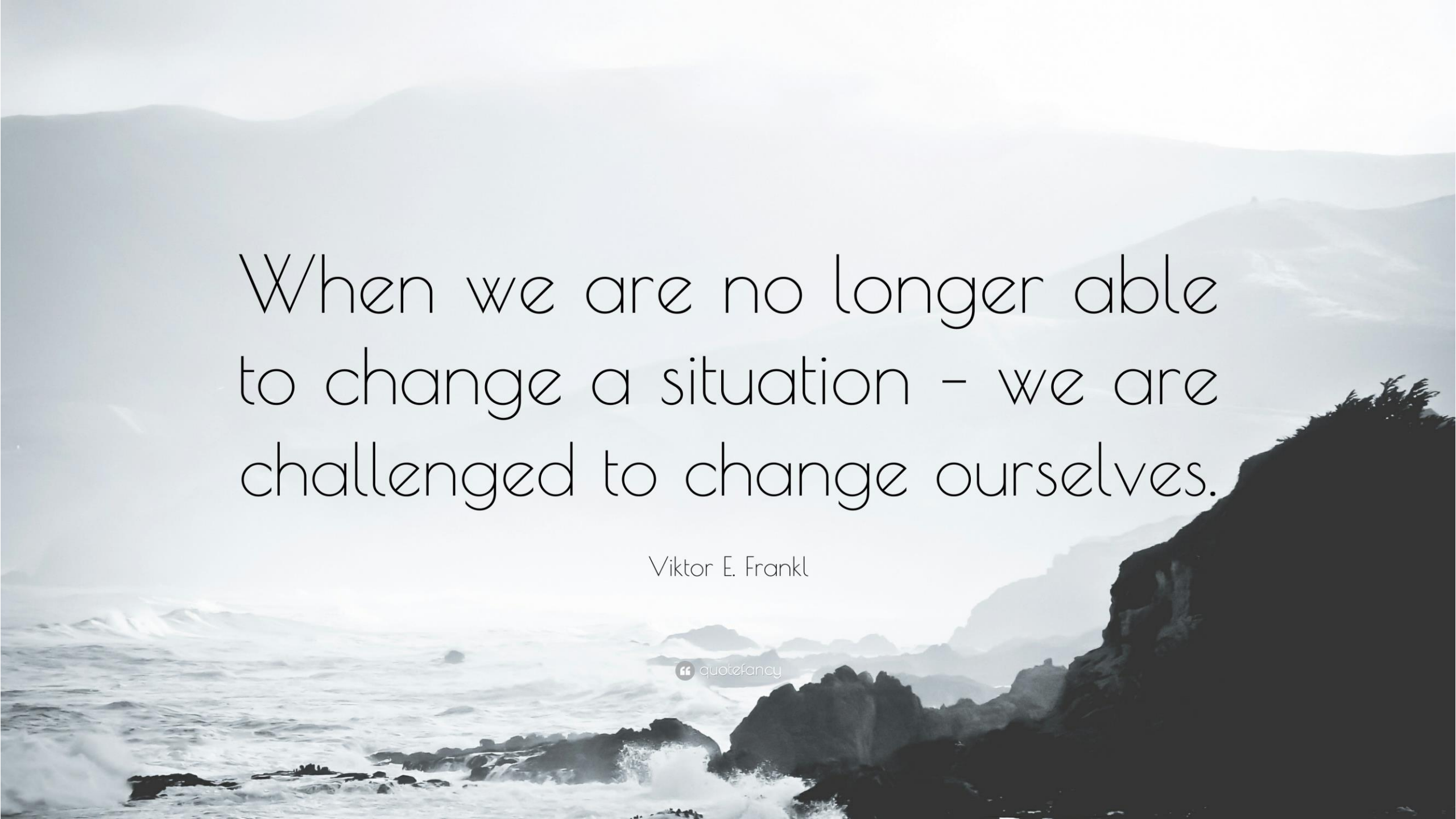


Yemi's Observer:
Name has been changed to
preserve confidentiality.
Story told with permission



We see the world, not as it is, but as we are – or, as we are conditioned to see it. When we open our mouths to describe what we see, we in effect describe ourselves, our perceptions, our paradigms.

Stephen R. Covey



When we are no longer able
to change a situation – we are
challenged to change ourselves.

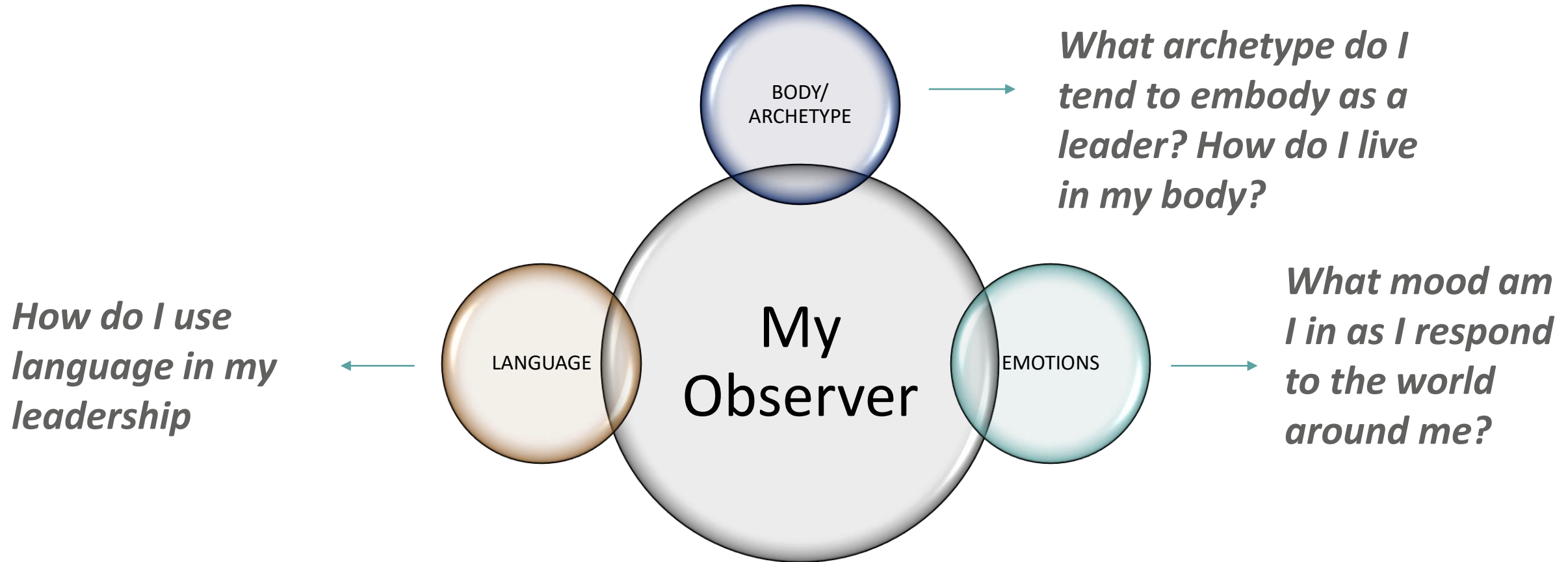
Viktor E. Frankl

“ quote fancy

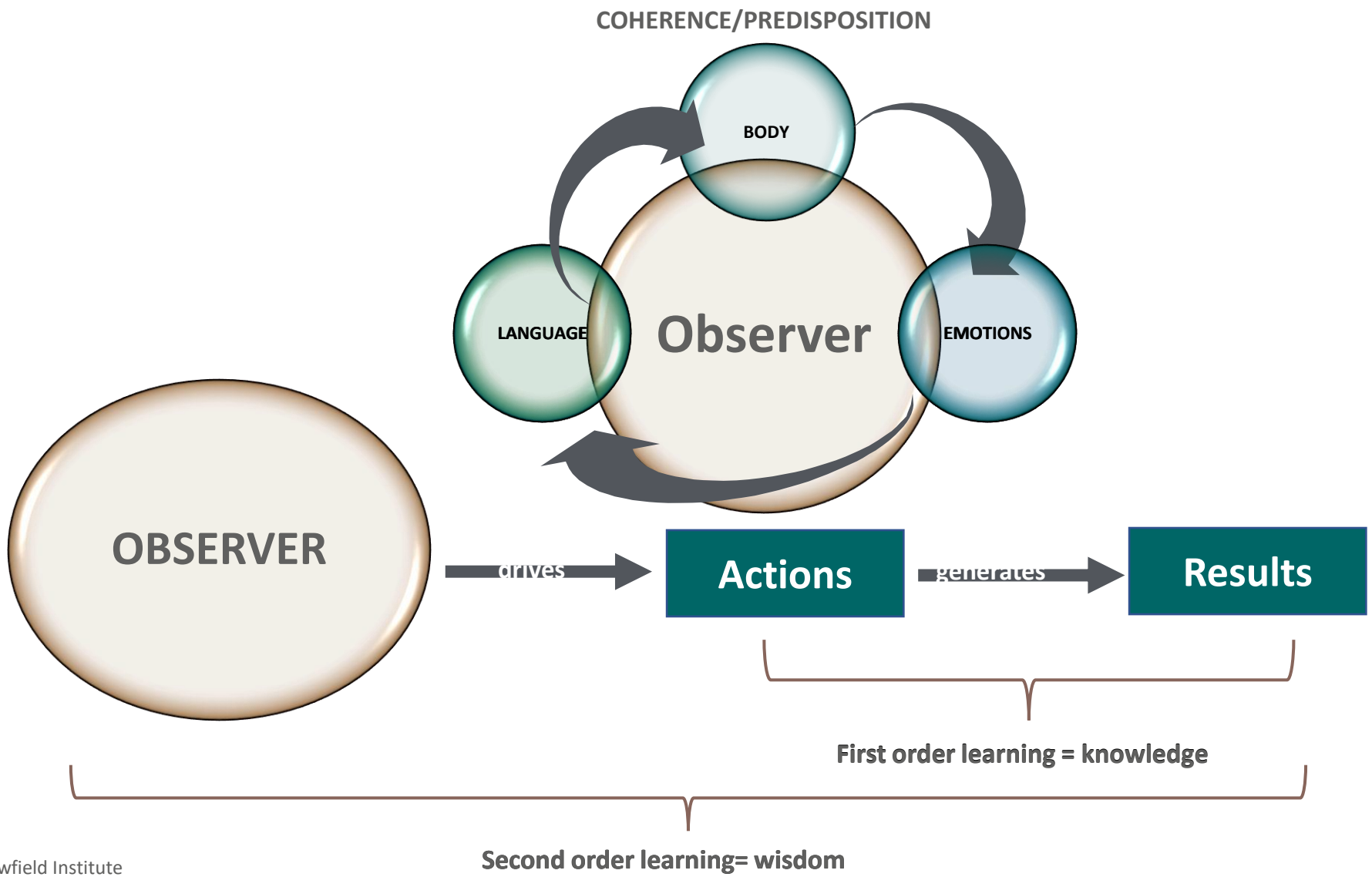
Leadership From a Space of Being



Think of yourself as an observer in both of your professional and personal realities



The observer model shows us, if there are outcomes I am not experiencing as a leader it is because I have not yet created the coherence for them



“Leadership is not [just] a skill, it is a way of being, it is a level of consciousness that we act out of”

- Gita Bellin

- **Quality of our awareness of how our being shrinks or expands possibilities**
- **The ability to ask “how am I being in this leadership moment?”**
- **The ability to see how we are co-creating our world**
- **The ability to learn and change**

Leadership From a Space of BE-ing & Becoming



THE BODY

“In order to change, people need to become aware of ... the way that their bodies interact with the world around them. Physical self-awareness is the first step in releasing the tyranny of the past.”

- Bessel A. van der Kolk, The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma

Stability

The King/Queen

Commitment & Power: Fairness, Order, Clarity and Setting and Maintaining of Boundaries

Mantra: Everything will be ok because I lead

Shadow: The Tyrant



Openness

The Lover

Commitment & Power: Collaboration

Mantra: Come, let's do it together

Shadow: The Coward/Anaemic



Centered Self

Resolution

The Warrior

Commitment & Power: Getting it done

Mantra: It's not about me

Shadow: The Bully



Flexibility

The adventurer/Jester

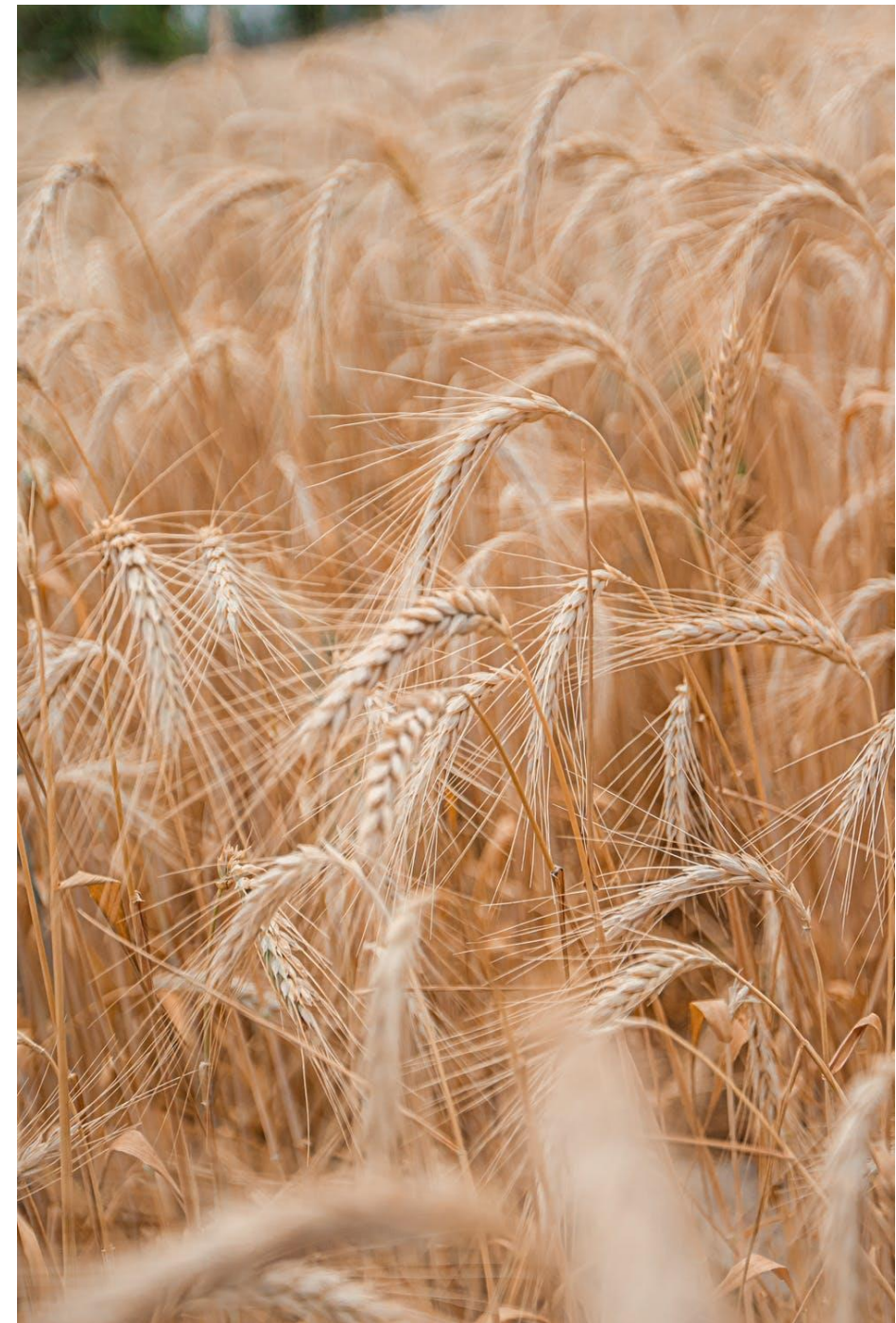
Commitment: Experimentation

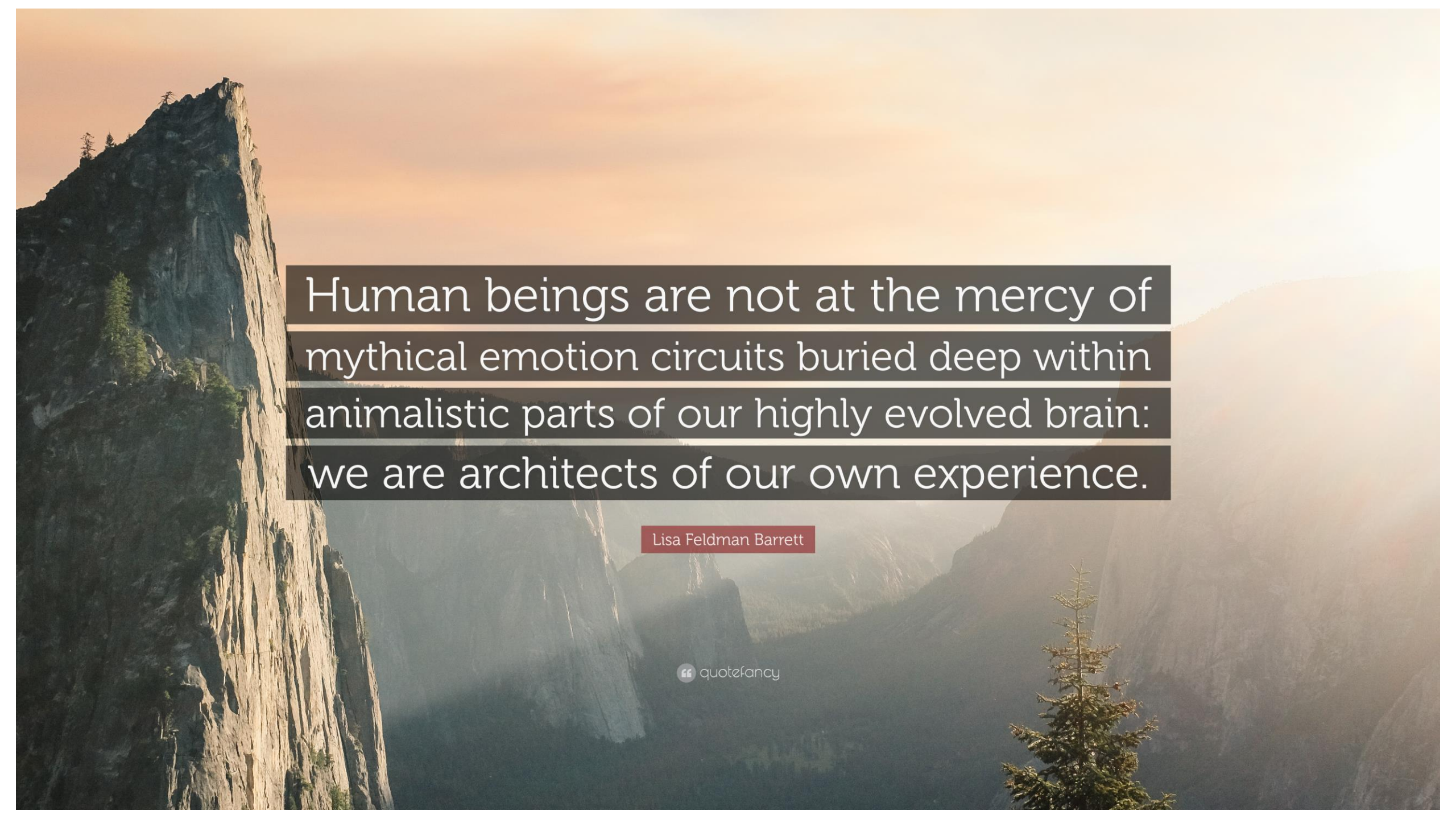
Mantra: Why not?!

Shadow: The Manipulator

EMOTIONS:

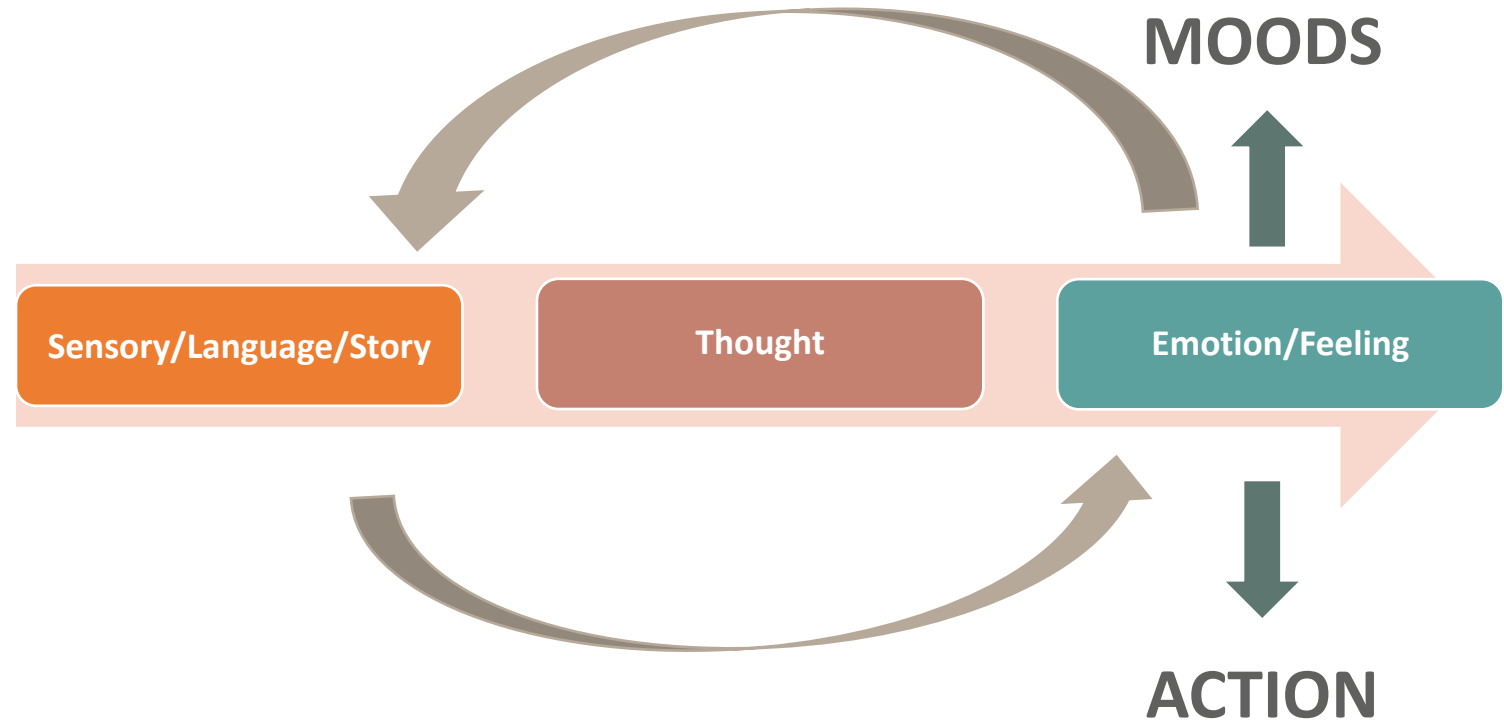
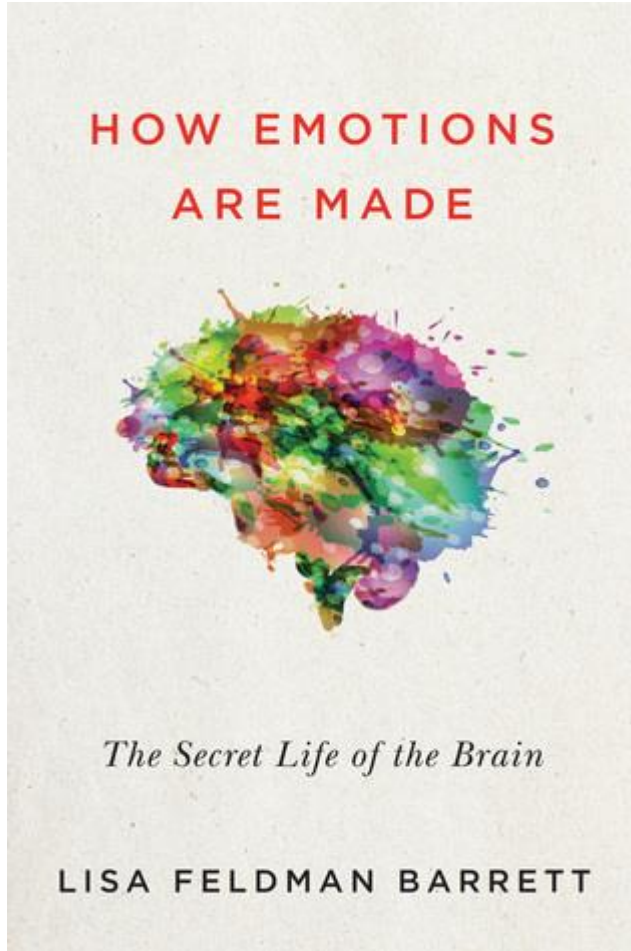
Noticing Exercise





Human beings are not at the mercy of
mythical emotion circuits buried deep within
animalistic parts of our highly evolved brain:
we are architects of our own experience.

Lisa Feldman Barrett



“Emotions are not triggered, **you create them**”

~ Lisa Feldman-Barrett

There are four basic moods we can cultivate over time and we have the ability to change them if they do not serve us

Resentment

- Sense of victimhood
- Sense of inability to participate in the broader system
- Suppression of courageous conversations

Resignation

- Fear of taking risks and going for more
- Conservative action due to sting of past failures or mistakes
- Sense of 'stuckness' in the system

Acceptance

- Being at peace with what has taken place in the past even if difficult or traumatic
- Letting go of the need or desire to alter the past (shame/anger)
- Understanding that accepting the past does not equal a tolerance for bad behaviour

Ambition (Enthusiasm)

- We are committed to getting the most out of our lives
- We see possibilities for new action
- We maximize on our gifts and strengths

We oppose facts



We accept facts

We oppose possibilities



We accept possibilities

LANGUAGE

The limits of my language means the limits of my world. “The limits of my language means the limits of my world.”

- Ludwig Wittgenstein

Speech acts are the **'language moves'** we make in our organizations. They can be positively or negatively generative depending on how we use them

- **Assessments and Assertions** – Assertions are a fact and belong to the thing observed and can be true or false; Assessments belong to the observer, and often reveal more about the observer than about the thing being observed – they are made to justify an emotion or to move things forward in a particular direction . Confusing the two can negatively affect team coordination and performance e.g. ***“organizations will always have dynamics” vs. “people here are untrustworthy”***
- **Declarations** – are speech acts in which the speaker brings forth a new world of possibilities, a new way of seeing things; they produce a new context e.g. ***“We will go to the moon”, “we will be the leading data company of the future”, “I don’t know”, “from now on we will have a strong feedback culture”***
- **Requests** - are made to intentionally create direction. They require: (1) **A committed speaker and committed listener.** (2) **Context - shared understanding of the request + right moment** (3) **A timeline** (4) **Conditions of satisfaction** (5) **Positive emotion or mood of the request**
- **Promises – Offers, Declines, Counter-offers** – The way we coordinate – they create possibility and also vulnerability of trust, relationships, success and self-esteem. Integrity is not about keeping all of our promises all the time, it is about how we break or renegotiate promises. **Do we hide, get defensive, blame, apologise?**

SUMMARY: Before the more visible dynamics of our leadership - how we coordinate, how we strategize, how we implement - there are some invisible and potent dynamics

OBSERVER ELEMENTS

BODY



OPPORTUNITY

- Expand the way we hold energy in our body
- Access the archetypes we neglect

EMOTIONS

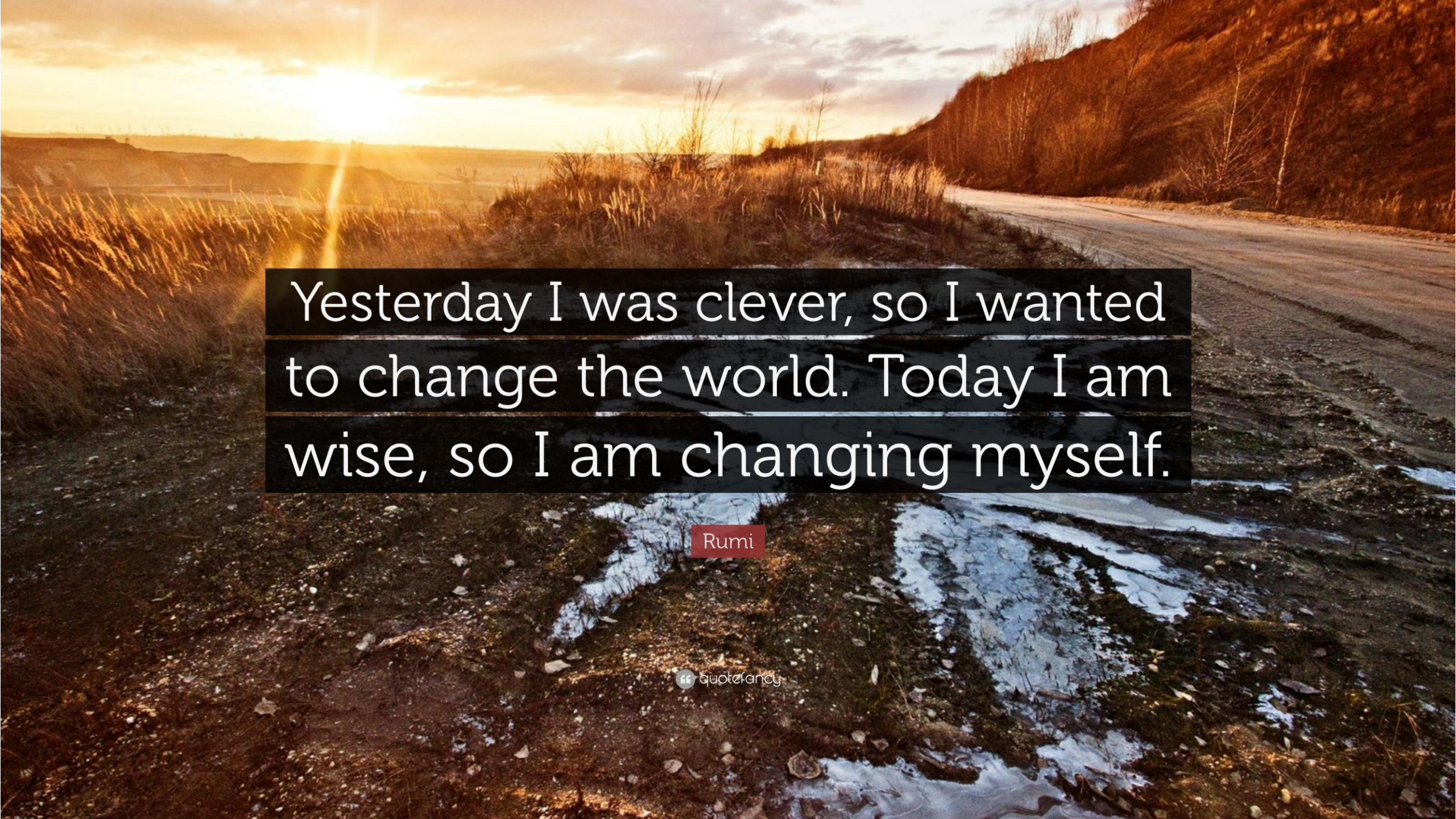


- Increase the range of our emotional ecosystem
- Own our emotions and shift our moods

LANGUAGE



- Expand the language we use to generate action
- Be intentional about the speech-acts we use

A scenic landscape at sunset or sunrise. The sun is low on the horizon, casting a warm, golden glow over the scene. In the foreground, there is a dirt road with a large, shallow puddle reflecting the sky. To the left of the road, there is a field of tall, dry grass. To the right, a steep, grassy hillside rises. The sky is filled with soft, wispy clouds. The overall mood is peaceful and contemplative.

Yesterday I was clever, so I wanted
to change the world. Today I am
wise, so I am changing myself.

Rumi



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www.narachileadership.com