



Catalyst Leadership Programme Summary Slides VW1 - 5

Virtual Catalyst Leadership Programme...



Exposure & Experiences

Programme communication

Participant and Manager orientation sessions

Leadership Learning and Pre-Work

Re-Orientation and Lived Experience

Catalyst Leaders Story

Authentic Me

Career Journey

Future Self

Leadership Diagnostics

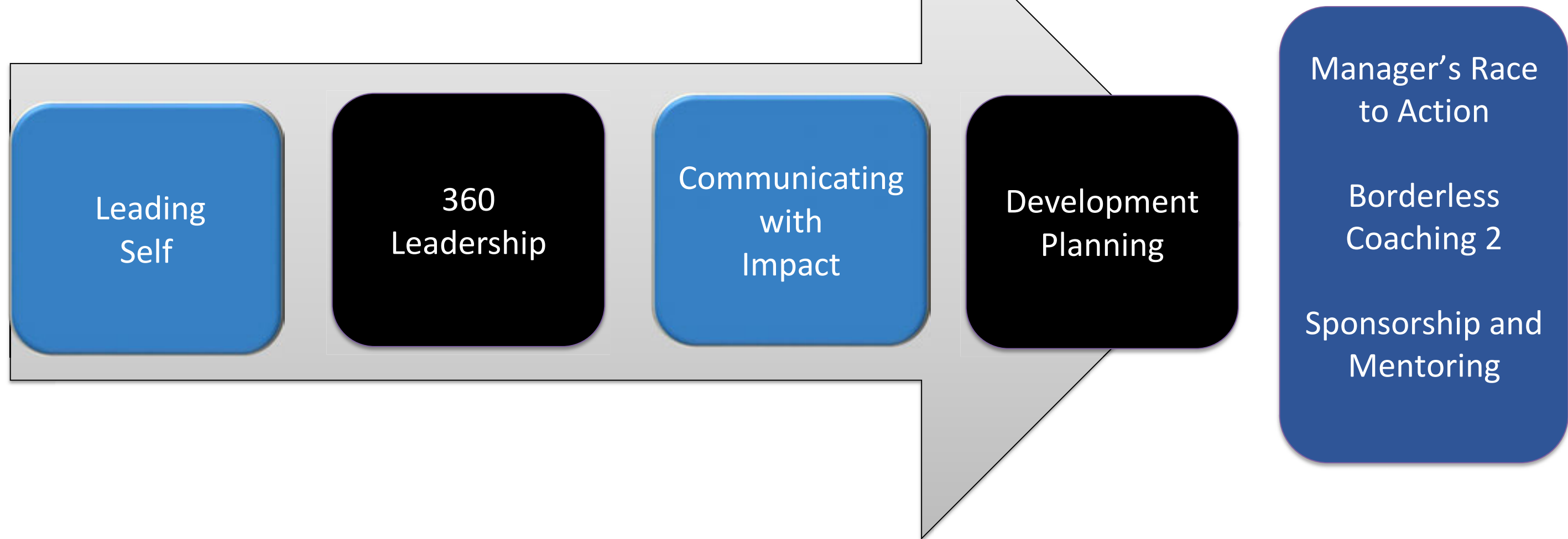
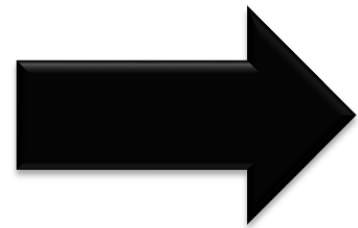
Borderless Coaching 1

Timeline

...Virtual Catalyst Leadership Programme



Exposure & Experiences



Our Alliance

- Coach facilitation style – safe, stretch, feedback
- Authentic, honest, real constructive dialogue
- Leave behind – fears, doubts, imposter
- Leaders looking in the mirror
- Be Here 100% - nowhere else!
- Co-creating together
- Deep democracy – everyone's voice
- Nobody gets to be wrong
- Confidentiality
- Trust the process



Leadership Premise

- **Diversity is a Strength**
- Self as an instrument of change
- Different Perspectives
- Dribble with your left hand
- Make Meaning - VUCA Context
- ZOUD



Where the
magic happens

Your
Comfort
Zone



“The Comfort Zone”





Lived Experience Roundtable



*With whatever authority
comes from lived
experience, you too can
create something
amazing. You can
nurture it and watch it
grow.*

Sy Safransky

Leadership

Signature

My Identity & Background

My Purpose, Vision and Values

How I define leadership

What you can expect from me

What I expect from you

My Ibrand

As a Diverse Leader how I will add value

*My Legacy and how I will make a
difference to others*



A Strong Foundation

A group of four diverse professionals are seated around a table in a modern office setting, engaged in a meeting. A Black man in a dark suit is gesturing with his hands while speaking. To his left, a woman with curly hair in a white shirt is smiling and listening. To his right, a man with glasses and a woman with long brown hair are also listening attentively. Two coffee cups are on the table. The background shows a large window with a grid pattern.

Every Racially Diverse
Leader has a
What...

Leaders-
Those that take
Responsibility for
their world

- Response- Able
- Real
- Reflexive
- Renew

Leadership Context

RDL feelings of isolation and being the only. Frustration. *'Currency you come in with soon runs out'*. Sense you have to work twice as hard as white colleagues.

RDLs know the race agenda matters. Important to reflect the customers we serve and the local population – at all levels. Increases the quality of solutions.

RDL minimise the value they bring, and experience stereotype threat. At least to start with a feeling that you need to blend in to be accepted.

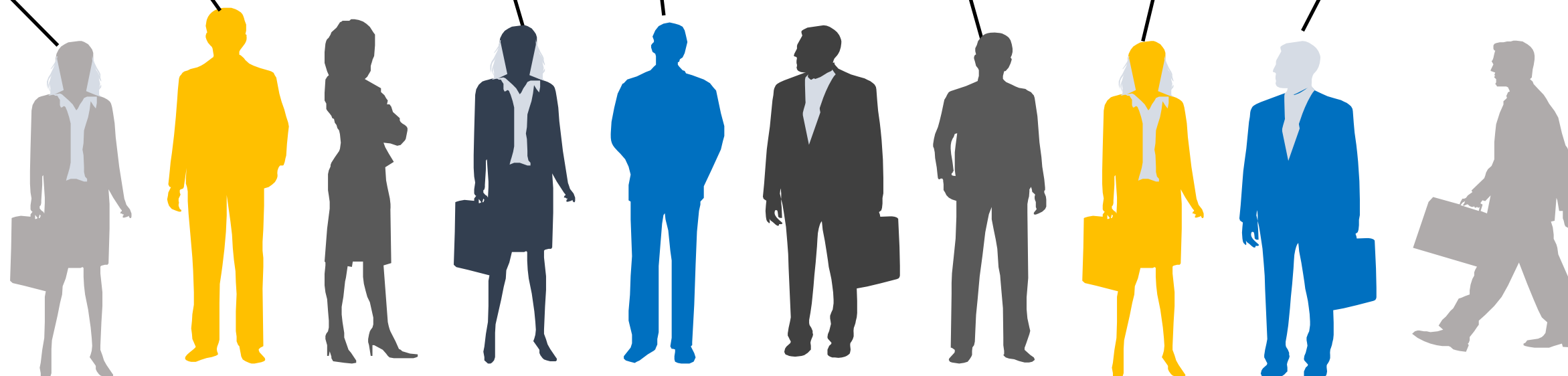
In the US tech sector:

- 83% of tech Executives are White
- Unfair treatment and turnover costs companies \$16 billion per year
- There are half as many African Americans and Hispanics in tech as in the rest of the private sector

Generally good experience at LinkedIn. Culturally diverse, and this has increased in the last few years. Intentions around race and ethnicity are positive However....

Hitting a wall around progression. Subtle barriers getting in the way. Insider-outsider dynamics. Bias, unconscious or otherwise. Difficult to have challenging conversations about race.

D&I LinkedIn overall context and strategy for under-represented racial groups



Why does your leadership matter?

- I can help make LinkedIn a more inclusive platform for all members.
- I want to transform myself and others, or inspire others to be the best version of themselves.
- I want to give voice to the "unknown" conversations.
- I can be that example to others that I never had. Show that its possible.
- My background has given me an openness to others' stories and have seen ways of connecting, empowering and inspiring individuals through personal stories and sharing experience and knowledge.
- I believe my construct - my background, my perspectives, my hard won lessons, my struggles and my viewpoints will provide solace to others.



The Murky Middle



A close-up photograph of several green leaves, likely from a plant like corn, showing prominent parallel veins. The leaves are arranged diagonally across the frame, creating a sense of depth and texture. The lighting is soft, highlighting the natural green tones of the foliage. Overlaid on this background is the text 'Defining Leadership' in a clean, white, sans-serif font, centered horizontally and vertically.

Defining Leadership



Every Racially Diverse
Leader's definition is unique

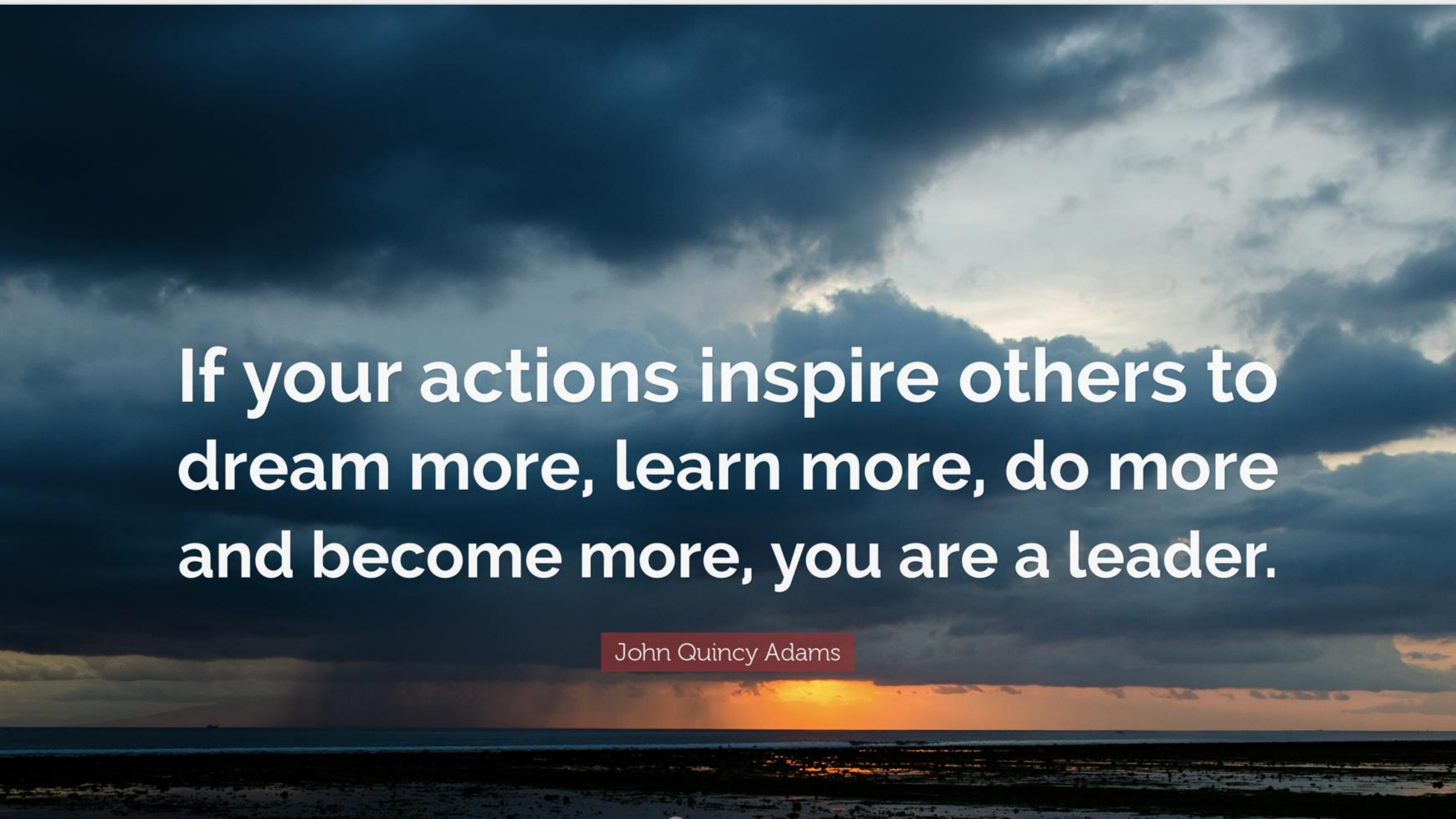
A leadership story is **first a story of self**, a story of why I've been called. Some people say, "I don't want to talk about myself," but if you don't interpret to others your calling and your reason for doing what you're doing, do you think it will just stay uninterpreted?

The answer is No.

Other people will interpret it for you.

You don't have any choice if you want to be a leader. You have to claim authorship of your story and learn to tell it to others so they can understand the values that move you to act, because it might move them to act as well.



The background image is a landscape photograph of a sunset or sunrise. The sky is filled with dark, heavy clouds, with a bright orange and yellow glow from the sun visible near the horizon. The sun's light reflects on the surface of the water in the foreground. The overall mood is dramatic and inspiring.

If your actions inspire others to
dream more, learn more, do more
and become more, you are a leader.

John Quincy Adams

Different Philosophical Perspectives on Leadership

❑ Western – *Cogito, ergo sum*

- *“I am because I, the individual hero, dream and do”*
- More individualistic and self-serving

❑ Eastern - *Kaizen*

- *“I am because I improve”*
- More collectivist with a focus on improvement to attain perfection

❑ African – *Ubuntu*

- *‘I am what I am because of who we all are’. I can only be a person through others”*
- Inherently collectivist in nature with a purposeful emphasis on people and their dignity

Alternative Leadership Lens

Emotion
Power
Inspiration
Charisma

Authority
Drama
Vision
Intention
Storytelling
Experience
Role Modelling
Self Perception



Principles & Values

**Organisational
Capability**

Innovation

Execution

Transformation

A piece of yellow paper with a torn, deckled edge is positioned on the right side of the image. The paper is slightly wrinkled and has a soft shadow cast to its right. The background is a solid, bright yellow. On the left side, a white rectangular area contains the text 'find your purpose' in a bold, black, sans-serif font.

find your purpose



Every successful Leader
has clarity of
Purpose

“Everyone has been made for some particular work and the desire for that work has been put in every heart.”

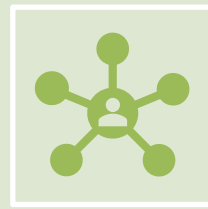
—***Jalaluddin Rumi***



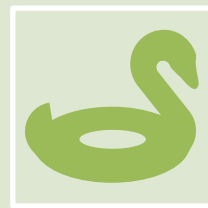
Purpose is the ***epicentre of everyone's life story***. Without purpose it is all but impossible to be fully engaged. To be extraordinary! With purpose, people do amazing things.



Purpose is the thing in your life ***you will fight for***. It is the ground you will defend at any cost.



Deep enduring purpose is virtually always motivated by a desire for ***the well-being of others***.



Getting your purpose clear is ***your defining truth***. Once you find your purpose you have a chance to live a story that moves you and those around you.



Your fundamental purpose ***defines value and meaning*** in your life.

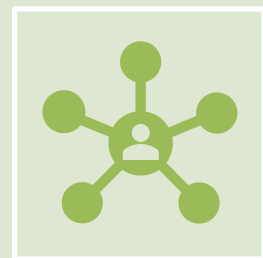
“The two most
important days in
your life are the
day you are born
and the day you
find out why”
—**Mark Twain**



You need to find a purpose that ***satisfies your needs*** not just your wants.



A ***flawed purpose*** always results in a ***flawed ending***. It will never bring ***true fulfilment***.



The only way in which your life story can achieve ***transformative power*** is when it supports an ***unassailable purpose***.



You will know if you have got your purpose right if it:
Really, really ***moves you***
It is ***grand, heroic, epic***, never minor or small

A purpose statement is a short, powerful summary of who you are and what makes you distinctive, and what you're driven to achieve in service of others.

Example

"I am a builder, unlocking potential, transforming lives"



Leadership Purpose Statements

- **Umang** - Connecting the dots to save the world
- **Trish** - A compassionate driver that develops and grows to transform self and others, to achieve success
- **Carina** - Curious, passionate, empowering, committed, joyful, rational, calm, balanced
- **Selda** - I am an adventurer who's ambition is to grow and help others grow and get results
- **Mehdi** - Spreading knowledge to help others grow
- **Sushant** - Driven. Resilient. Focused on making things happen and creating a better life
- **Adam** - My purpose is to spread joy and laughter, inspiring others to be their best
- **Namita** - Helping build businesses/processes while inspiring excellence & empowering people to unlock their true north

Leadership Purpose Statements

- ***Sarah*** - Determined, capable, independent leader that invests in relationships to inspire courage and achievement.
- ***Christopher*** - Fixing the world one family at a time.
- ***Aline*** - Passionate about impacting others and help them being courageous to overcome challenges.
- ***Prashanie*** - I am a survivor, a protector, fearless force to defy all odds and inspire the world.
- ***Karan*** - I am a problem solver helping businesses solve their most pressing business challenges and unlock their potential.
- ***Craig*** - Freedom
- ***Charlene*** - Hyper working in progress: eager to explore the world, knowledge, education, stories.

A photograph of three Black women in a meeting. The woman in the center is looking to the right and smiling. She has dark braided hair and is wearing a dark top. To her left, another woman is also smiling, wearing a black top with white polka dots. To the right, a third woman is partially visible, also smiling. The background is a solid green screen. The text 'Every Racially Diverse Leader is anchored' is overlaid in white, centered on the image.

Every Racially Diverse Leader
is anchored

What's my leadership foundation - What are my anchors?



Leadership is Authentic Influence that Creates Value

Of all the principles that support long lasting sustainable leadership, authenticity may be the most important.

- Authenticity – **Constant journey of self-awareness of identity, values, strengths and limitations**
- Influence- Meaningful conversation that connects people with what's genuinely important
- Value Creation- passion and aspiration to serve multiple stakeholders - self, team, organisation, wider community- to add and sustain value

~ Kevin Cashman & Lao Tse



A zebra with a tiger-like striped pattern, standing and facing right. The stripes are black and white, and the zebra is positioned behind the text.

Authentic = to be Real; True,
Genuine Undisputed Origin

AUTHENTICITY

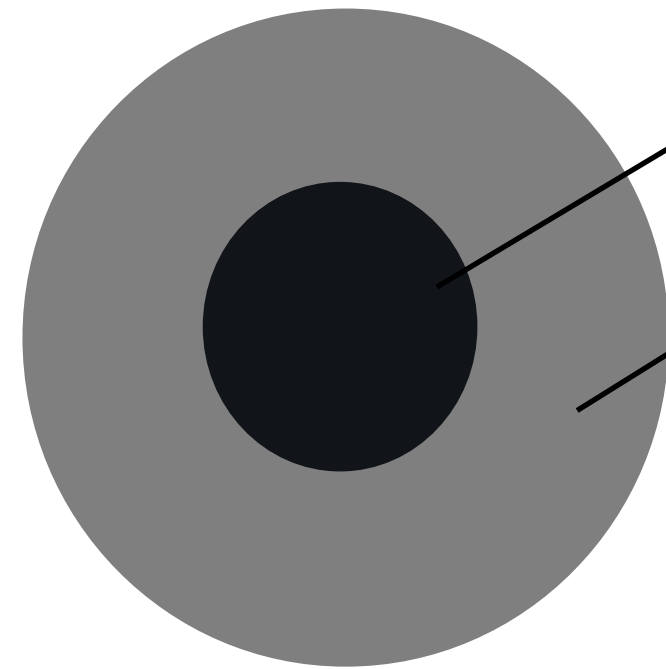
Is about feeling really **safe in your own skin** and **learning to trust yourself** so that you work under your values, **express your original voice**, and be the best you can be. It's about **knowing who you are**, what you stand for, and then having the **courage to be yourself—**

Authentic Leadership
requires that we know who
we are and be it without fear
or compromise in all
situations.

Many of us spend an
enormous amount of energy
masking - being who we
think other people want us
to be.



Authenticity



The Real You

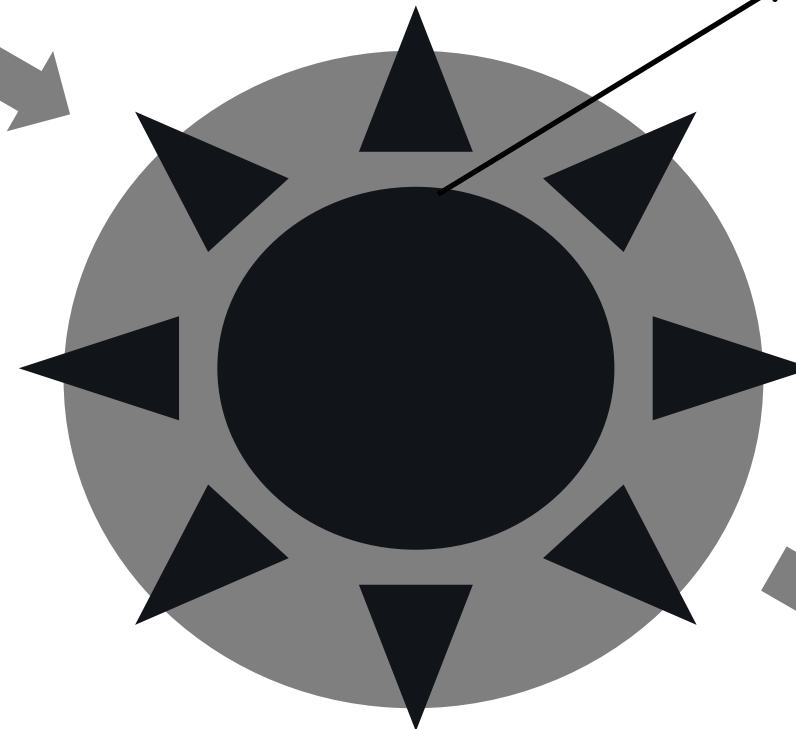
The Mask

Environment

The Real You

The Real You
'At Choice'

Authenticity



Leadership Perspective

Character Transforms

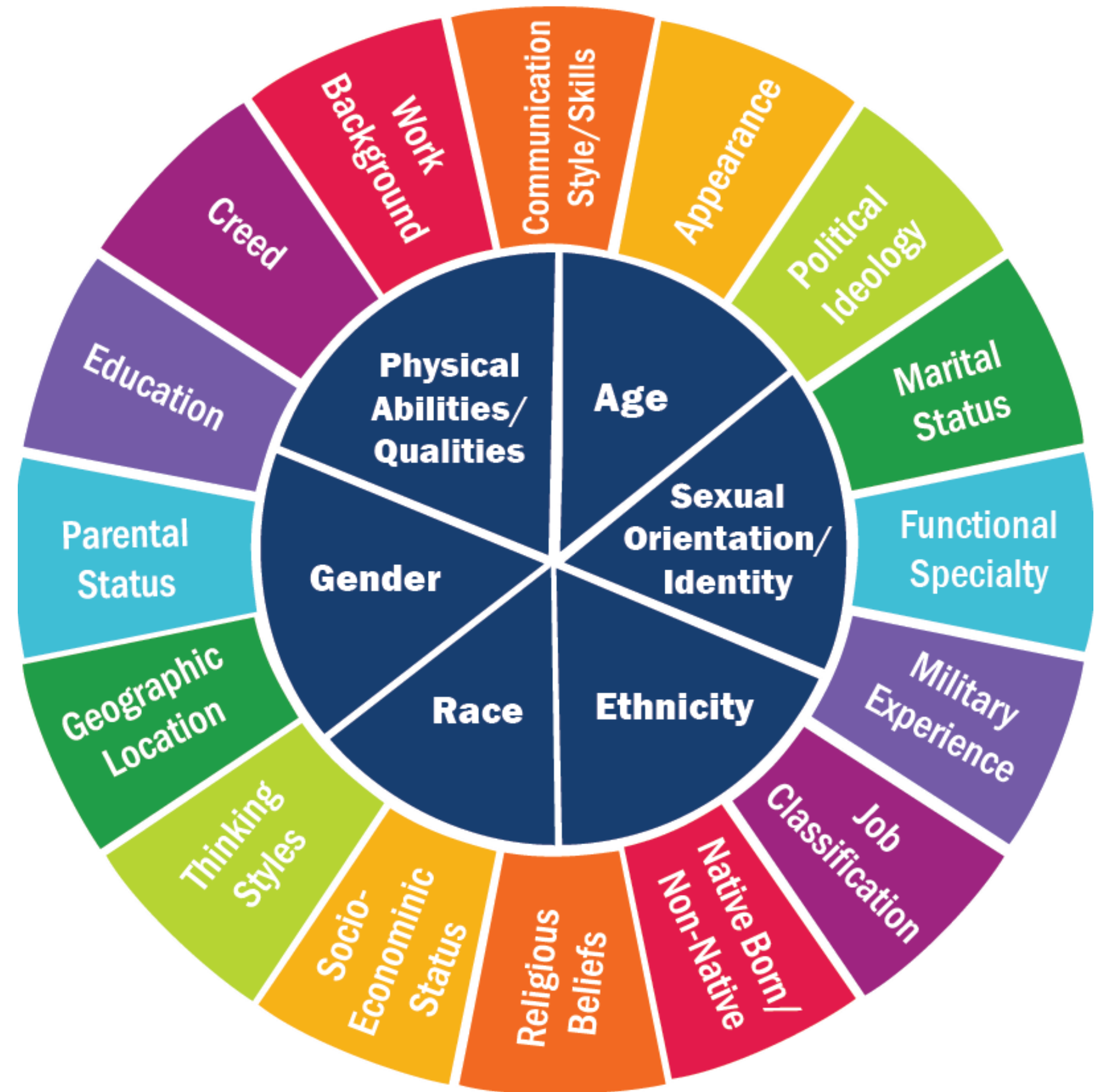
Authenticity
Purpose
Openness
Trust
Concern for others
Courage
Inclusion
Win- Win
Balance/Centeredness
Agility/Resilience
Leader is bigger than
circumstances

**Where Do You
Lead From?**

Coping Reacts

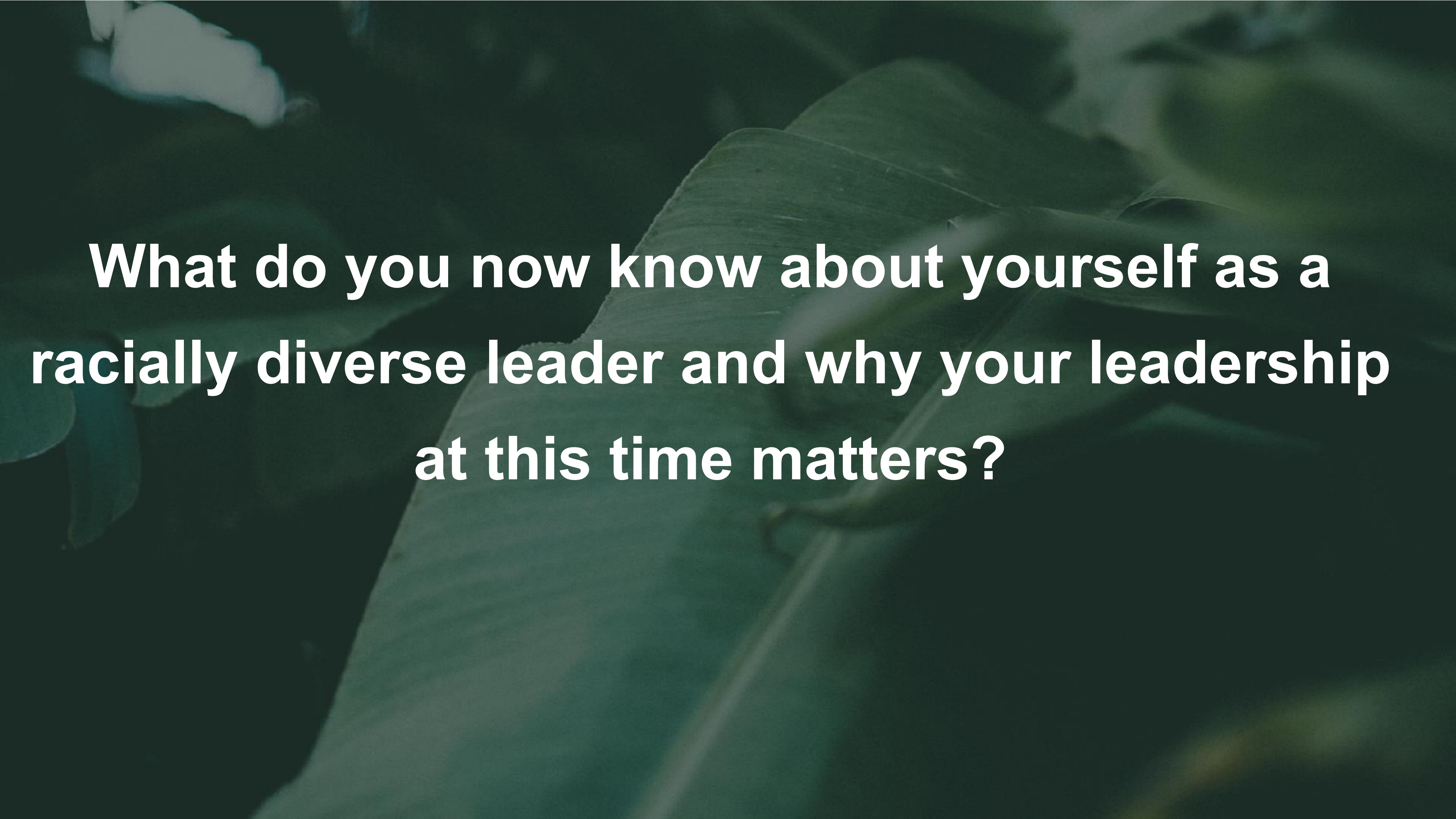
Image
Safety/security
Control
Fear
Concern for self
Avoidance
Exclusion
Win-Lose
Anger
Resistance to change
Circumstances bigger
than leader

MY ID





Career Journey



**What do you now know about yourself as a
racially diverse leader and why your leadership
at this time matters?**

I
Am
Complete

