



THE  **AIROS** PROJECT

2022

Impact Report

The Kairos Project

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www.thekairosproject.org

Welcome to the



Impact Report 2022

NGOs

23 orgs

Foundations

6 orgs

Education

1 org

Individuals

9

New Clients

18

Languages

11

Coaching Projects

39

Workshops

20

Individuals

223

Countries

15+

Associates

23

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Message from



If 2022 taught us anything, it was to be light on our feet.

As leaders, we needed to navigate a VUCA world - Volatile, Uncertain, Complex and Ambiguous. We had changing COVID conditions; a war in Ukraine, surging inflation, higher operating costs, funding deficits and political upheavals worldwide.

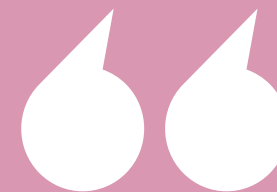
Leaders and their teams were needing to be agile and flexible; find new ways of working; away from centralised hierarchical models and towards more self-organising structures, encouraging faster decision making, innovation and initiative.

We saw a very real movement towards distributed power and shared leadership where all, not just key individuals, were being asked to own their space, be accountable, speak up, take initiative and work as “we”.

We witnessed a new world of working, away from an Either/Or paradigm and towards a Both/And perspective; more sensing into direction and growing organically than adhering to top-down strategic plans; no longer paying lip service to Diversity, Equity and Inclusion, this was now a business imperative; and in the world of grant-making, we came across radical rethinking on North/South relations; participatory practices; and bold conversation on de-colonisation and white privilege in organisations.

In this fast changing, complex environment, it was clear that we, humans, were evolving; yearning to be seen as whole, wanting to express ourselves with more autonomy, seeking more meaning in our work. Our forecast - expect new processes and practices to ripple through organisations around the world – in ways you cannot imagine.

Peter Baily - Director and Founder



Our Mission

To strengthen the human dimension of organisations striving for a sustainable planet

Our Values

All our interactions, behaviors and approach to work and life are imbued with the following values:

Conviction To stand for positive change and transformation

Belonging: To come from our bigger selves and practice inclusion

Celebration: To always remain in awe and wonder

Respect: To recognise others

Authentic: To speak honestly from our heart and soul

Our Vision

1. that any person, team or organisation striving for a better future for humanity and our planet has access to professional support, no matter what.
2. that this support is not held back by geography, language, technology, culture, gender or government
3. that people and teams striving for a better future are showing up in their most effective selves
4. that purpose-driven organisations are meeting their ambitions, meeting their funding commitments, fulfilling their promises
5. that through us, change agents in our world are fulfilling their longing to work with people of purpose, and missions with meaning.
6. that we are recognised as a model for service-driven organisations
7. that every sinew, every cell in our organic body is seeking to serve our stakeholders – associates, funders, clients, government, environment, human and women rights, social justice.
8. That no one, anywhere, ever, that wants to further the prospect of our future feels alone.

Our Exec Co-Directors



Alexandra Montgomery

Alexandra is an accredited leadership coach and facilitator dedicated to global learning, cultural agility and helping people build more world-conscious lives and organisations. Her own journey spans over 20 years of living, loving and working across countries, cultures and languages, interweaving diverse values and traditions.

Alexandra offers wholehearted insight and passion for the developmental journey, challenges and opportunities that emerge from today's interconnected world. Alexandra offers global leadership and team coaching & development and works in English, French, German and Spanish. She focuses on generating embodied learning experiences that integrate mind, heart, body and spirit, encouraging people to bring finally their whole authentic Selves into the workplace.



Ignacio Céspedes Fell

Ignacio has been an executive coach, facilitator and organisational consultant since 2013, and has been part of The Kairos Project since 2017.

After 15 years working in the corporate world, he turned all his experience to the service of transforming organisations, and the people who give them life, into a new version of themselves. He is currently a member of the Executive Committee of The Kairos Project and the representative for Chile and Latin America.

In love with the evolutionary theory of the dynamic spiral, in today's increasingly VUCA (acronym for volatile, uncertain, complex and ambiguous) times, he accompanies organisations that feel the impulse and have the will to make the leap to move towards more effective, authentic models and paradigms with higher levels of well-being, aspiring to deploy the full individual and collective potential of the people who compose them.



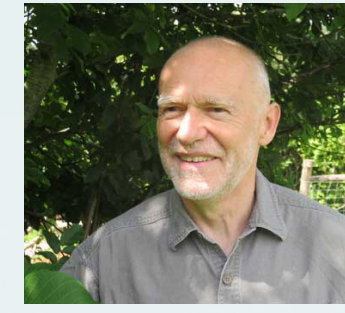
The Board of Directors



Peter Baily

As Founder and Director of The Kairos Project, Peter Baily is hell bent on supporting those who are striving for a sustainable world. As executive coach, he has worked extensively with CEOs and Senior Managers in Social Enterprises, NGOs and Charities including MSF, Friends of the Earth, 38 Degrees, Oak Foundation and Global Greengrants. He was trained by the Newfield Network in 2008 and has been accredited ACC by the International Coaching Federation and NCC by the Newfield Network. He is also a coach for TED Fellows and entrepreneurs at the Unreasonable Institute.

Two of his most loved projects were working on Robert Swan's Leadership programme in Antarctica and running a unique programme in the Alps for children on Sustainability



Paul Jackson

As well as Co-Founder and Director of the Kairos Project, Paul is an executive coach, a farmer and partner in Leadership with horses. He has worked as a consultant and coach since 1995. His passion is enabling and supporting transformation in people and organisations – driven by a sense of what is possible, sustainable, and our ability to honour each other and our shared environment. Paul works with challenges that speak directly to the experience of being human, people facing challenges that question their innermost being, the soul of who they are.

His work through Leadership with Horses creates the space for powerful engagement and inspired commitment

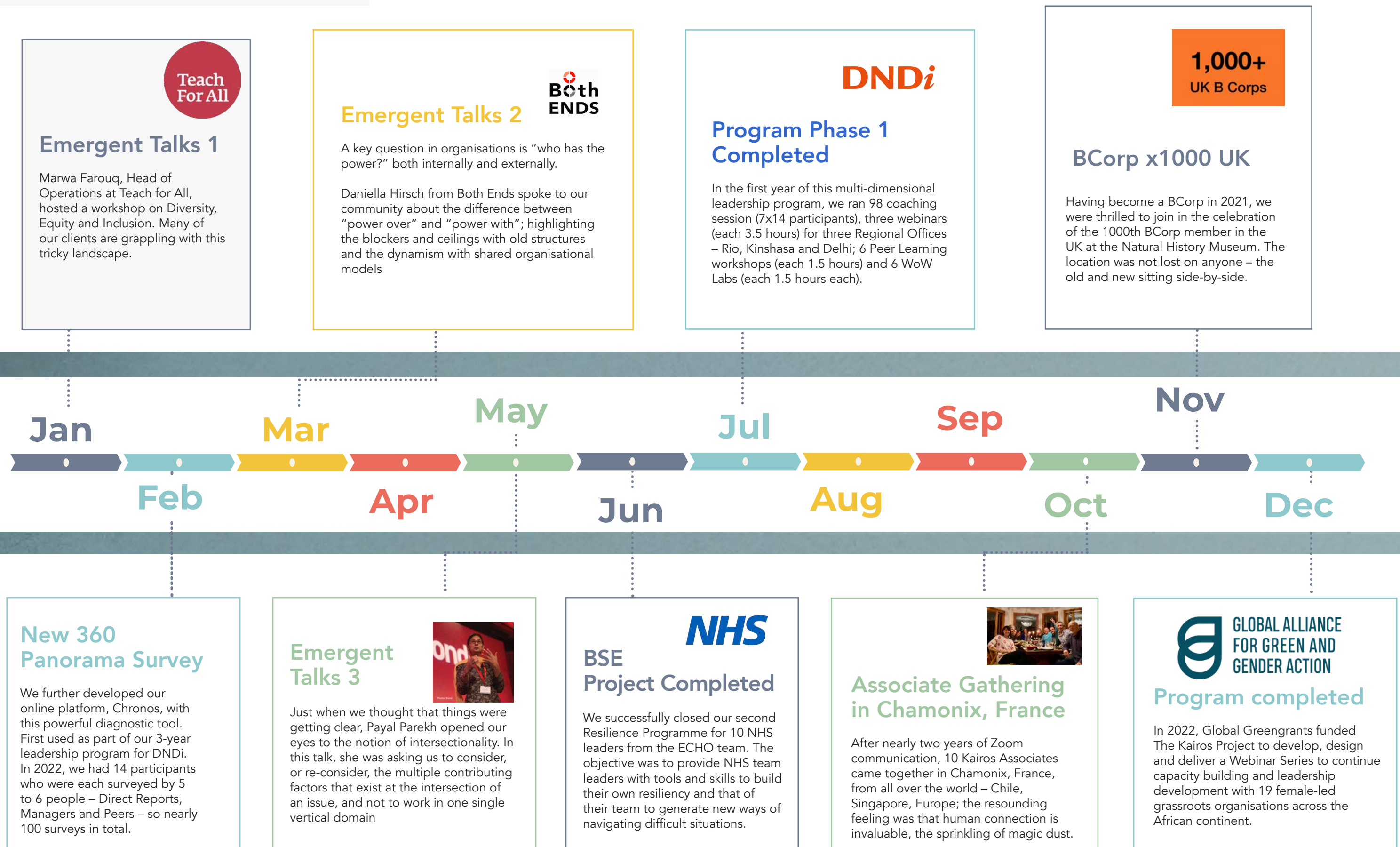


Diego Cuadra

Diego is an ontological coach specialized in generating creative spaces for change. He has dedicated his professional life to human development seeing it as the process of increasing awareness and a way to authentic being.

He is currently living in Chile supporting leaders, teams and organizations in Latin America to evolve into new way of being- with increased engagement (self-management), transparency, commitment, effectiveness and joy. His passion is to support individuals and groups to be more resilient in our current world of complexity and changes. His desire is to see organizations, in the region, transcend their entrenched mindsets and have leaders see that change is possible through this type of work in a Latin American culture and context.

2022 : Our Year



Our Mission: Accessibility

Our mission is to make professional development accessible to organisations that are striving for a sustainable world in order to unleash unimaginable human potential within their organisations.

By accessible, we mean to make our work financially affordable, geographically possible and easily understandable.

Financially Affordable

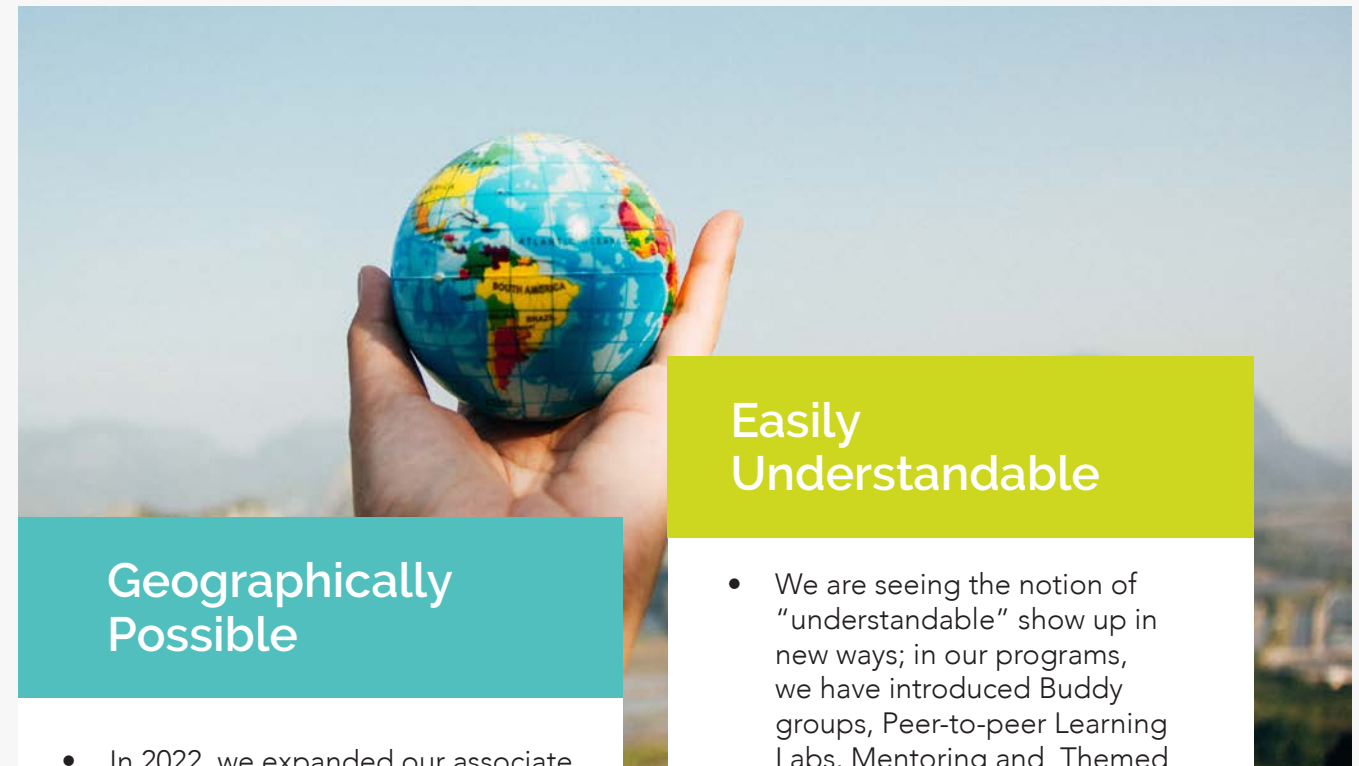
- For the third year running, FACT (French American Charitable Trust), has made our work possible with NHS – BSE department with a match-based grant.
- For the fourth year running, The Oak Foundation has enabled The Kairos Project to subsidized our fees by covering some of our core costs with a grant.
- We deliver nearly 90% of our services online which allows us to streamline our costs.
- We deliver a 100% of our work at a subsidized rate
- Our Associates deliver coaching for 40% of the charged fee - effectively giving a larger contribution to core cost allowing the central operation function to exist
- We were able to survive through COVID because of our business model. We have no salaries. All associates are paid from projects. And our core leadership team of five are given a small gesture of £500 per month. On this, we were able to delivery 39 projects in 2022 with core costs under £50,000.

Geographically Possible

- In 2022, we expanded our associate network with one more associate Marwa Farouq. Our international network of accredited consultants now makes it possible for us to work in 11 languages across multiple cultures and geographies – including Russian, Mandarin and Arabic.
- We have a partnership around the world that take our work far and wide including Well Grounded, Global Greengrants, The Newfield Network, The Oak Foundation.
- Most of our work is delivered on digital platforms; all projects are run through our online management system, Chronos. And we connect with our clients on the best possible digital platform for that country – Zoom, Skype, blue jeans, or multiple bridging lines.
- We reached 18 new clients in 2022 throughout the globe.

Easily Understandable

- We are seeing the notion of “understandable” show up in new ways; in our programs, we have introduced Buddy groups, Peer-to-peer Learning Labs, Mentoring and Themed masterclasses – all these spaces make challenges, complexities, problems more understandable.
- In Africa, we have moved away from one-to-one coaching interventions to group work. We believe that this provides a far more powerful space for learning; less prescriptive and more emergent.
- Our programs are now multi-layered – with pre-engagement diagnostic, Learning Guides, Action Plans and Feedback form. All these new program feature aim to make our work more understandable
- Through 2022, we offered our community of organisations a complimentary speaker series to deepen challenging topics in the workplace – white privilege, issues related to diversity, equity and inclusion; the notion of intersectionality. The speakers were drawn from our client-base, and facilitated by The Kairos Project.



Our Impact + Reach

Key Figures

1 new Associate
Marwa Farouq



87% of clients
rate our coaching work
8 or more out of 10



Now able to work
with leaders in
11 languages



100% of our work is offered
at a subsidised rate. This is
made possible by grants from
The Oak Foundation, GAGGA
and FACT.



Working with
Street Games and
Global Greengrants
since **2014**



In 2022, we worked with
23 organisations,
18 of these were new
clients;
six Foundations,
3 of these were new

18 new clients including
Commonwealth Games
Federation, TRIAL
International, Dream Code



23 Kairos Associates
based in **11** countries



Our Impact and Reach: Special Projects



NHS

DEVELOPING WELLBEING AND RESILIENCE IN ECHO TEAMS

Objectives

The objectives of this programme were to exercise a duty of care: to address and develop the wellbeing and resilience of NHS staff; to provide a safe space to process stress, change, and uncertainty in current workplace realities – often referred to as a VUCA environment (Volatile, Uncertain, Complex, Ambiguous); and to provide NHS team leaders with tools and skills to build their own resiliency and that of their team to generate new ways of navigating difficult situations.

Key Highlights

- Multi-layered program – 4 x Peer Learning sessions, 2 x webinars and one-to-one coaching.
- 10 participants – ECHO Team leads from across the UK
- Webinar 1 Theme: Team resilience is underpinned by two key concepts – psychological safety and empathic listening.
- Webinar 2 Theme: How do we withstand pressure/stress and how do we adapt to change with our teams?
- Peer Learning Sessions Themes included: how to properly resource teams, how to deal with escalating referrals since the end of the pandemic, how to integrate teams as Trusts merge.
- Scores for the different programme elements were (out of 10): Webinars 9.6; Coaching 9.6; Peer Learning 9.8, Buddy system 9.2.

Our Conclusion and reflections

The Kairos coaches were impressed with the energy, enthusiasm, and commitment to the project. Our impression is that the participants have been grateful for the support and resources on offer via this project. This type of support and input seems to be new for many participants, and from our perspective they seem to have embraced it. These are certainly challenging times with many repercussions caused by the pandemic.

BSE and ECHO teams are striving to offer patients the best care they can. We believe we have created a “free-standing” community of team leaders who can rely on each other for support and help – they have been emailing each other and now have a WhatsApp group. A reassuring response we heard several times was that “someone else has usually had the same problem as me and has either solved the problem or has some ideas about how I might solve the problem”.

Based on the success of the first two cohorts, we are continuing the programme in 2023 with a new cohort and re-engaging the first cohorts with deeper learning initiatives.



Our Impact and Reach: Special Projects



BUILDING LEADERSHIP SKILLS IN NEW WAYS OF WORKING

Objectives:

In 2021, DNDi and The Kairos Project committed to a three-year journey to develop leadership skills and competencies throughout the DNDi organisation. The objectives of Phase I of this program were to: 1. Build strong leadership skills, presence and visibility in the Regional Offices - specifically in the areas of effective communication (both intra and inter teams), collaboration and inclusion; additional objectives: 2. Foster trust and confidence between Geneva and the Regional Offices and within transversal project teams. 3. Develop the competencies and a common mindset to successfully embed and assimilate the new Ways of Working. 4. Encourage peer learning, cross fertilization across teams and office locations.

Key Highlights

- Multi-layered program – including one-to-one coaching, webinars, Peer Learning sessions, WoW Labs, Buddy groups across different geographies and cultures.
- In total, we ran 98 coaching sessions (7x14 participants), three webinars (each 3.5 hours) for three Regional Offices – Rio, Kinshasa and Delhi; 6 Peer Learning workshops (each 1.5 hours) and 6 WoW Labs (each 1.5 hours each)
- Rate coaching Experience: 8.9 out of 10. Rate achieving desired objectives: 8.2 out of 10; Rate finding new ways of learning: 8.1 out of 10;
- To what extent did the program achieve your collective office objective: 16 replies – 2 very significant, 12 Significant, 2 not significant.



Our Conclusions and Reflections

The program contributed to the following outcomes: powerful personal development for the coaching cohort in flexibility, confidence, resilience, appreciation of different working styles, cultures and perspectives, in setting boundaries and being more assertive; there was more interaction and integration across offices; more reaching out to different staff in different regions and more sharing of knowledge. In verbal feedback, participants mentioned better decision-making process, more collaboration and projects working much better than previously.

Our learnings include being mindful of time zones and languages; clarity of purpose with the buddy groups; management of feedback; effective scheduling for optimum attendance, improve accountability on commitments and actions from workshops.

Our Impact and Reach: Special Projects



BUILDING ORGANISATIONAL RESILIENCE

Objectives

have an opportunity to understand – and act on- what being well means to each participant and how to strengthen their resilience in daily life; use real and current challenges to reflect on how participants respond to stress, recognizing the costs of stress to both individuals and organisations; practice making choices about how to respond in difficult situations; better identify strategies and habits that support positive mental well-being; generate group spaces for structured reflection and learning, and constructive peer exchanges;

Key Highlights

- October 2021 saw the programme launch, with monthly webinars, follow-up facilitated peer learning sessions, guided buddy meetings and bookable coaching sessions.
- An important part of the resilience programme was to establish and strengthen resources – internal (self-awareness, reflection, somatic practices), environmental (e.g. time in nature, exercise, food) and social (e.g. Discovery colleagues, family, friends). Creating an internal community (via the buddy system and the peer learning methodology) was critical to the success of this programme – a community where members could offer each other support, advice and guidance and the simple knowledge of having someone to turn in times of need.
- Webinars were designed to give structured conceptual input, provide small group exchanges to reflect on the learning and to help integrate practices into daily life.
- The design arc of the webinars moved from personal self-resilience and on to interpersonal, team and organisational resilience.
- Feedback from participants – Coaching 9.5 out of 10, Webinars 8.6 out of 10, Peer Learning 8.5 out of 10, and Buddies 8.3 out of 10.

Our Conclusion and reflections

On Organisational Structures and Processes - We understood from the participants that there is already a great extent of high-quality resources available to help those needing extra support, but often people did not use them. Furthermore, participants reported the challenges around having conversations with colleagues about suggesting they access these resources. This programme facilitated a deeper connection with both self-resilience and colleagues in a way which is not currently available.

On Psychological Safety and Trust - Many of the participants recognised the importance of the relationships with the partners they serve. In fact, as soon as we started talking about psychological safety in webinar #4 many participants resonated with the need for both hearing what is going on for others as well as being able to remain present and resilient for themselves. Creating psychologically safe spaces for individuals and teams takes time and will become even more important as the merger continues and new teams are created.

Our Impact and Reach: Special Projects



Strengthening and unifying the women's rights and climate justice agendas —
Now is the time.



SUPPORTING FEMALE-LED GRASSROOTS ORGANISATIONS IN AFRICA

Objectives:

In 2022, Global Greengrants funded The Kairos Project to develop, design and deliver a Webinar Series to continue capacity building and leadership development with GAGGA's female-led grassroots organisations across the African continent.



Key Highlights

We conducted a survey with 30+ grantees to understand leadership needs

- 25+ female leaders were invited to participate in our Webinar series
- 19 participants registered for our 4 webinars series running from July-Nov 2022
- An average of 6-8 people attended each webinar; each time, we received many apologies from participants due to connectivity or unforeseen events.
- The webinars lasted 90 minutes, one month apart, homework in between, on Zoom, facilitated by 2 Kairos Associates.
- Participants were put in pairs to continue their learning between webinars.
- Feedback on the series was very positive. One participant scored straight 10s for the four webinars.

Our Conclusions and Reflections

We are seeing the power of group work; there is inherent value in coming together and sharing best practices around meaningful themes.

We are seeing the need for a flexible format where the content is held loosely and emerges in an organic way; less prescriptive and more driven by the participants.

We see communication channels working well on Whatsapp supported by email; there is a need for regular, repetitive instructions on what is happening when and how. Constant check-ins, constant reminders.

We see room for learning that moves beyond a traditional head-based domain and incorporates a broader understanding of intelligence to include emotions and body, what we describe as whole person development.

Our Foundation Partnerships

Our partnerships with Foundations are hugely important to our learning, growth and ability to deliver on our Theory of Change.



OAK FOUNDATION - key highlights – as coach service provider, we work with over 25 Oak grantees a year, this has allowed us to build an international network of TKP associates who deliver across culture and geographies in 11 languages; through grants, the foundation has enabled our Theory of Change, the development of our signature workshop – Re-inventing Organisations and the ability to offer our work worldwide at a subsidy.



GAGGA - key highlights – for three years, GAGGA has trusted us with supporting their female-led grassroots organisations across Africa. Our leadership program has developed organically through constant feedback; starting as a 1-to-1 coaching intervention, the program is now a series of themed masterclasses and Peer-to-peer learning sessions including a mechanism for buddy pair conversation. The participants own the focus of the learning, draw on each other's wisdom and self-select themselves into what is relevant and has meaning.



FRENCH AMERICAN CHARITABLE TRUST - key highlights – for three years, FACT has supported our work with the NHS; business savvy, the foundation insisted on match funding from the NHS in order to ensure engagement, commitment and deliverables.

Business Strategy



01

To increase the reach of our work through self organised hubs worldwide

02

To develop all four aspects of our Theory of Change - Developing Agile Leaders, Deepening Relationships, Conscious Organisations and Leveraging Networks

03

To rapidly grow our online learning platform for reaching clients far and wide.

04

To increase our Associate community for local worldwide delivery

05

To upgrade our Online Delivery Platform, Chronos – to scale in other regions

06

To create a powerful shared learning community among our organisations and leaders

Our Services



LEADERSHIP COACHING

Executive coaching is less about change and more about expanding who you are; it is a powerful way to transform how you are seeing yourself, others and the world; to move beyond old narratives and habits and through any stuck-ness and paralysis



CROSS CULTURAL COMPETENCE

Understanding and navigating different cultural context(s) is pivotal for purposeful co-operation, sustainable performance and effectiveness in this interconnected world.



TEAM COACHING

Team coaching is a highly effective way of transforming a group of efficient individuals into a highly effective team. It is the process by which individuals move from working in isolation to working with shared purpose; it is the moment when the collective mindset shifts from "I am one" to "we are one".



LEADERSHIP WITH HORSES

Working with horses enables you to distinguish the fundamentals of leadership in a new way – helping you to experience, understand and adopt qualities and practice of great leadership. With direct emotional and somatic experience you will address the soul of communication, relationships, collaboration, accountability, integrity, respect, trust and humility



MINDFULNESS

Mindfulness develops our capacity to pay attention to what is happening in the present moment without judgement. By developing this awareness we can master our own mind in order to be able to choose what will serve us at any given time.

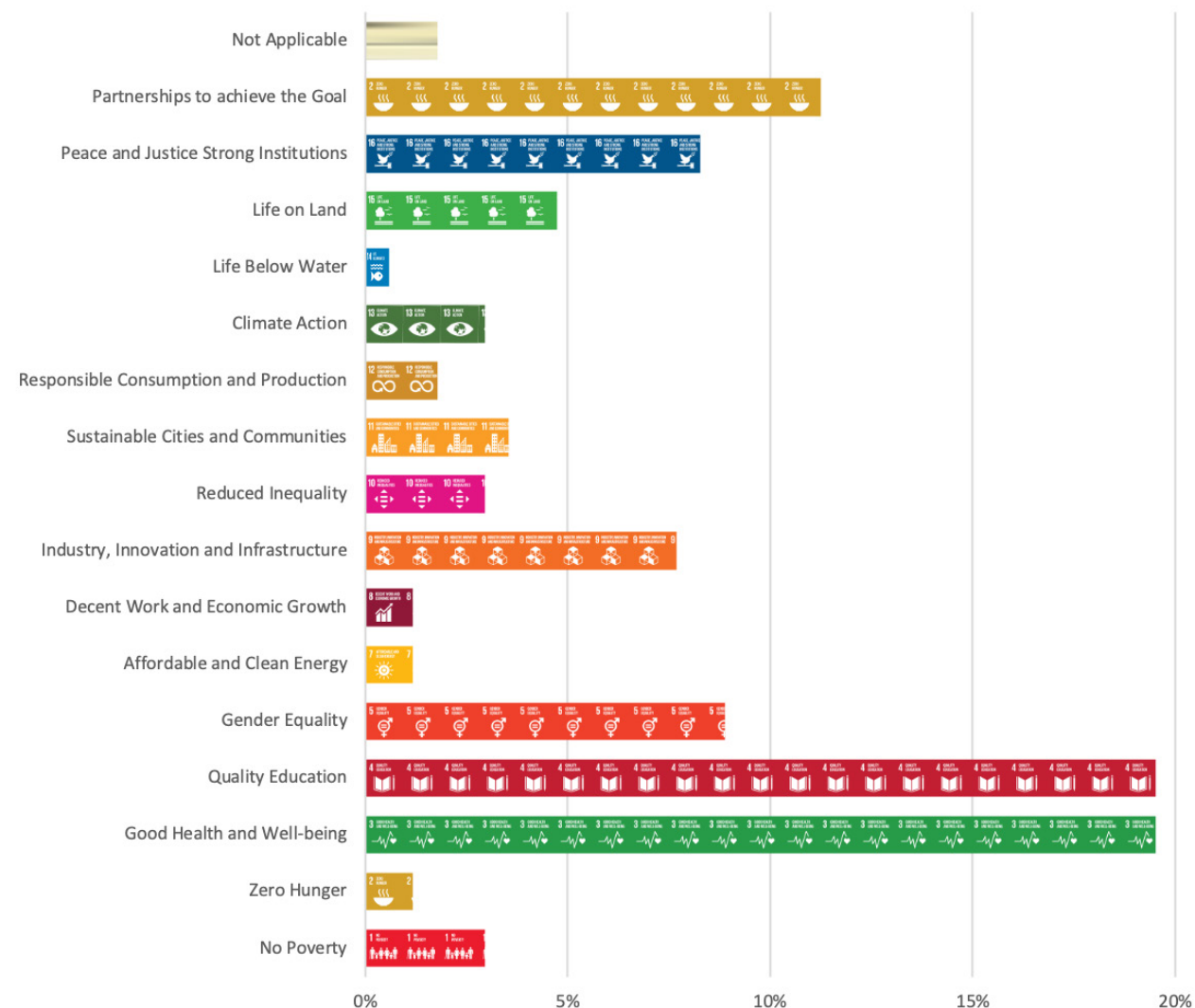


Our Clients

Since 2013, we have worked with over 200 non-profit organisations, across 27 countries in 11 languages. Our clients range from small national charities to large International NGOs, Social enterprises and Foundations. We organise these under the 17 UN SDGs - see below.



Kairos Clients by UN SDG Focus



Our Coaches

Our Coaches are an international community of accredited and fully trained coaches, based worldwide, connected by a shared purpose – to partner with our clients in their work to create a sustainable world.



AINHOA CAMPO

Ainhoa is an executive and life coach, facilitator, psychologist and entrepreneur whose deepest desire is to bring the potential of people to its highest performance. Ainhoa has worked with corporate and self-owned businesses. For her, it is the integral development of the individual as a human being that brings out exceptional managers, workers and leaders. As facilitator she holds seminars focused on creativity, stress management and also Mindfulness and Personal development.



ALEXANDRA MONTGOMERY

Alexandra works as a coach, group facilitator and yoga-mindfulness teacher. She speaks English, français, español & deutsch and brings 20 years' experience in international corporate management, human resources and start-up projects across different sectors. Her professional focus is on innovative and holistic collaboration and development - for more consciousness, empowerment and wholeness.



ALVARO POOLE

Alvaro is a clinical and organizational psychologist, ontological coach, musician, producer and cultural manager. With a transpersonal and strategic integrative orientation, he has 9 years of experience in organizations in issues related to personal development and training in soft skills, translated into a holistic approach.



ASHA NAIR

Asha's philosophy in leadership development and coaching is influenced by her 17+ years of experience working with corporate professionals- including her own endeavor to find balance between personal fulfilment alongside economic and professional reward.

Asha believes the choice of creating a life full of contentment, purpose, adventure, fun, achievement and care –is a definite possibility for everyone. Her yearning to generate inspiring space for individuals & organisations to realise the 'unexplored possibility of their live's potential' is what brings Asha to The Kairos Project.



BENEDICTE LAMPE

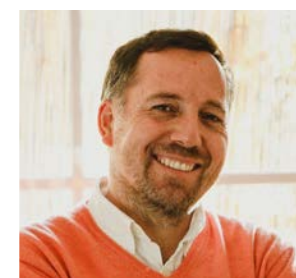
Benedicte is a certified Ontological Coach from the Newfield® Institute in Colorado, an Insights Discovery® Licensed Practitioner and a certified Engendering Balance® Coach. In addition to her Coaching work, she also dedicates significant time to volunteer work, including serving on the Board of the Marion Woodman Foundation and as Co-Chair of BodySoul Europe, organizing BodySoul Rhythms® workshops and meditations on Labyrinths.



CAROLINA VALDENEGRO

Some time ago I connected with two great words, which have served as a guide and company. LOVE AND WISDOM, which over time have resulted in motivating change in people and their organizations. How? with self-awareness, learning from who we are, surpassing us and also loving ourselves integrally, with our lights and shadows, recognizing what is at stake and making conscious decisions.

I have been working on this path for more than 18 years, working as a consultant for organizational development and senior coach.



IGNACIO CÉSPEDES FELL

Ignacio is an executive coach, facilitator and consultant in organizations. After more than 15 years as an executive and consultant in operations and supply chain departments of large retail corporations with presence in Latin America, he has put all his experience and passion into accompanying organizations, and the people who give them life, on the permanent path of becoming a better version of themselves, more effective, free and authentic.



JO HEESON

As a coach Jo is motivating, caring, supportive and facilitates transformational and sustainable change. Her experience includes career change, relationships, health and work-related challenges, personal and inter-personal effectiveness as well as strategy implementation.



KSENIA FORAFONOVA

As a coach and consultant Ksenia works with individuals to help create happier and more fulfilling lives, supporting people to find self expression and generate balance in all areas.

Ksenia is a sensitive and authentic coach. From the first session she creates a safe, caring and inspiring space where changes happen easily and results are maintained. Her approach to clients' experiences and emotions is warm and respectful. Ksenia works closely with each individual client to help them achieve their dreams, desires and objectives.



MANUEL PRIETO MENDEZ

Manuel is an ontological coach, multi-instrumentalist musician, yoga instructor and artistic project manager, currently specializing in Organizational Coaching at Escuela Fractal.

On a self-guided path, he integrates his skills and competencies and puts them at the service of the development of people and teams. In this way, he travels the world in search of experiences and learning, leading several artistic organizations linked to music.



MARCELA IGLESIAS

Marcela is an holistic therapist who integrate psychology and energetic wisdom, through Martial Arts (Qi Gong, Taiji and Kung Fu).

For 20 years, she has been working in the service of community wellbeing, environmental care and sustainability. She has researched the wisdom of the native peoples; their worldviews and their connection with nature, as a contribution to the current culture



MARWA FAROUQ

Marwa Farouq most recently served as an executive leader with Teach For All, where she led multiple teams as the Global Head of Operations. Known for championing innovative approaches to work as a strategic executor, Marwa leveraged a hands-on leadership style derived from her deep expertise in coaching and consulting. Her 19-year career has centered around driving significant and lasting cultural transformations that exemplify her steadfast commitment to diversity, equity, and inclusion initiatives. She is passionate about working with leaders and organizations to enable them to create human centered organizations that are able thrive in our uncertain time.



PARESH KANANI

Paresh is an Executive/Leadership Coach, Investor, charity yoga teacher and family/organisational facilitator. He works with individuals, organisations/ family offices to create personal and organisational change - to realise true potential, generate high performance and greater self-awareness/balance. Paresh brings a wide range of experiences - business/banking, cross cultural, Yoga/meditation, working with start-up orgs (not for and for profit) and use of a wide range of holistic tools/techniques.



PAULA LAZO RIVERA

Paula is a Faculty member at the Center for Creative Leadership (CCL) EMEA office. She is a certified leadership coach, trainer and leadership solutions designer. She has also held previous roles managing global client accounts. In her current role she supports leaders to increase their effectiveness in both 1:1 coaching sessions and program trainings. Paula also consults and partners with clients throughout CCL's client engagement process to create bespoke leadership development solutions. Paula has worked with numerous Fortune 500 enterprises helping them develop the leadership capabilities required to succeed in their business strategies and create more collaborative, innovative and sustainable organizations.



PETER BAILY

From an early age, Peter Baily has always been fascinated by human nature and why we do things; he studied Philosophy at Edinburgh and went into advertising for ten years at Ogilvy in Hong Kong.

He started his own coaching practice, Because It's There, in 2004 using outdoor challenges as a catalyst for extraordinary transformational learning. In 2013, he became a founding director of The Kairos Project. As an accredited coach, he works exclusively with senior leaders in NGOs worldwide.



PAUL JACKSON

Paul is an executive coach, a farmer and runs a programme developing leadership for individuals and teams through working with horses. Over 20 years his passion remains enabling and supporting transformation in people and organisations – driven by a sense of what is possible, sustainable, and our ability to honour each other and our shared environment. Paul works with team dynamics, boardroom effectiveness, personal well-being, organisational leadership and executive/personal development.



RACHEL ADAMS

Rachel is a leadership and transformation specialist, a neuroscience/ontological/ personality coach, a speaker and the founder of Narachi Leadership, where she empowers leaders towards courageous and authentic leadership. She believes that the world will only get the future it deserves if leaders can access their highest courage and most authentic power. She concentrates on conversations for healing, personal mastery (including personality typing, values determination, strengths, shadow exploration), inspired teams and leadership development.



REHAB ABBAS

Rehab is a cross-cultural trainer, and a transformational coach. Her coaching methodology revolves around three main domains:

- The Linguistic-Self (what is said and not said)
- The Emotional-Self (how our emotions steer our actions)
- The Somatic-Self (how we stand in the world)

Supporting her clients to acknowledge the limitation of the self and expand that self beyond its boundaries, beyond its own horizon of possibilities.

Some of her areas of expertise include leadership transitions, developing holistically as a leader and change leadership.



ROBIN VAN RAAIJ

Robin is an (executive) coach, facilitator and Zen-teacher. As a coach and teacher he offers support to people from all walks of life in an individual as well as team settings to explore and access the options.

Before he became a coach/teacher, he held senior management positions in small and large corporations developing and driving change programs.



RUTH JOLLY

Ruth loves working as a coach and group facilitator. I'm convinced coaching offers a special combination of ingredients. It's where we can be heard, be acceptably challenged and be in relationship with another, freed from usual commentaries. Insights arrive that bring deep changes and results.

She has worked across the social development sector in East Africa, South East Asia and in the UK. I coach ways to learn how to 'come home to ourselves' thrive and make a bigger contribution.



SIAN CHOO TONG

Sian Choo is an ontological coach, facilitator and bilingual event host based in Singapore. Influenced by her late grandpa, she believes in paying it forward to make our world a better place to live in. Sian Choo is also grateful to be surrounded by a community of like-minded friends and change makers, who constantly inspire her that we are better together in making positive impact.

Sian Choo was trained as a coach with Newfield Asia in 2016.



SARI MARSDEN

Sari is an executive coach and co-author of "Fit to Lead", a groundbreaking book that emphasises the role of the body in leadership and performance. She is a Professional Certified Coach (PCC) with the International Coaching Federation (ICF). Her expertise lies in facilitating leadership development, peak performance, executive presence, somatic intelligence and wellness.

She has dedicated herself to coaching for more than 10 years and specialises in working through the medium of the body to facilitate personal growth and development.



SHUNGU CHIRUNDA

Shungu is a Certified Integral Coach and Certified Breathwork Practitioner, whose practice focuses on coaching groundbreakers, trailblazers, rapid risers and visionaries. Supporting them to discover their unique leadership expression and embodied presence. In her coaching, Shungu works with leadership embodiment principles alongside her understanding of breath as a whole being experience and language that is communicative, connective and supportive.



TOMAS GUENEAU

Psychologist by degree (Universidad Alberto Hurtado) and then Master in Sociology (Université Paris Dauphine), Tomás has focused on promoting purpose and wellbeing in organizations.

For 10 years he has served and conducted organizational purpose processes; working in public policy and social innovation as tools for human dignity. He promoted the rise of the B Corporation movement in Latin America from Sistema B and participates as a board member in purpose-driven organizations.

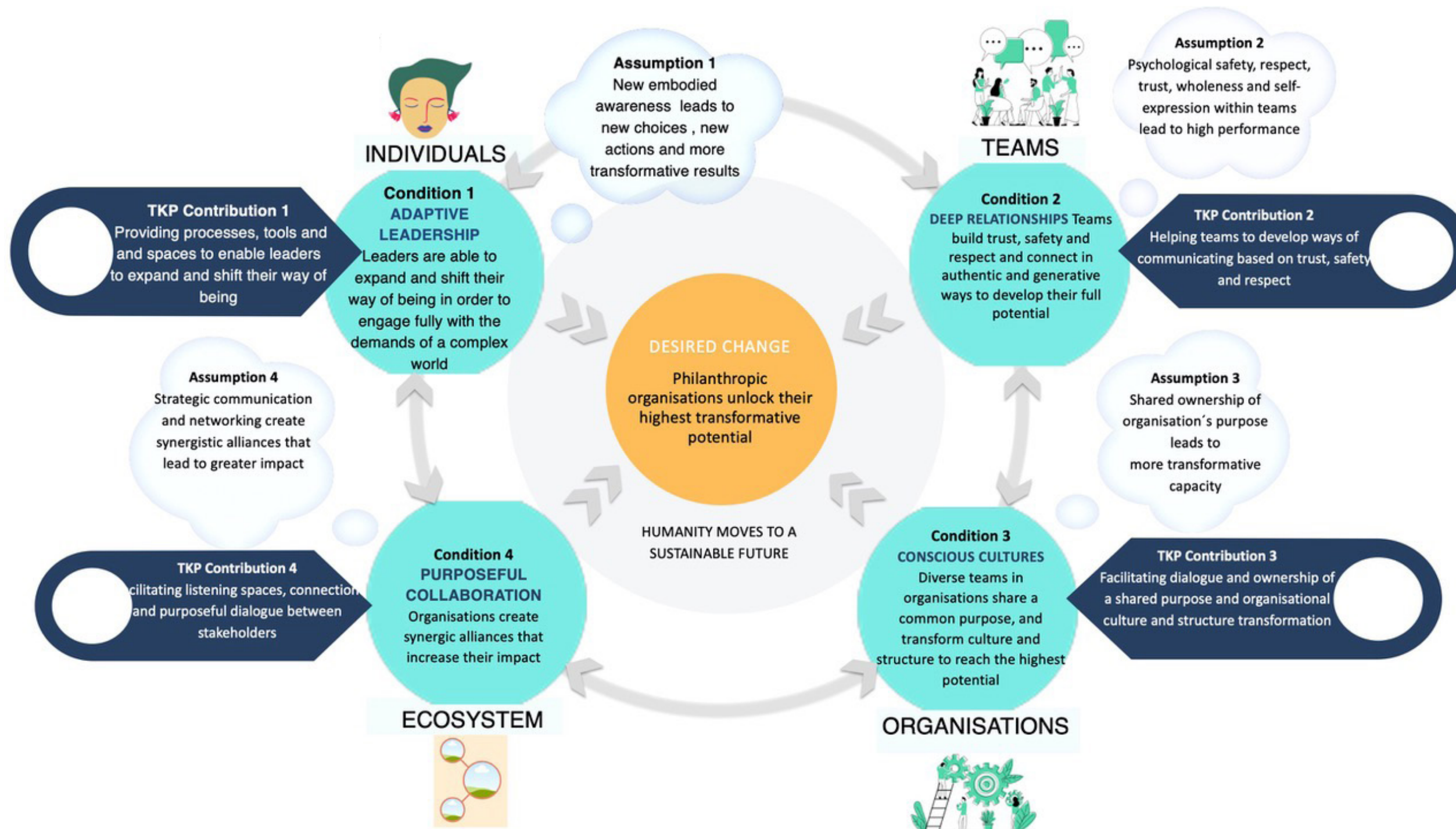


HOLLY LOWE

Holly is a freelance designer and project manager with a passion for humanitarian causes. Graduating from UNSW, College of Fine Art, Australia with a Bachelor of Design, Holly has spent the past 17 years designing for, and managing creative projects within Europe.

Most recently, Holly has combined her design and digital marketing experience, and fundraising abilities whilst working for humanitarian organisations including Oxfam Brixton, Requiem for Aleppo, Sport Allies and as Head of COmmunications for The Kairos Project.

Theory of Change



THE JOURNEY BEHIND OUR THEORY OF CHANGE

While our Leadership team implicitly understood the impact that we had in the world, it was not explicit - for Associates, clients, funders and other stakeholders. As part of our on going relationship and funding from The Oak Foundation, it was clear that we needed to formally explain our theory of change; the focus of all our resources, capital, human and social. This way, we could assess, measure and monitor our work; and know if our efforts were worthwhile and having the desired impact.

To put our theory on paper, with the support of Transformancy, was surprisingly challenging. We knew that we had amazing results working with individual, teams and organisation but how? What were our key conditions, assumptions, and contributions? In summary, at the individual level, our impact came with Adaptive Leadership, at the team level, with deep relationship from psychological safety, at the organisational level, with conscious cultures and network level, with purposeful collaboration. All this is beautifully summed up in our diagram.

Testimonials from our Leadership Coaching Service



"This coaching season was one of the greatest gifts of my career. I knew I wanted something like this... but I didn't have the words for it, and frankly, I didn't even know it existed.

I was very grateful when I learnt that we weren't going to talk about the processes of leadership, but that our sessions would focus on the internal mechanisms. I am more in tune with what I am feeling and how those feelings are showing up in my body. I now know that I can pause and observe and be curious of feelings that arise instead of frantically trying to suppress or ignore them.

Furthermore, I now have practice that daily reminds me how to feel at ease and to be comfortable in same situations that a just a few months ago evoked extreme discomfort and shame. I can't say enough how truly valuable this coaching has been. I am so, so grateful."

"It (Coaching engagement) was a truly empowering experience that has taken me out of my comfort zone to face some fears, address some limiting self-beliefs about who is a leader, and also understand some unhelpful patterns.

At the same time, it allowed me to have a safe space where I could be just me. I was able to be completely honest with myself and my coach. This was crucial as I needed to completely open up in a confidential, non-judgemental dialogue, given coaching came during the most challenging phase of my career.

Coaching did not give me all the answers, but it provided me with useful questions and a way to frame my challenges differently and visualise possibilities. This helped me explore and come up with solutions myself. I now feel I can take full ownership of and responsibility for the direction I take and the decisions I make to achieve my goals."

"This has been a very powerful and supportive experience which has helped me as I made the foundations for my major life change - towards a far healthier work-life balance, moving towards semi-retirement, letting go and handing over responsibilities to others.

Prioritising my well-being and that of my long suffering partner is as essential for me now as my lifetime 'stick of rock' identity as a professional dedicated to safeguarding and protecting children and adults.

I am so grateful for the opportunity that the coaching has provided me with. I have been able to hand over a huge amount of responsibility to my fellow trustees and new COO, and trust them to do the very best for the charity. I can focus on the things I enjoy doing and am best at in the charity without feeling I have to carry the weight of the world on my shoulders. The engagement has enabled me to have a different perspective and internal narrative about issues such as stress."

"The experience was incredibly timely - and helped me navigate through the most substantial career change I have experienced to date. I feel it was a very precious opportunity to think differently about the "bigger" elements of work and self. I strongly believe it will make me a more effective, engaging leader, and a more happy and fulfilled individual with the ability to sustain a value-based career - which before this work with Kairos had turned into something that continually drained me."

"I gained an understanding that ADHD-related procrastinating was something I could work on by being more aware of the energy in the body. I also gained some simple and useful practices which I can use to be aware of this energy and use it. - Rightful space - Burst of energy - Observing the emotions in the body and managing them through breathing. - Arrow in and out (intention to shape rather than be shaped) - What is that emotion there to help with? "I am on this" I also boosted my self-esteem and life confidence as a result of this coaching"



Certified



Corporation

This company meets the
highest standards of social
and environmental impact

THE  **AIROS** PROJECT

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THANK YOU!
FOR BEING A
PART OF OUR
COMMUNITY