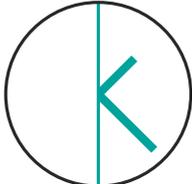


SOL
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RITY

THE  **AIROS** PROJECT

2023

Impact Report

The Kairos Project

contactus@thekairosproject.com

www.thekairosproject.org

Welcome to the



Impact Report 2023

NGOs
37 orgs

Foundations
6 orgs

For Profit
2 org

Individuals
2

New Clients
22

Languages
11

Coaching Projects
38

Workshops
8

Individuals
139

Countries
15+

Associates
23

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Message from

THE AIROS PROJECT

2023 was a year of busying away after 2 years of disorientation with Covid. This was a time for us all - Partners, Clients, Kairos Associates - to get clarity and alignment around our new norms.

We were busy re-connecting with our long-term clients and establishing new programs for some challenging futures – one with political instabilities, financial uncertainties and rapidly changing working environments.

We were busy developing new types of programs to meet a more complex range of needs. We saw these as multi-layered programs offering different learning spaces for different outcomes. Powerful intimate spaces through coaching combined with interactive spaces through Master Classes combined with highly participatory spaces with Peer Learning Labs and self-directed spaces in Buddy groups.

We were busy looking after our own community of Associates, many working alone in challenging political environments. One initiative was our so-called Travel Diaries, a series of workshops run by Associates for

Associates on progressive learning techniques and tools.

We also brought our Associates together with our clients through our Connect event. In November, as with most years, our associates made themselves available for a week to coach NGOs and charities worldwide; this year, we worked with over 80 organisations across the globe.

We were busy improving the rigour and effectiveness of our own operations; as a Bcorp member requiring to re-certified in 2024, we used this year as an wonderful opportunity to assess our own practices and ways of working in five key areas – governance, environment, workers, community and customers.

All this busy-ness was instrumental in laying down the foundation for our future work making ourselves relevant, impactful and fit for purpose in a VUCA world – Volatile, Uncertain, Complex and Ambiguous.

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.

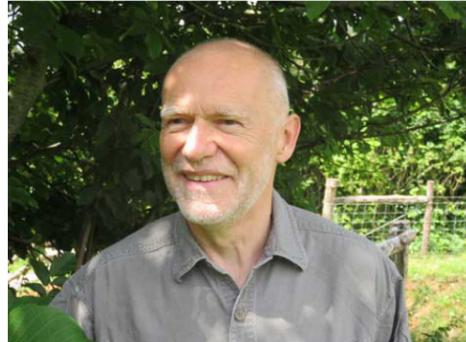
The Board of Directors



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



Alexandra Montgomery

Alexandra is an accredited leadership coach, facilitator and yoga-mindfulness teacher with 20 years' experience in international management, organisational development and start-up projects. Alexandra has worked with a diversity of organisations and networks, both in the social-environmental and private sector. Her own journey spans over 20 years of living, loving and working across countries, cultures and languages, interweaving diverse values and traditions.

Polyglot and multicultural, Alexandra works globally in four languages, English, Spanish, French and German. She is dedicated to innovative, whole-person forms of collaboration, leadership and body-mind techniques to foster more awareness, alignment and impact in people, organisations and communities.

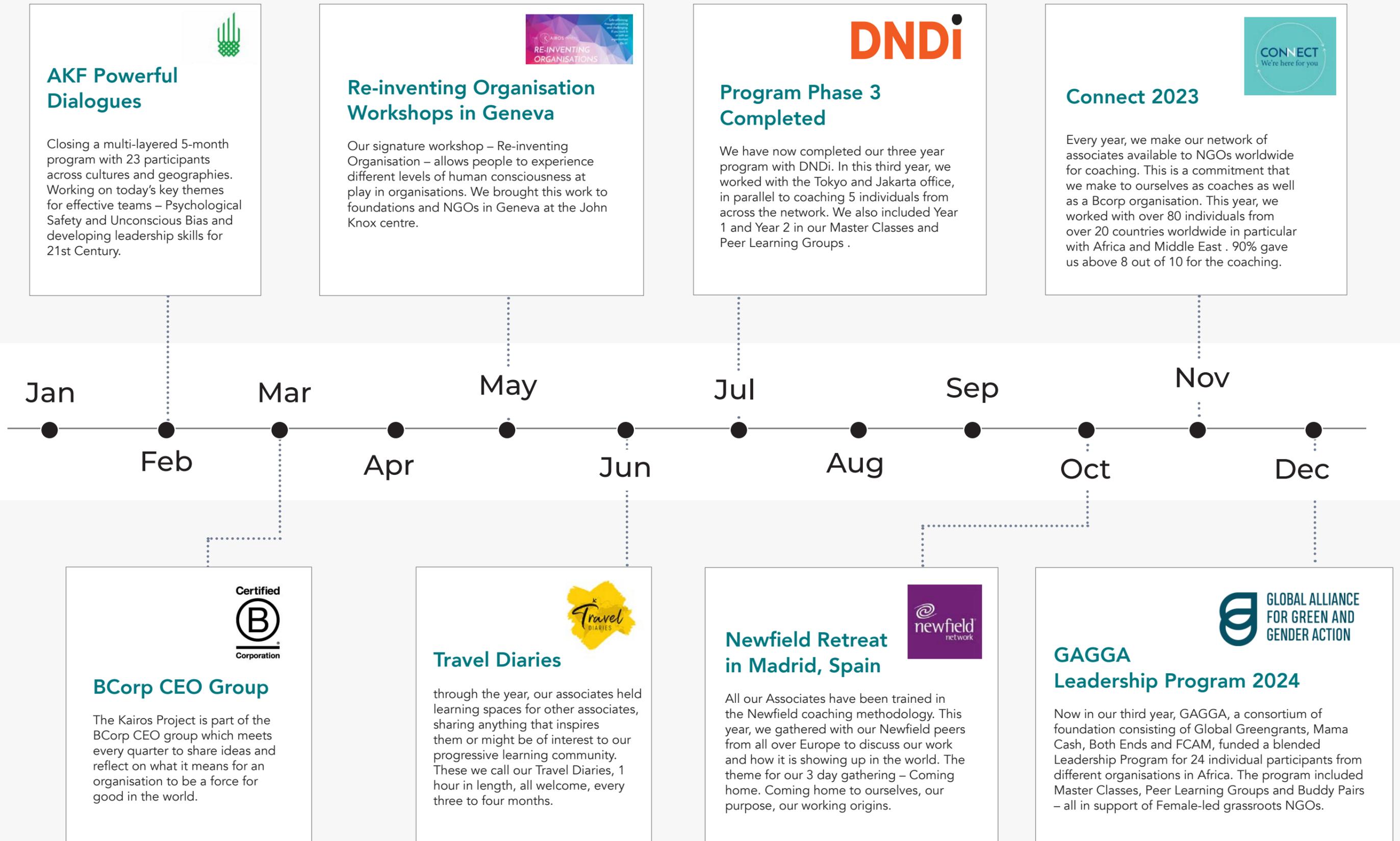


Ignacio Céspedes Fell

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.

Ignacio is fully passionate about the powerful ability of human beings to reinvent themselves, to connect with themselves and to collaborate with others. He profoundly believes in self-knowledge as the main source of personal and social growth, and in meditation, the study of music and physical activity as sources and tools for personal balance.

2023 : Our Highlights



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 fourth year running, FACT (French American Charitable Trust), has made our work possible with NHS (BSE department) with a match-based grant for leadership development work.
- For the fifth year running, The Oak Foundation has enabled The Kairos Project to subsidize our fees and cover key aspects of our core costs including the maintenance of our online management platform, Chronos and the sustainability of associate community activities
- We continue to use digital channels to deliver nearly 90% of our services which allows us to streamline our costs and reduce our environmental impact
- We deliver a 100% of our work at a subsidized rate
- Our Associates deliver coaching for 40% of the charged fee - effectively giving 60% to core cost allowing the key operational roles to exist
- All our associates, including the core team, are paid by project fees or invoiced fees associated with key roles. There are no salaries at The Kairos Project.

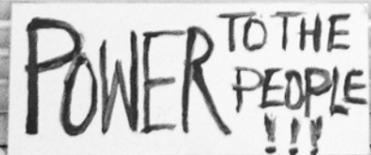


Geographically Possible

- In 2023, we expanded our associate network with one more associate Paola Marioni – who lives in Italy and works in multiple languages. Importantly, she coaches in Portuguese allowing us to access NGOs in Portugal and Brazil. 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, Edge Funders Network, Environmental Funders Network (EFN), Global Greengrants, Plan International, 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 22 new clients in 2023 throughout the globe.

Easily Understandable

- Every year, through our event Connect, we make our coaches available for a week to NGOs around the world – for free. This allows us to de-mystify the topic of coaching and professional development, largely, by letting organisations experience this support. Many people mistake coaching for mentoring.
- Through three consecutive GAGGA leadership program, we have learnt to deliver our learning so that it meets the context of our audience on the ground – all program communication is through Whatsapp, learning is highly participatory and interactive and content is surveyed and agreed by the learners.
- One of our popular services, for organisation that want to make coaching available across a wide network, is – Drawdown Coaching. Any member of staff can draw coaching from a pool of coaching session on an ad hoc basis. This has been extremely successful at introducing coaching far and wide at minimal cost. Importantly, on registration, all participants need to confirm that they have read the information regarding coaching and how it works.
- Through 2023, 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.



POWER TO THE PEOPLE !!!

Our Impact + Reach Key Figures

Working with
Street Games and
Global Greengrants
since
2014




In 2023,
we worked with
39 organisations,
(22 new clients);
six Foundations,
(3 new)

92% 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.




**23 Kairos
Associates
based in
12 countries:**

Spain, Switzerland,
UK, Chile, Singapore,
Russia, India,
Netherlands,
Belgium, Zimbabwe,
Italy, France.



22 new clients
including
Nobel Women's
Initiative, Good
Shepherd International
Foundation, Clarifi and
Access Social Care






**Our Impact
+ Reach
Key Stories**





AGA KHAN FOUNDATION

BUILDING POWERFUL DIALOGUES

Objectives

The objectives of this programme were to promote communication practices and tools that reinforce appreciation, empathetic listening, two-way dialogue and forward-focused goalsetting; to identify and explore the impact of unconscious biases and self-assumptions and find appropriate strategies to counteract bias; to develop a style of management and leadership that includes being mindful, self-aware, inclusive and gender-sensitive; and to generate group spaces for structured reflection and learning, and constructive peer exchanges that boost community, connection and mutual support.

Key Highlights

- Fully facilitated virtual programme plus experiential applied learning – 5 virtual workshops over 5 months, group mentoring sessions and a buddy system to build community 10 participants – ECHO Team leads from across the UK
- 23 participants – Managers from across the world Webinar 2 Theme: How do we withstand pressure/stress and how do we adapt to change with our teams?
- Webinar themes included psychological safety, listening, counteracting bias in communications, coaching-style and effective challenging feedback, setting boundaries and making successful requests.

Our Conclusion and reflections

During the programme we worked with the participants on psychological safety and its importance especially in a virtual environment where cameras are often switched off due to connection problems. The manager cohort faced very different realities in their respective geographies, which meant that tools needed to be adapted. As typical of our programmes, we included body-centred exercises relating to the communication tools offered, which the participants found useful and refreshing. The breakout groups also proved to be a great success as people could feel safer to exchange their challenges. That also became clearer in the mentoring sessions where we had some deep sharing among the cohort.

Our own reflections include revisiting the length of our programmes as we found that participants' travelling and workload do get in the way of committing fully to a learning journey over a few months. We were also reminded to strike a balance between conceptual input and applied learning for this mixed cohort whose day-to-day looks quite different from one person to the next.





BUILDING LEADERSHIP SKILLS IN NEW WAYS OF WORKING

Objectives:

In the second year of our program (22/23), we transitioned into the Adapter phase; the idea was to build on our program from our unique position, one year-in, to review, assess and draw learning and resources from the Pioneers (21/22).

The basic three pillar format remained the same – Leadership Capacity Foundation (LCF), Leadership Coaching (LC) and Community of Practice (CoP).

From this foundation, our intention was to weave in some additional leadership development pillars, as well as make some logistical and administrative improvements.

In the Adapter phase, the objectives were to ensure the following:

- Continue learning and exchange opportunities for cohort I
- Maximise the impact of the program for cohort II
- Provide spaces for cross-fertilisation between cohorts
- If possible, broaden the reach of the program to those who might be selected in Phase III and to the wider DNDi community



Key Highlights

- Multi-layered program – including Executive Coaching, Master Classes, Peer Learning sessions and Buddy pairs.
- In total, we ran 84 coaching sessions (7x12 participants), three webinars (each 3.5 hours) for two Regional Offices – New York and Nairobi; 6 Peer Learning workshops (each 1.5 hours).
- LC Score – For coaching experience: 4.3 out of 5. For achieving desired objectives: 4.23 out of 5; For finding new ways to continue learning: 4.18 out of 5;
- LCF Score – For “To what extent did the program achieve your collective office objective”: 12 replies (combined NY & Nairobi) – 1 very significant, 8 Significant, 3 not significant.

Our Conclusions and Reflections

In Leadership Capacity Foundation (LCF) Powerful learning with the distinction of Management and Leadership. 4 Elements framework proved invaluable in generating a clear understanding of management styles; new awareness around two key competencies – deep listening and effective feedback.

In the Nairobi and New York Teams, we observed good progress on creating shared standards for decision-making parameters and process. The teams proactively used the time in between sessions to work on their action plan and continue the conversations.

In Leadership Coaching (LC): We sensed a highly motivated group of leaders who were open and excited to learn. We experienced a high degree of engagement leading to valuable outcomes: new awareness and insight about leadership style and management; fresh thinking about new ways of working; and plenty of new practices and action to implement this learning.

Among these leaders, we observed ambition, humility and deep care for DNDi and its mission; and at the same time, we noticed that these key individuals were working under constant time pressure, overwhelming priorities and demands; and burnout a real threat. A good part of the coaching was focused on well-being, resilience and work/life balance.



BSE 2023 - Building Resilience in Challenging Times

Objectives

The objectives of this programme have remained the same over the last three years and these 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);
- 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;
- to generate group spaces for structured reflection, resilience learning, and constructive peer exchanges.



Key Highlights

- June 2023 saw the programme launch, with 3 webinars, 4 follow-up facilitated peer learning sessions, guided buddy meetings, and coaching sessions. 10 participants – ECHO Team leads from across the UK
- 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. colleagues, family, friends). Creating a 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 as well 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 learning, and 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 out of 10, Webinars 9.5 out of 10, Peer Learning 9.5 out of 10, Buddies 8 out of 10, and achievement of desired coaching objectives 9.5 out of 10.

Our Conclusion and reflections

A key to this programme was the creation of a safe space to express stress and difficult situations; this meant leaders across the NHS felt less alone and more supported. During the Peer Learning labs, the group realised that any problem they shared had already been experienced or resolved by others. Harnessing the wisdom, ideas, and expertise of peers could not be more highly valued. Participants told us they experienced increased motivation, less fatigue, more agency to create change, a higher prioritisation of their wellbeing, and increased resilience.

We saw firsthand how the resilience of a leader impacts teams and organisations. When a resilient leader feels resilient enough to share their vulnerability and therefore, is able to create a psychologically safe and trusting team, team members also can flourish, help solve problems, and increase productivity. Participants reported positive changes in handling challenging situations with colleagues, greater team cohesiveness, as well as increased motivation, support, and empathy among their team members.

SUPPORTING FEMALE-LED GRASSROOTS ORGANISATIONS IN AFRICA

Objectives:

The Kairos Project continues to work with GAGGA in supporting female-led grassroots organisations across Africa with leadership development and capacity building. This year, we delivered a leadership program to 21 participants, all from different organisations. The program consisted of 3 webinars, 3 Peer Learning Labs and Buddy Pair Groups.

The idea of these learning spaces was to encourage collaboration, sharing and active participation. The facilitation aimed to generate highly interactive sessions where the focus and direction of the discussion were in the hands of the participants. This approach was intentional in order to ensure that these spaces were valuable, meaningful and relevant.



Key Highlights

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

- 21 female leaders registered and were invited onto our Leadership Program.
- Attendance remained high throughout the program.
- The three Master Classes scored an average of 8.5 out of 10.
- The three Peer Learning Labs scored an average of 8.2 out of 10.
- The Buddy Pair Groups scored an average of 8.3 out of 10.
- The qualitative feedback from participants was very positive and the comments demonstrate the key desired outcomes including new awareness, fresh thinking and behavioural transformation.

Our Conclusions and Reflections

Putting the participants at the centre of their own learning and having them take responsibility for the outcomes is key. The Master Classes work on the basis of active participation and the Peers Group sessions wrap themselves around current challenges presented by the participants.

Staying flexible with the learning framework is key; among our participants, there are different levels of connectivity, access to private space, ability to maintain fixed schedules, English language, comfort in Zoom calls.

Staying agile in the workshops to cater to different learning styles - make sure that people have ample time to speak, use a dynamic mixture of hands up, speak out and chat box, Beware of break-out rooms

of two as poor connectivity can result, ask people directly, by name, to contribute, do not use open general questions – people can be shy, uncomfortable in zoom groups and hesitant to share. Once invited, people seem happy to share

Two facilitators are absolutely essential - managing tech, keeping an eye on the waiting room, what's app group, connectivity issues, chat, inviting people to speak as well as managing the presentation.

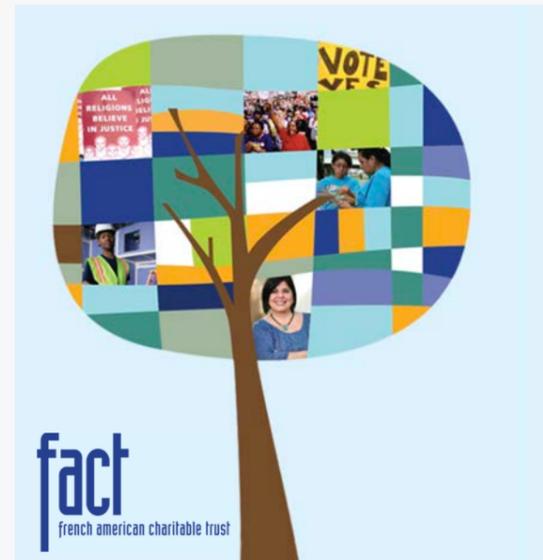


Our Foundation Partnerships

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



OAK FOUNDATION -Key highlights – we completed our two year grant in Feb 2023. Our outcomes included coaching over 20 Oak partners across the world, across sectors (achieving an extraordinary average score of 9.4 out of 10 for coaching); increasing the reach of our services through new clients and new Kairos Associates; consolidating our services in three ways. 1. By working across all areas of our Theory of Change – individual, team, culture and system. 2. Offering multi-layered programs with different learning spaces. 3. Providing comprehensive programs with diagnostic tools (360, Surveys) and Impact Reporting and Evaluation. Oak’s core grant allows us to develop and build a robust technical platform for delivery worldwide



FRENCH AMERICAN CHARITABLE TRUST – Key highlights – for four years, FACT has supported our work with British Society of Echocardiography (BSE), a part of UK’s NHS; all funding from FACT has been matched by BSE in order to ensure engagement, commitment and deliverables. This year, the results from the coaching and webinars were exceptional – the coaching scoring an average 9 out of 10, and the webinars 9.5 out of 10 from the participants. We are seeing a clear need and appreciation for this work in a desperately under-resourced environment.



GLOBAL ALLIANCE GREEN AND GENDER ACTION - Key highlights: for four years, GAGGA has trusted us with supporting their female-led grassroots organisations across Africa. The power and impact of our collaboration is due to the long-term approach. Each year our programs grow organically as we listen to what works and doesn’t work from the participants and embed our learning into better learning spaces. Each year, the engagement levels have improved (80% receiving certification for full attendance), the results are more positive (8.5 out of 10 for Maser Classes) and the retention rate has increased (in 2023, 9 out of the 18 participants had been on previous programs).



AGA KHAN FOUNDATION – Key highlights: our partnership with the Aga Khan Foundation is born out of our ability to work across geographies and cultures. Our international network of 23 Associates working in 11 languages is able to create learning spaces for diverse groups. Our coaching, in person workshop, online master classes, peer learning groups, mentor session have supported AKF in creating strong community institutions that improve the lives of millions of people. Rooted in Africa, Asia and Middle East, AKF combines local knowledge with global practices to bring improvements to quality of life in fragile contexts. We are delighted to support the supporters on this challenging journey.

Business Strategy

- To increase the reach of our work through an international network of committed Associates worldwide
- To adhere to our Theory of Change that sees us achieve our goals through developing Agile Leaders, Deepening Relationships, Conscious Organisations and leveraging Networks
- To rapidly grow our online learning platform for delivering online programmes. Increase reach and revenues by converting all off line learning materials into online offerings.
- To increase our ability of delivering our work from a more local context starting with Africa and India.
- To continue to invest in our Online Delivery Platform, Chronos – to scale in other regions
- To create a powerful shared learning community among our organisations and leaders

**BE KIND.
LET'S
LOOK OUT
FOR ONE
ANOTHER.**

COMMUNITY IS KINDNESS.

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

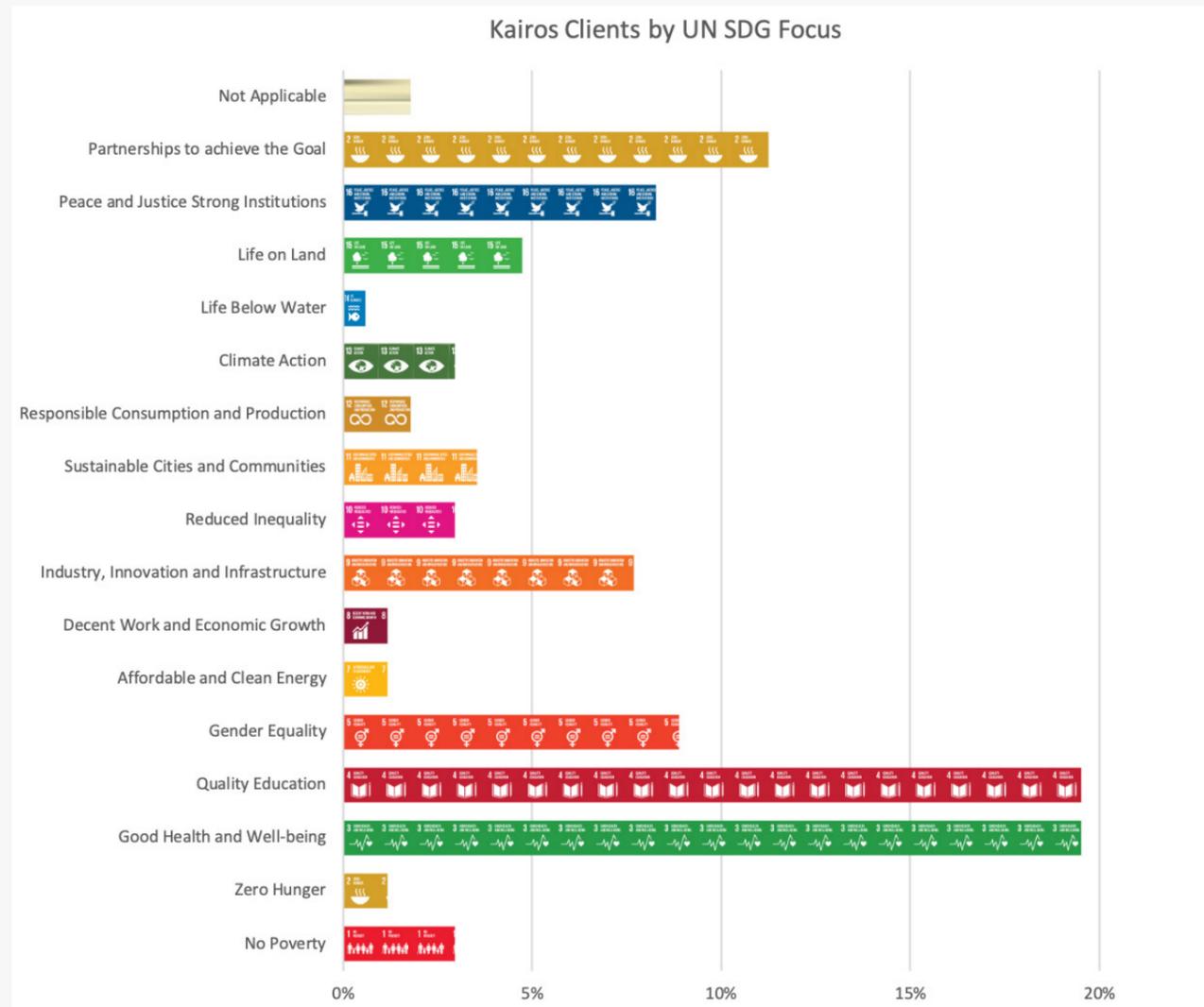


MINDFULNESS

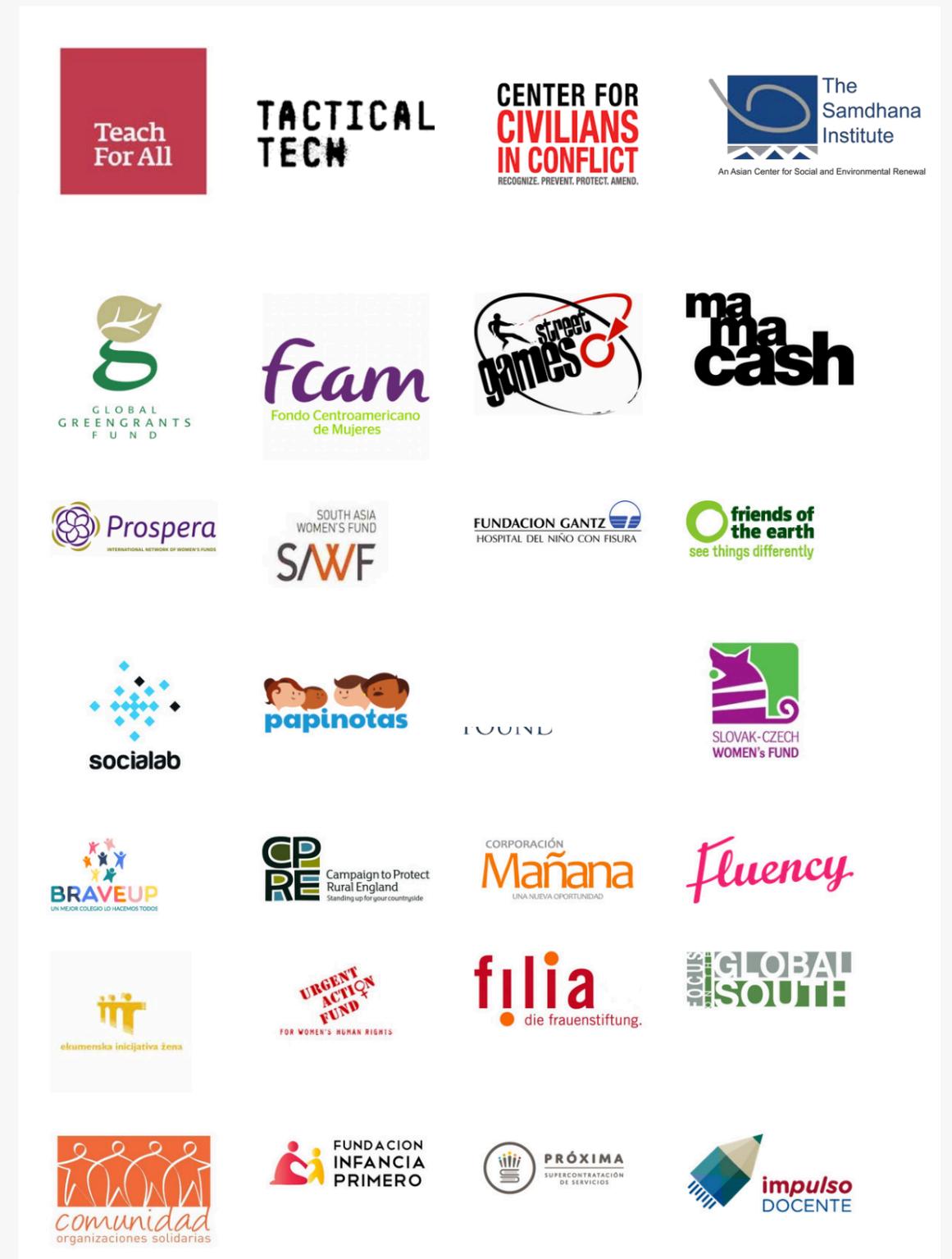
Mindfulness develops our capacity to pay attention to what is happening in the present moment without judgement. By developing this awareness we can master our own mind in order to be able to choose what will serve us at any given time.

Our Clients

Since 2013, we have worked with over 400 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.



Our Clients



Meet Our Newest Coaches

New Associate **Mercedes Villalba**



Mercedes is a Certified Ontological Coach who trained with the Latin American Coaching School. She discovered ontological coaching through her Drama teacher, who is a coach, back in 2012. Her coaching training started there in the Drama lessons, with a particular emphasis in emotions and bodyfulness. She holds a diploma on Theatre and Education from the University of Chile.

She also holds a bachelor's degree in Accounting, and has worked more than 15 years both in for-profit and non-profit international organisations. Mercedes' experience in project management, leading teams, capacity building, and meeting facilitation in different types of organisations and areas has contributed to her knowledge about what is needed to develop people & teams to their full potential. She strives to create the context where a person can manifest their vulnerability and be open to learning, discovering, and embracing their own potential.

She works both in Spanish and English. She is Argentinian, currently living in Arroyo de la Miel, a small town near Málaga, Spain. She enjoys travelling and reading.

New Associate **Paola Marinoni**



Paola is an integral life coach, deep embodied listener, caring and passionate in supporting personal growth for social impact leaders. In her coaching, she integrates tools such as Otto Scharmer's U-Theory, Social Presencing Theatre (body based awareness), Enneagram, Mindfulness, among others.

She has over 25 years of experience as executive manager, of which 15 in leading roles in social impact organizations. Since 2013, she has been acting as life coach, consultant and facilitator for social enterprises.

Paola believes in the strengthening of civil society as the path to less social injustice and more sustainable society. She believes in supporting impact leaders as complex, unique individuals who bring with them their own biography, beliefs, strengths, fragilities who need to be welcomed and supported in their process of self-consciousness and self-development in order to be able to make their life journey truer and aligned with their potential.

POWER TO THE PEOPLE !!!

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 fulfillment 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.



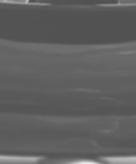
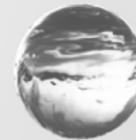
IGNACIO CÉSPEDES FELL

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.



PAOLA MARINONI

I am master integral coach certified by Integral Coaching Canada Inc, with more than 20 years of experience in the social development field acting as executive manager and consultant/ facilitator for foundations and NGO's in Brazil. I am passionate in supporting social impact leaders in overcoming challenges that are causing frustration and preventing them from reaching their potential.



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



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.



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.



PETER BAILY

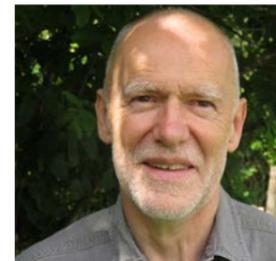
From an early age, Peter Baily has always been fascinated by human nature and why we do things; he studied Philosophy at Edinburgh and went into advertising for ten years at Ogilvy in Hong Kong.

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.



PARESH KANANI

Paresch 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. Paresch 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.



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.





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.



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.



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.



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.



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.



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 over 20 years experience 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, Barefoot Sport Allies and as Head of Communications for The Kairos Project.

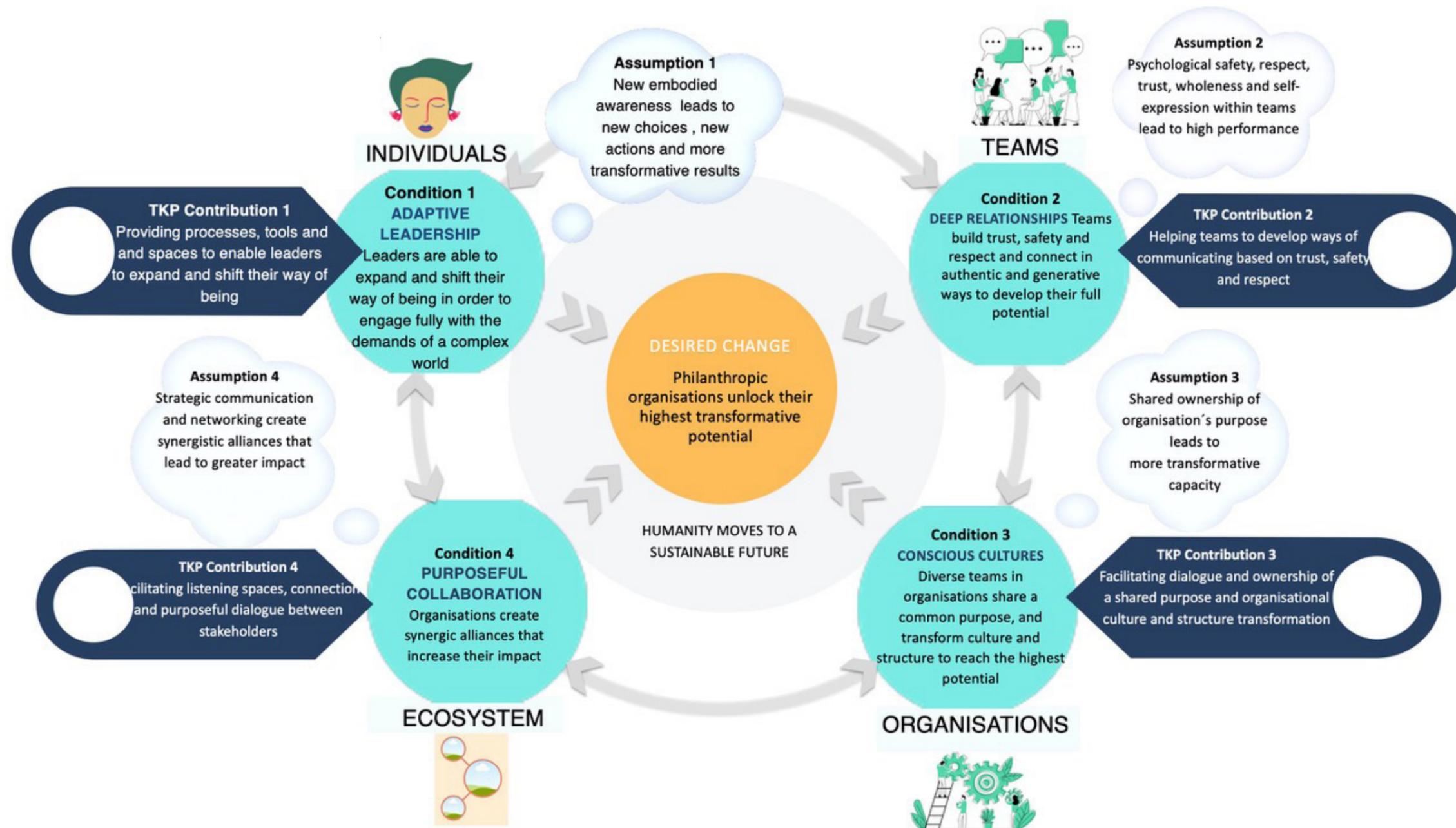


SIAN CHOO TONG

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.

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.

Evaluation, Feedback and Impact

Learning and development are hugely important to our Learning and development is notoriously difficult to measure. Some partners require results to justify investment, some to learn what works and doesn't work, some as a contractual obligation; these results can take different forms - from a comprehensive evaluation process, start to finish, to a short feedback survey at the end of the project..

We believe that it is important to ask one fundamental question - "what am I hoping to gain from an evaluation process?", i.e. what are we doing this for - as this leads to certain key enquiry questions - what information are we looking for, how shall we collect the information, what are we going to do with it and who is it for?

Outputs - are measurable, quantifiable results - i.e. met target to set up 18 meetings, or delivered 85 coaching session. **Outcomes** are qualifiable results - i.e clients sharing reflections such as more confidence, better communication, increase in trust and **Impact** is the more significant changes and shifts that occur as a results of Outputs and Outcomes - doubling of revenues, culture change, innovations, new product developments.

Most of our evaluation falls into the category of Outputs and Outcomes as Impact requires a long-term, in-depth study to establish verifiable connections between a learning program and what it was responsible for.

For our programs, we like to establish starting points for our clients - starting points in terms of objectives, checking current realities and self awareness around competencies and behaviours. We do this with 360 surveys or comprehensive objectives forms. Then we like to measure the end points - end points in terms of feedback on the programs and asking the same questions as the start to see if there has been any changes. We also look to put in place a 3-month Post program Check in with clients to see what is now happening due to the learning and what contribution this is making.

On the following pages, we'd like to share some reflections and comments on two questions in our feedback survey - what one or two things are you taking away from this program AND how would you sum up your experience?



About Learnings and Insights.

Respectful curiosity i.e. listening without judgement practicing empathy appreciating alternative perspectives and how these behaviours expressed in leadership can drive engagement and commitment to action; - Treasuring purpose and allowing time to reflect on how to build purpose in what you do - power of meditation in healing disappointment understanding the triggers (physical and mental) of fatigue and their implications on those around you.

Being self, not pretending or attempting to be someone else and not trying to impress always. Being aware of hidden apologies and eliminating them; continue experimenting without being afraid of failures as every failure will come with a set of learnings.

Realisation that all departments share very similar challenges, not matter what the size or location.

Very useful to share information about performance development, difficult staff members, heavy workload etc - very supportive community and give me lots of ideas to take back to my department.

Relationship building- through learning and listening- this has changed me a great deal, which my senior's have noticed and mentioned to me. I have changed my approach: I look at relationship building as an opportunity to leading NOT as "making an effort". This I believe is also the foundation of leadership. Many of my colleagues have confided in me as a result of a change in my behaviour. I am pleased. I will also continue to check in with my behaviour, make sure it has not "slipped". This has opened up many exciting opportunities for me; so I am so grateful and emotional about this.

The need to work on myself as a leader. The need to listen and be truly there for others. The need for appreciation of all our team members. How important is to look after our wellbeing as these hugely impacts on our work and relationships.

About how you would sum up your experience

Fantastic support ! Have met beautiful people along this journey , it was indeed very helpful

Really helpful program which was very relevant to starting my new position in Band 8 management role earlier this year. I really looked forward to the 1:1 coaching and believe we covered all of the topics which I felt I needed support with. Definitely feeling more confident as a leader and a manager.

Emotional, wonderful, eye-opening.

The resilience program was such a great experience. It involves a self-reflection allowing us to grow into a better person and leader. It was a privilege to meet so many amazing people and work as a group to find solutions to very similar situations. I will definitely recommend it to my colleagues.

"Very good experience the main interest being the individual coaching sessions as this provides individualized solutions and expressing our issues/frustrations is much more easy face to face with a coach. And the solutions provided by the coach are also individualized."

Exciting and worth it! Thank you very much for working with us to improve our SMT. We have bonded as SMT. There is more trust, respect and harmony in the team. I am a better leader!

The sessions I had with my coach) were incredibly effective in ensuring strong learnings right away and providing actionable techniques or tools. She created a very comfortable and safe space, practiced active listening and integrated all the information in very meaningful insights.

Great support from my coach, each session is incredibly insightful

My coach was excellent. His support was effective and I deeply appreciate how reliable he was.

Sharing gratitude for this opportunity we have with Kairos, providing an Independent coaching space for us to surface things we might not be so free to discuss with other work colleagues. My Coach was patient enough as I figured out what I really wanted to focus on.

I found my session with my coach very helpful and insightful. Grateful for her time and insight. Thank you!

We did a transformational exercise (DTI), and will debrief it during our next conversation. The session itself was powerful and I'm also eager to process its meaning with my coach.



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This company meets the highest standards of social and environmental impact

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THANK YOU!
FOR BEING A
PART OF OUR
COMMUNITY