

A Turning Point in DEI: A New Approach to Leadership (Part 1)

Speakers



Gamu Matarira

Nicola Strong

Gamu's Story

"I am because we are"



Ubuntu

Where do you think I was born?



- A. Harare, Zimbabwe**
- B. Johannesburg, SA**
- C. Accra, Ghana**
- D. Edinburgh, Scotland**





Co-founder| African Leadership Global
Founder| Gen A Consultancy
CEO

Specialist in Internationalisation
& Cultural Diversity

Entrepreneur
& Champion for UK-Africa Links

Africa Business Translator
Publisher & Aspiring Author

MBA (Birmingham)
MSc Practice-based Research (Herts)
Fellow HEA

Global Citizen
& Luckiest Mom in the World!



Co-founder| African Leadership Global

Researcher in Big Data and AI
Alan Turing Institute: Trustworthy Digital
Identity Interest Group (Global South)

Global citizen

Qualifications

Computing/Information Systems
Change Agent Skills and Strategies

Trainer and facilitator
senior managers in Nigeria and
South Africa

Family is central in my world

WHO ?

WHAT?

WHEN?

WHY?

HOW?

How much are the untold stories in
your organisation costing you?

The Changing Landscape of Leadership

It is increasingly important for leaders to have the following characteristics:

- Adaptable
- Inclusive
- Collaborative
- Emotional Intelligence
- Resilient

It is essential to engage across **multiple cultures, industries and stakeholders !**



Lessons from the African Village Meeting

- A framework for modern Leadership Development
- A place for frank exchange of opinions & debate
- A platform for dialogue and a meeting of minds
- Information, dissemination and consensus
- Participation is unlimited



Credit: Tiago Fernandez

A New Leadership Paradigm: The SoAL Project

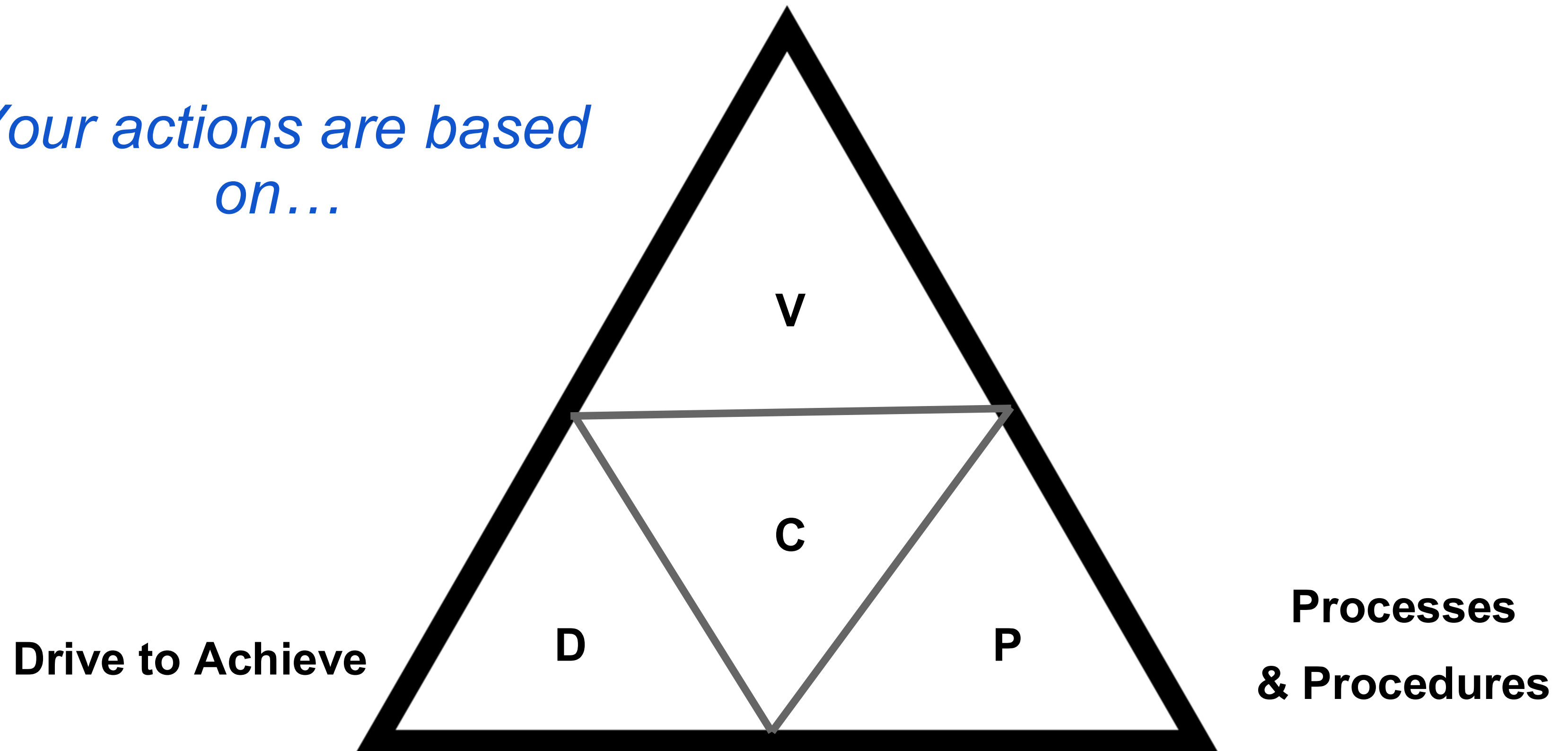


- Deployed 3 research teams
- Collected 95 stories from Managers, Senior Executives and Entrepreneurs
- Dataset comprises both audio and written accounts from leaders
- The metadata was analysed using smart technology to reveal unique patterns.



Values & Principles

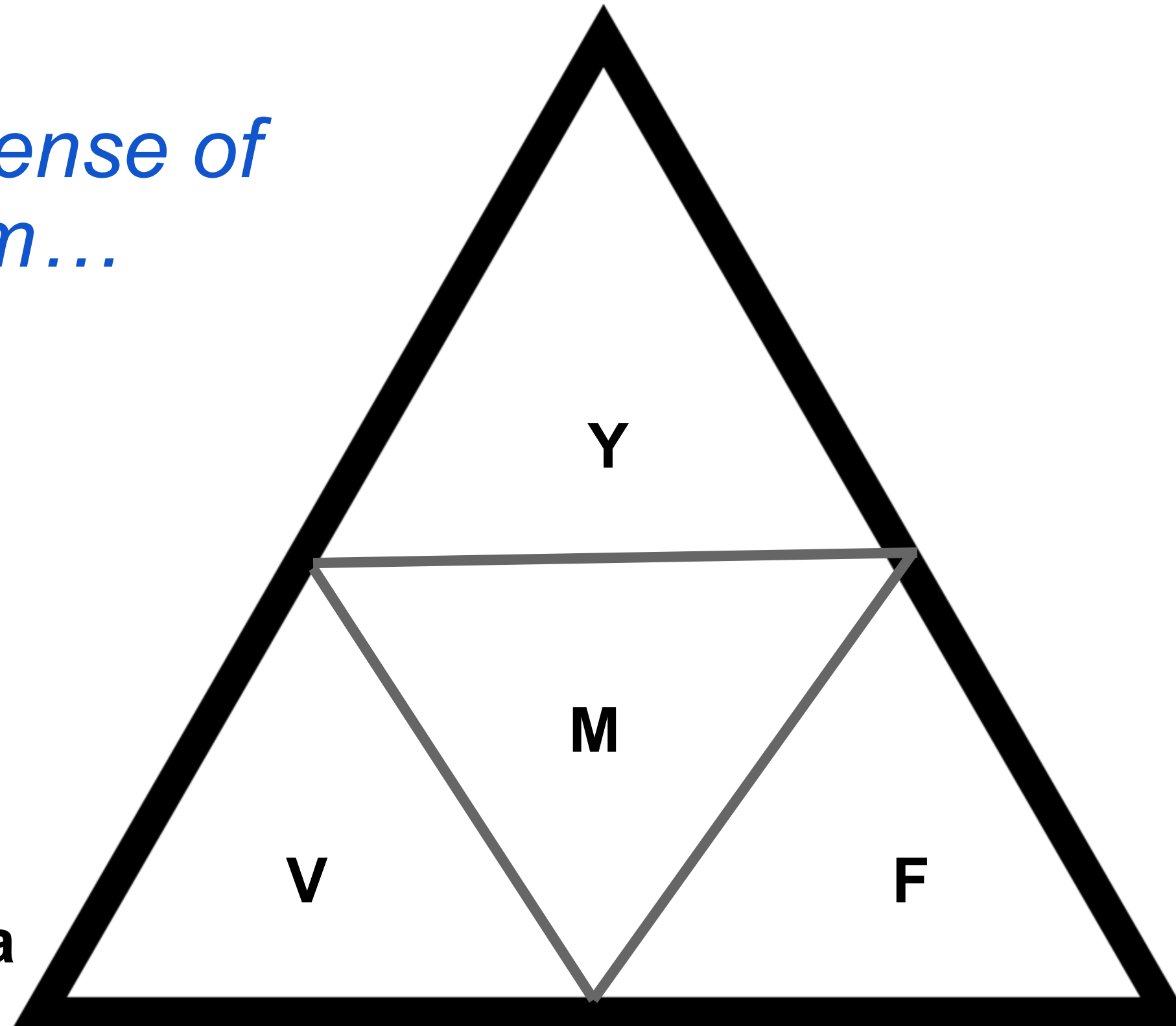
*Your actions are based
on...*



Yourself / People that Depend on You

*You get your sense of
Identity from...*

**Value system,
Religion,
Principles or Idea**



**People on whom
you depend:
Family, Friends,
Gang, Community**

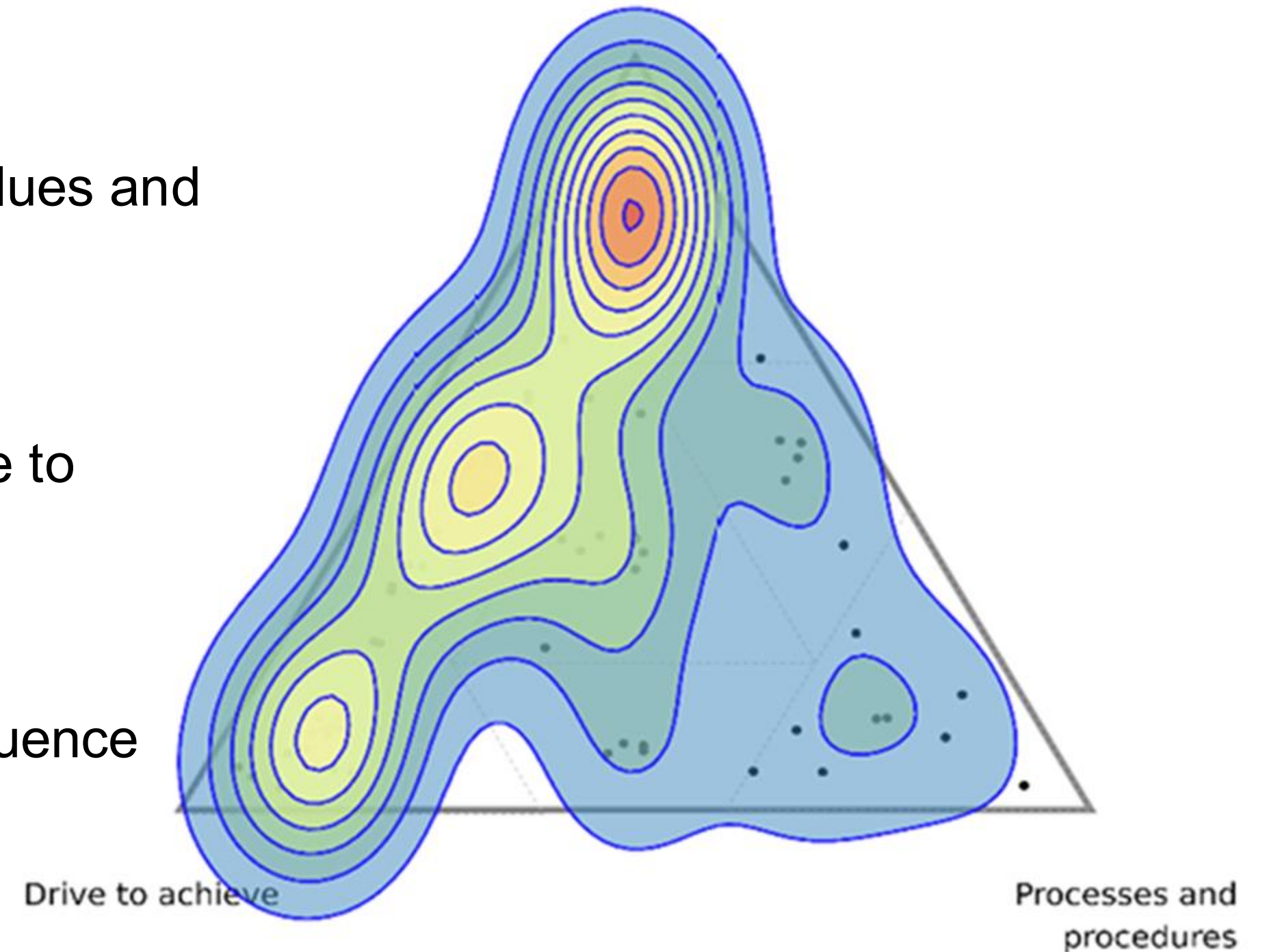
Key Findings

Actions

Values and principles

The leader's actions are based on...

- 29% say leader's actions guided by their values and principles
- 20% believe both values/principles & a drive to achieve influence actions
- 20% say the drive to achieve is the sole influence



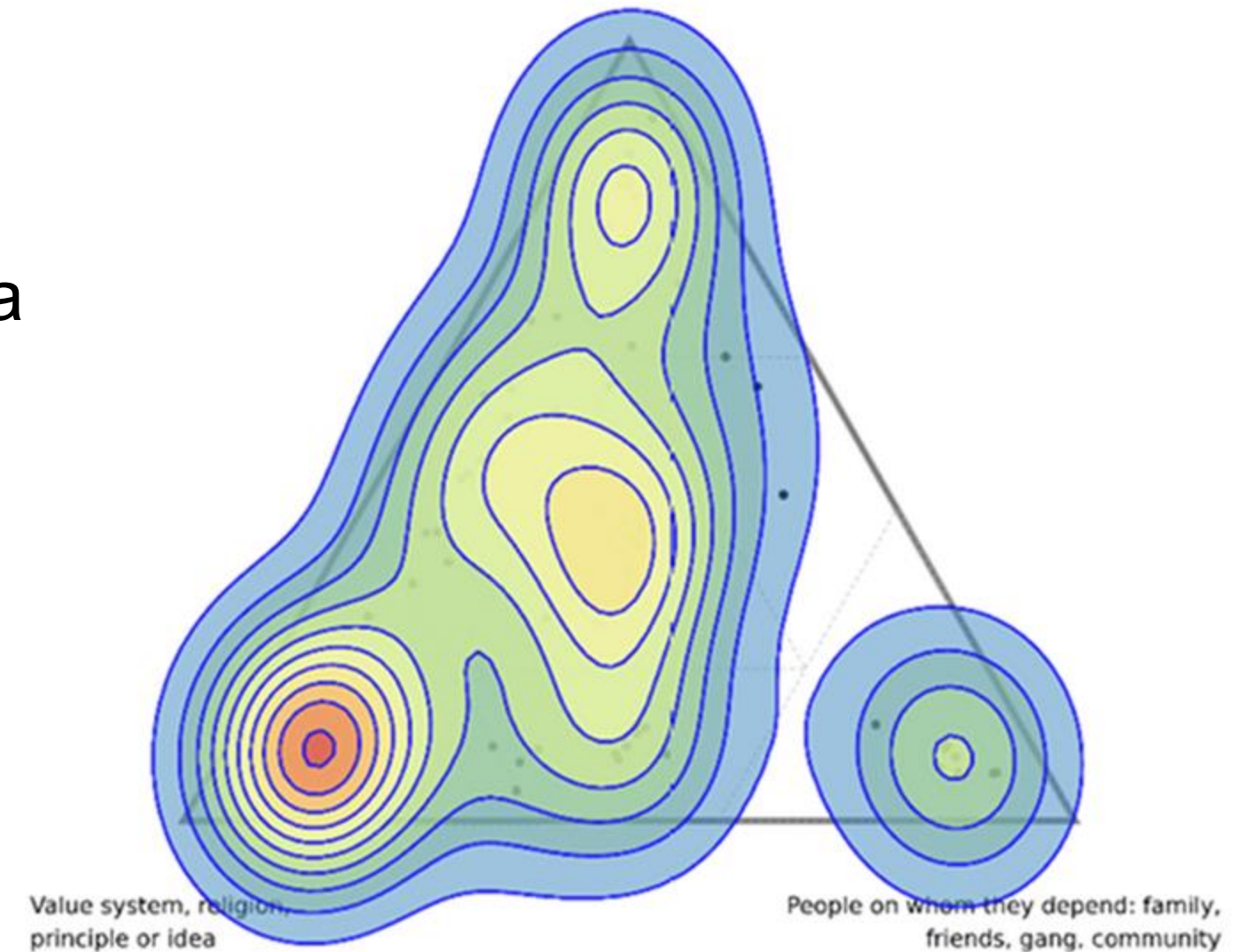
N = 95 n = 93 nN/A = 2 filter n = 93 %age = 100% filter N/A = 2 mu = L:37 T: 42 R: 21

The leader in the story gets their sense of identity from...

- Most believe leaders derive their sense of identity from their value system, religion, or a guiding principle or idea
- 17% believe that identity is drawn from all three
- Community is inextricably linked to one's sense of who they are

Sense of Identity

Themselves or the people that depend on them



N = 95 n = 92 nN/A = 3 filter n = 92 %age = 100% filter N/A = 3 mu = L:44 T: 31 R: 25

...so what?

**Resilience = Adaptability + Understanding
+ Mental Flexibility + Learning**



Introducing the Project:
**How do our Stories of Good Leadership show up
when we place them into an African Frame?**

Learning from ODNE's Stories of Good Leadership

The Brief:

- Your organisation most likely comprises immense diversity, with a multitude of languages, cultures and belief systems.
- Do you know how to leverage these rich perspectives for greater success?
- Without effectively utilising data-driven insights into the experiences and viewpoints of your multiple stakeholders, you may struggle to adapt to changing markets, fail to identify new opportunities and encounter difficulties in addressing complex challenges.

Stage 1:

- Here is the Calendar link that you can access after this webinar:
<https://calendly.com/africanleadership/60min> (1st 20 people)
- Set up a time to share your personal story of good leadership and place it into the leadership frame that ALG has developed.

Stage 2:

- The stories will be transferred into the Stories of African Leadership App - Sensemaker (Cognitive Edge)
- Due diligence is observed regarding Data Protection and Data Privacy in both collecting and storing the data.

Stage 3:

- Attend Webinar 2 to be held on 18th June 2025
- We will explore the patterns of data that show up in Sensemaker
- Consider applications (team, department, whole organisation):
 - Potential impact on equity (eg incorporating an African perspective on leadership into an organisation can reduce under-representation from the African diaspora)
 - The method (making sense of patterns across multiple stories)
- Share the results as a **case study**

Questions

**“ If you want to go fast, go alone.
If you want to go far, go together! ”**

(African Proverb)



Thank you for listening!



SCAN ME

Connect with us...

Work with us...



**African
Leadership**
Global

Connecting Leaders to Indigenous Knowledge

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