



A Whole-System Transformational Approach for Leadership

Three signature in-person leadership programs built on the Neocharismatic Leadership® model

24 HOURS EACH • IN-PERSON • ARABIC OR ENGLISH

01 • SELF

USUS

Leading with Awareness
and Integrity

02 • TEAM

TA'ADUD

Leading High-Performing
Teams

03 • ORGANISATION

TAKAMUL

Leading with Altruism

A research-based pathway from self-leadership to team leadership to organisational transformation, grounded in the doctoral research of Dr. Ghadah Angawi, PhD.

The Research Behind the Programs

Neocharismatic Leadership® was developed by Dr. Ghadah Angawi through doctoral research, organisational case studies and years of executive coaching, and published by Springer. It defines leadership as a sequence of behavioural roles that move people toward a shared vision through **altruism and an ethical frame of reference**, so that decisions improve because altruism is built into the roles themselves.

Self-awareness

Navigating thoughts and emotions

Vision

A noble purpose that directs values and decisions

Empathy

Using the Six Seconds competency model of Emotional Intelligence

Altruism

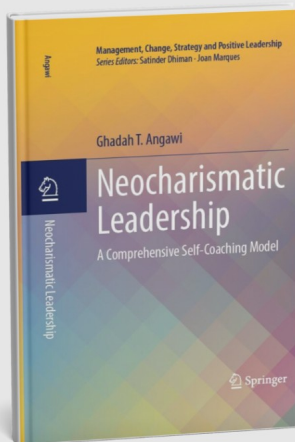
Decisions based on a systemic perspective rather than individual interest

Ethical framework

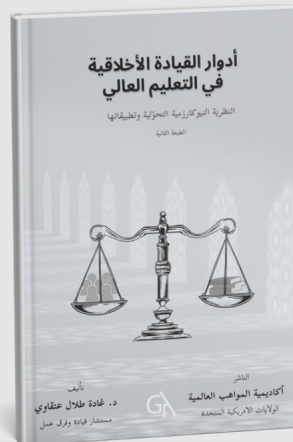
Requires clarity of an ethical frame of reference

The research in print

PUBLICATIONS



Neocharismatic Leadership
A Comprehensive Self-Coaching Model • Springer



Ethical Leadership Roles in Higher Education
Transformational Neocharismatic Theory and Its Applications • GTA



Neocharismatic Team Coaching
Team Development Theory and Practice • GTA

One model, three levels of leadership

SELF

USUS

Builds self-awareness, leadership vision and EQ.

TEAM

TA'ADUD

Building high-performing teams.

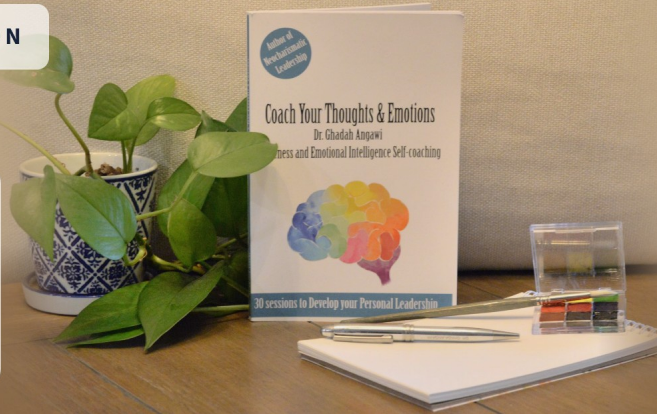
ORGANISATION

TAKAMUL

Uses a transformational, integrated approach.

“ Leadership that creates organisational loyalty, trust and commitment through consistent consultation and engagement, enduring demonstration of ethical behaviours and authentic passion for human development.

Sir Tim Wilson • Emeritus Professor, former Vice-Chancellor, University of Hertfordshire (UK)



PROGRAM 01 • SELF

USUS

Leading the Self · Foundations of Neocharismatic Leadership

Every act of leadership begins inside the leader. USUS builds the first competency of the model: awareness of one's thoughts and emotions and the ability to direct them, so that participants lead others from clarity, values and a purpose larger than themselves.

Learning objectives

- 01** Recognise the thought patterns and limiting beliefs behind their decisions, and redirect them.
- 02** Read emotions in the moment and use them as data for sound decisions.
- 03** Rank personal values and write a personal mission and leadership vision.
- 04** Turn that vision into measurable goals and a staged action plan.
- 05** Prioritise with the important-urgent matrix, Kanban and Gantt tools.
- 06** Practise empathy as the bridge from leading the self to leading others.

4-DAY ARCHITECTURE

Day 1 • Liberation

Coaching thoughts: patterns, beliefs, reframing

Day 2 • Liberation to Insight

Emotions in decision-making; knowing yourself

Day 3 • Insight

Values, mission, leadership vision, goals

Day 4 • Action

Planning tools, balance, Personal Leadership Plan

DESIGNED FOR

Emerging leaders, supervisors and high-potential employees

SIGNATURE TOOLS

Coach Your Thoughts & Emotions® workbook · Six Seconds EQ self-assessment (optional)



Ethics & altruism in USUS · Self-awareness is the root of ethical leadership: a leader who sees their own motives clearly can choose the good of others over self-interest when it matters.

U S U S

24 HOURS
IN-PERSON



PROGRAM 02 • TEAM

TA'ADUD

Leading High-Performing Teams

Ta'adud: mutual strengthening · *"We will strengthen your arm through your brother"* (Al-Qasas 28:35)

High team performance is not left to chance. TA'ADUD draws on leading research in team effectiveness and team coaching, from Hackman & Wageman's conditions for effective teams to Peter Hawkins' systemic team coaching, so that leaders can design, launch and coach teams with shared purpose and collective ownership.

Learning objectives

- 01** Tell a real team from a working group, and diagnose what it needs to perform.
- 02** Agree shared values, a compelling purpose and clear goals with the team.
- 03** Launch the team with agreed norms, roles and a communication plan.
- 04** Coach the team as a whole system, connected to its stakeholders (Hawkins).
- 05** Shift coaching roles as the team develops, using Hauser's shape-shifter model.
- 06** Measure team effectiveness and coaching impact with research-based criteria.

4-DAY ARCHITECTURE

Day 1 • High-performing teams

Real teams, purpose, conditions for success

Day 2 • Systemic team coaching

Hawkins' five disciplines of team coaching

Day 3 • Launch and coaching lab

Launch a team; practise shifting coach roles

Day 4 • Measure and sustain

Effectiveness, coaching impact, action plan

DESIGNED FOR

Senior leaders and heads of department who lead teams; HR and OD partners

SIGNATURE TOOLS

Hawkins' systemic team coaching · Hauser's shape-shifter model · Team Diagnostic Survey

MEASUREMENT

Team effectiveness measures from Peters & Carr's team coaching research



Ethics & altruism in TA'ADUD · A Neocharismatic team models the leader's ethics: collaboration replaces internal competition, and the good of the whole comes before departmental gain.



PROGRAM 03 • ORGANISATION

TAKAMUL

Leading Ethical Organisational Transformation

TAKAMUL puts the full Neocharismatic Leadership® model into practice: ten behavioural roles across the three stages of transformation, built on two essential requirements: the five USUS competencies and the TA'ADUD team conditions. Each leader rehearses the roles on a live transformation challenge of their own.

Learning objectives

- 01 Assess the internal and external environment continuously to spot opportunities.
- 02 Sense stakeholders' needs through three levels of empathy.
- 03 Challenge the status quo and co-create a shared vision.
- 04 Communicate the vision so that people choose to commit to it.
- 05 Model unconventional behaviour and take personal risk in service of the vision.
- 06 Energise people, build collaboration across teams and develop others.

4-DAY ARCHITECTURE

Day 1 • Stage 1, roles 1–3

Assess, sense needs, challenge the status quo

Day 2 • Stage 2, roles 4–5

Formulate and promote the shared vision

Day 3 • Stage 3, roles 6–8

Unconventional behaviour, personal risk, motivation

Day 4 • Stage 3, roles 9–10

Collaboration, developing others, transformation roadmap

DESIGNED FOR

Directors and senior executives leading change or strategic transformation

SIGNATURE TOOLS

Neocharismatic Leadership book • EQ assessment and Leadership Circle 360 (optional)



Ethics & altruism in TAKAMUL • Altruism and the ethical frame are revisited before each role is practised, so that transformation serves people and never justifies the means.

At a Glance

PROGRAM	FOCUS	AUDIENCE	PARTICIPANTS LEAVE WITH
USUS	Leading the self	Emerging leaders, supervisors, high-potentials	A Personal Leadership Plan: values, mission, vision, goals
TA'ADUD	Leading high-performing teams	Senior leaders and heads of department; HR and OD	A team design, launch plan and diagnostic-based action plan
TAKAMUL	Leading ethical transformation	Directors and senior executives	A transformation roadmap mapped to the ten roles

FORMAT

24 contact hours per program, in-person: 4 days × 6 hours, or 3 days × 8 hours

PATHWAY

Each program stands alone, or all three run as an integrated 72-hour pathway

LANGUAGE AND COHORT

Arabic, English or bilingual · around 25 participants per cohort

OPTIONAL ADD-ONS

Pre/post assessments (EQ, TDS, Leadership Circle 360) and follow-up coaching



LEAD FACILITATOR

Dr. Ghadah Angawi, PhD

CEO of Global Talent Academy and originator of the Neocharismatic Leadership® concept, grounded in altruism and an ethical frame of reference during organisational transformation. She coaches senior leaders, leadership teams and strategy across cultures, and wrote the reference books behind these programs.

Global Talent Academy is an ICF-accredited provider of team coaching education, delivering an Arabic-first methodology rooted in research and regional culture.

Let's design the right cohort together

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