

HER WAY WITH WORDS

GROW_i Module 1:
Know yourself to GROW_i yourself.

The first person one leads is themselves. In this first class of the GROW_i Mentorship and Coaching program, Dr. Lydia Mpanga Sebuyira - Director of Strategy and Capacity Building at Imprint Ltd focuses on the need for one to know and appreciate themselves from a point of strength.

Before the program begins, participants are taken through a psychometric test analysis that highlights the participants' leadership style, skill, and emotional intelligence. The two tests analyze the leader's ability and adaptivity to change, self-management, perception mode, people management, and interpersonal and intrapersonal skills. Results from this process help to uncover both the visible and blind spots in the leader.

“When it gets too heavy, it’s okay to put it down” - Past - Present – Future

Using these results as a baseline, the learning process is then designed to be interactive and engaging, providing participants with a variety of activities to aid in their self-discovery and personal growth. Some of the key activities included in this module included self-reflection exercises, strength and weakness assessments, values and beliefs explorations, and goal setting among others.

What the above exercises did was to facilitate the leaders in the GROW_i Cohort 3 program to meet themselves. Yes, meet yourself. As leaders, we are constantly meeting and scheduling to meet other people than ourselves. Meeting our true authentic selves can at times be scary for various reasons. Some of us fear facing our weaknesses, our vulnerabilities or

gaps, failures, and challenges and yet facing these is our only way to reaching our full potential.

“Choose wisely where to spend your energy - Your Past or Your Future.”

With a unique way of words, Dr. Lydia supported the GROWers, through the process of meeting self with less fear and reservation. She practically handheld each one of us to face our misgivings, and our flaws and worked with us to polish those diamonds and make them bright.

“We are all diamonds in the rough. All we require is constant polishing and we shall be bright.”

- Dr. Lydia Mpanga Sebuyira

With the self-reflection exercises and conversation, Dr, Lydia, provided the GROWers with tools and prompts to reflect on their past experiences, achievements, and challenges. Participants were encouraged to journal their thoughts and insights to gain a deeper understanding of themselves.

“Hold on, brighter days are coming.”

In the Strengths and Weaknesses assessment exercises using the psychometric assessment and Johari Window tools, Dr. Lydia encouraged the GROWers to identify their strengths and weaknesses. The process supported the GROWers to understand their areas

of expertise and areas that require improvement.

Through guided exercises and discussions, participants explored their core values and beliefs. They were encouraged to reflect on how these values shape their thoughts, decisions, and actions. The process helped GROWers align their goals and actions with their values and mission. The assignment here was the development of a personal mission statement and personal development plan. Using advanced goal-setting techniques and strategies, they were encouraged to set SMART goals that are specific, measurable, achievable, relevant, and time-bound.

**“Doing what you love is never a waste of time.”
Discover yourself, who you are, and what you stand for.**

As a solid foundation module for personal and professional growth, Dr. Lydia encouraged the GROWers to practice gratitude and speak positivity and growth in their lives and leadership journey. “Every morning, I tell myself that the day will be a great day. It has been a practice and now ritual in my home.” Says Dr. Lydia. “A leader is made of many facets,

polish all those facets – mind, body, soul, and spirit. As a leader, you must grow all around.” _ Dr. Lydia Mpanga Sebuyira.

As we progress into the other modules of the program, we are optimistic that the lessons from module one which supported the GROWers’ increased self-awareness which in turn supported them to make informed decisions and take actions that align with their mission statements and our personal development goals with clarity sets the stage for continued growth and success among the leaders.

“Sure, change is scary. But it’s got nothing on being stuck in the same place your whole life.”

Dr. Lydia’s way with words made this conversation about knowing self to GROW_i self-much easier and lighter. We shifted from asking ‘Why is this happening to me?’ to ‘What is this trying to teach me?’ Change is on the horizon, and we are embracing it with open arms.

“You are stronger than your hardest days.”

Watch Out Here we GROW_i: For more information about GROW_i [CLICK HERE](#)





























