

A close-up, high-quality portrait of a Black woman with voluminous, dark, curly hair. She is smiling warmly, showing her teeth, and looking slightly off-camera. She is wearing a small, round, gold-colored earring. The background is a soft, out-of-focus grey.

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Prioritize Your Passions.

- KWAYERA ARCHER

SPEAKER INTRO KIT

A close-up portrait of Kwayera Archer, a Black woman with voluminous dark curly hair, smiling warmly at the camera. She is wearing a white collared shirt and has her hands clasped in front of her chin. The background is a soft, out-of-focus grey.

KWAYERA ARCHER

Change Agent
Cultural Strategist
Leadership &
Well-being Coach

Kwayera Archer Chief Visionary Officer (CVO) | Global Ase Consulting

The beginnings of what piqued my cultural curiosity was a combination of frequent international travels with my parents as well as being raised in both Jamaica, WI and NYC, USA. Developing a respect and deep passion for understanding and working in partnership with communities to reach to their desired outcomes, became my quest.

Rooted in real life business experience on the front line first as a professional modern and ballet dancer where I toured the world as a performer, as well as providing lectures and arts residencies, and then, becoming the founder and CEO of the award-winning NYC based Ifetayo Cultural Arts Academy, Inc, I was able to collaborate with the Brooklyn community for over 25 years to build Ifetayo from a minute budget to a multi-million dollar institution.

I now travel throughout the Caribbean, Africa, and America sharing insights on philanthropy, social responsibility, cultural intelligence, organizational transformation, mindful leadership, and community engagement.

As a keynote speaker and strategist, I've shared my thoughts and approaches with many international media sources. My practical experiences, recognized case studies, and passion have proven to be a winning formula for individual clients as well as conference attendees from coast to coast.

In 2014 my work caught the attention of the Obama's and I received an award at the White House for designing and running one of the best arts and humanities programs in the nation.

As a New Yorker, I have served as a multi-year appointed panelist for the New York State Council on the Arts, a regular panelist for the NYC Department of Cultural Affairs, and representing the USA as a trustee of the National Guild for Community Arts Education working to coach and train administrators in improving their leadership, and management. And, as an international citizen, I am honored to continue serving on boards globally.

My proven track record in designing and delivering initiatives that are sustainable and inclusive of the community's voice has become the basis for some of my most requested organizational consultancies to the benefit of both leaders and the communities in which they serve.

In addition to focusing on my international consulting firm Global Ase, today I share my work globally as a visiting professor at multiple universities, a member on corporate boards, as well as an adviser to philanthropic entities, social venture firms, and non-profit organizations and their leaders on best practices for creating, transforming, leading and sustaining their organizations.

I hold a Master of Science in Community Economic Development with a focus in Community Organizing and a Master of Arts in Non-Profit Management from Southern New Hampshire University. I am also an alumna of Columbia Business School's Executive-Level Graduate Training program with the Institute for Non-Profit Management and hold many field related certificates and honors. I am also a proud mother of three beautiful adult children.



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KWAYERA IS A THOUGHTFUL
LEADER WHO UNDERSTANDS
HOW TO BRING GROUPS TO CON-
SENSUS WHILE PULLING OUT THE
CRITICAL INFORMATION THAT
OTHERS MIGHT IGNORE OR BURY.


- RONNA BROWN
PRESIDENT AT PHILANTHROPY NEW YORK

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Why Invite Kwayera to Speak?

- As an in-demand speaker, Kwayera's practical experiences, proven case studies, creative use of multi-media, and her enthusiastic and passionate delivery, have proven to be a winning formula for conference attendees across the globe, including recent appearances in, Brazil, Nigeria and Jamaica.
- Kwayera can be seen or heard throughout international media (most recently in ESSENCE, Black Enterprise, Daily News, Ebony, Jamaica Observer, Today St. Martin, St. Lucia Times, and Caribbean 360).
- She has spoken all over the world over the past 10 years on the subjects of philanthropy and social responsibility, cultural intelligence, organizational transformation, mindful leadership, and community and employee engagement, and always receives top evaluations.
- She has developed an internationally recognized Rites of Passage Program for adolescents and families, with a unique component dedicated to community economic development in under-served communities, which is being formally evaluated for broader replication.



A full-page background image showing a person from behind, walking up a large sand dune. The person is wearing a blue shirt and dark pants. Their footprints are visible in the sand. The sky is bright blue with some wispy clouds.

"I've come to believe that each of us has a personal calling that's as unique as a fingerprint – and that the best way to succeed is to discover what you love and then find a way to offer it to others in the form of service, working hard, and also allowing the energy of the universe to lead you." – Oprah Winfrey

My Most Requested Topics

All sessions use a framework that inspires strong conversational exchange, personally reflective and collective learning.

We want you to leave our sessions with encouragement, hope, and practical tools to reach your goals.

I speak on topics related to cultural intelligence, thoughtful leadership, life balance, philanthropy, corporate social responsibility, organizational and community transformation.

I will customize my presentation to meet your company's specific needs. My goal is to facilitate the outcome you want to create.

My most requested topics are outlined on the following pages. Keep in mind that I can present these as a keynote or a workshop. Also, I have a half-day, and in some cases, full-day seminar versions of each.

We are also happy to create a program unique to your individual or company's goals.



Finding Work/Life Balance



Why Managing Work/Life Balance Is Important

According to AmericanProgress.org, “women now make up half of all workers in the United States, with nearly 4 in 10 homes having a mom that is also a working mother.”

Being a full-time working mother can lead to feelings of guilt and stress because of divided attention between work and family.

Work-life balance is important because it affects the well-being of individuals, families, and communities.

How's your work-life balance? Are you satisfied with your ability to meet work and non-work role demands?



THE WORKING WOMAN: HAVING IT ALL - BALANCING WORK AND FAMILY

Format: Interactive
Run Time: 60 Minutes

THIS SESSION HAS A PARTICULAR FOCUS ON WOMEN EXECUTIVES AND MANAGERS.

“Women are confronted with male-centered, indeed male-created organizational cultures, and our challenge is to integrate feminine principles into structures with care for self and families at their core”
- Kwayera Archer

Career women often face lifestyle choices, whether in the public eye or at the head of institutions. They may have difficulties managing work/life balance, especially in work settings where they do not receive much formal support from their employer. This is possibly the first time in history that there are four generations of women together at the workplace, all working together, thinking differently about everything from education, to family, communication and finance, we have a golden opportunity to inspire a new way of thinking and living.

Finding the balance between personal and career success is the core of the session. We will explore how women can address work-life conflicts and advance their careers.

This 60-minute interactive style presentation will explore how much more we can achieve if there is the opportunity to accomplish personal balance and the importance of examining all of the external messages that shape our thoughts as women on a daily basis about work, femininity, success, image, conduct, communication and more.



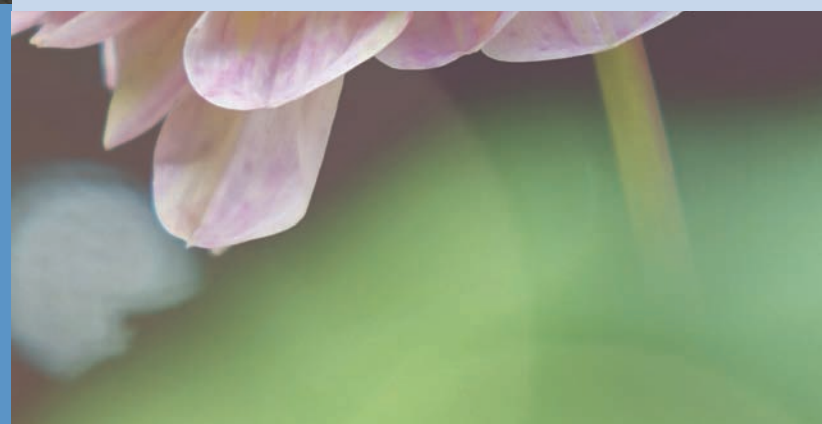
Key take-a-way points include:

- > A blueprint that participants may adapt to enhance real life experiences.
- > Strategies for developing a network of support.
- > Suggested ideas and tools to get organized, and find the right balance between profession and parenthood and/or personal ambitions.



- > Tools to assess and determine the family's priorities.
- > Practical real-life applications and tools to accelerate and sustain engagement efforts while limiting distractions and time wasters.
- > Communication tools for shaping flexible workflow and prioritizing self-care.

"Problems arise in that one has to find a balance between what people need from you and what you need for yourself." – Jessye Norman





What It Takes To Inspire

Leadership & Developing An Authentic Voice

When a leader's authentic voice is rooted in a set of core values, leaders can reinforce their message to lead teams forward without hesitation consistently referring to their values. Situations are ever changing; an effective leader can adapt to change without losing their purpose.

Researchers from the Australian School of Business conducted a leadership study with over 5,600 participants from 77 different organizations. They found that compassionate leaders consistently boosted employee productivity, employee morale and bottom line profitability. They also found that the managers who interact with employees on a day to day basis, make a bigger impact than the CEO.

COMPASSIONATE AND MINDFUL LEADERSHIP

Format (s): Interactive - 3-Day Training Or 1-Day Intensive
Run Time: 4-hour Sessions Daily

This 3-day training, coaching and implementation experience is designed to assist individual leaders in defining and developing their skills by honing in on their unique styles of leadership. If leaders are unhealthy, unkind, unresponsive, unprepared and noticeably stressed, they are not inspirational.

We work in partnership with leaders to ensure they strengthen their skills while illustrating optimum integrity levels. People want to follow individuals who are inspirational, who display a high degree of honesty and integrity.

They also want to know their leaders can make tough decisions by problem solving and analyze issues effectively.

Leaders that understand the importance of allocating time to analyze challenging situations see increased benefits in the entire team. To lead effectively, leaders need mechanisms or systems to listen and analyze.

Leadership is the ability to inspire and lead teams to work collaboratively toward something. Leaders can effect change in a manner that inspires teams to develop an authentic voice in the workplace and beyond, by creating environments where people want to assist others ensuring no one is left behind on a team.





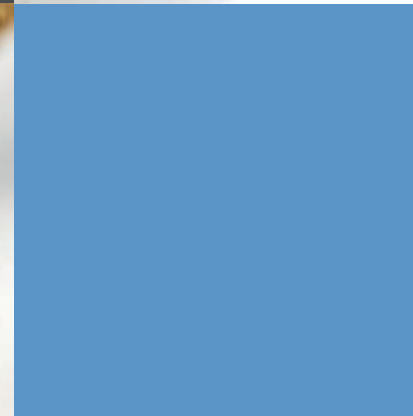
Key take-a-way points include:

- > A blueprint that participants may adapt to become a leader that inspires action and respect, instead of a leader who has to command it.
- > Discover your true purpose in life and begin to align your everyday decisions with your destiny.
- > Affirm your purpose and transform your mindset for your next stage of personal and professional growth.



- > Tools to assess and strengthen your cognitive understanding.
- > Tools to strengthen your affective (emotional) understanding.
- > Applications and tools to accelerate and sustain engagement efforts while limiting distractions and time wasters.
- > Communication tools for shaping motivational connections with your team members.

"A leader...is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind." – Nelson Mandela





Growing Compassionate Teams



Creating caring organizations and communities is the result of thoughtful and connected leadership.

It's not hard to see why caring leaders often seem to instinctively nurture future caring leaders.

LEADING WITH VALUES

Format (s): Seminars or Workshops

Run Time: 60 Minutes

Leading, Caring and Preparing the People You Serve

There's an aspect of leadership that's often hard to define; it's the part that makes someone want to be out in front to be accountable, withstanding the brunt of what's to come-good or bad.

In addition, that has to be the same person that inspires and creates consensus from within the group they are leading. The person out in front bearing the brunt must be strong and resilient as well as be a good listener, show appreciation, inspire and be an example of wellness.

As the author of *Leadership is an Art*, Max De Pree, explains leadership is a kind of stewardship; he further states that one must create great ideas, take an active role in developing future leaders for the company, and collectively create and courageously defend values of the institution.

Caring about people personally and professionally is at the core of good leadership. It is when teams and organizations are encouraged to do great work, share ideas, and take care of themselves. Creating collaborating teams and daring to democratize the governance process, doesn't weaken leadership ability, it actually creates consensus and fosters collective ownership of a task or goal.



Are You Ready to Live a Life Where You Decide How it Goes?

"There is no passion to be found playing small – in settling for a life that is less than the one you are capable of living." – Nelson Mandela



FINDING YOUR PASSION

Format (s): Seminars or Workshops

Run Time: 60 Minutes

What often trips us up on the road to living our passions is that inner dialogue that tells us we need more time, more money, less stress, a partner, a better spouse, more support, more anything, and on and on we go.

We've become accustomed to believing that it's only for the lucky or we must wait for retirement to finally experience living our passions. Nothing is further from the truth!

I am a great believer in job satisfaction – and a happy home. If it doesn't feel good, it's probably because – it isn't good.

So, a question I often ask myself is, "Are my choices making my quality of life better – or worse?" We should also remember, that the answers – and the questions change depending on where we are in life – and where we want to be.

Your Take-Aways:

- Unearth your true purpose and gain new tools to align your daily decisions with your destiny
- Master the process of designing the life you really want to live
- Transform your mindset and align your everyday decisions with your destiny
- Finally, understand what holds you back from making progress on your goals
- Learn how to say **Yes** to your goals



Inclusive & Supportive Environments



Having Cultural Intelligence is Much More Than Tolerance

Our goal is to ensure that all cultures share in the splendor and the right to fully express their values, beliefs, customs, attitudes and behaviors.

Therefore, when we work in communities of color, there is particular focus on affirming the courage of community members and leaders to advocate and inspire a sense of self-worth and belonging in any environment, because amidst micro-aggressions and deliberate overlooking someone is where invisibility is inevitable, sending a message of insignificance.

Whether in the work place or in a family or community, we all need to have a sense of belonging to something greater than ourselves to be productive, happy and well.

As we seek deeper ways of organizing our lives, our families, our leadership styles, and company's and communities, we can use culturally relevant approaches that are rooted in honoring every individual who naturally has valid ideas and experiences to contribute to the benefit of the whole.



BUILDING CULTURALLY INTELLIGENT ORGANIZATIONS

Format: Interactive

Run Time: Programs may be set up for a one-time, stand-alone assessment or can include multiple assessments – such as before and after training sessions or other developmental experiences.

Culturally intelligent leaders and responsive entities are those that are respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse peoples and communities whose members identify as having particular cultural or linguistic affiliations by virtue of their place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home.¹

Cultural responsiveness describes the capacity to respond to the issues of diverse communities. It thus requires knowledge and capacity at different levels of intervention: systemic, organizational, professional and individual.

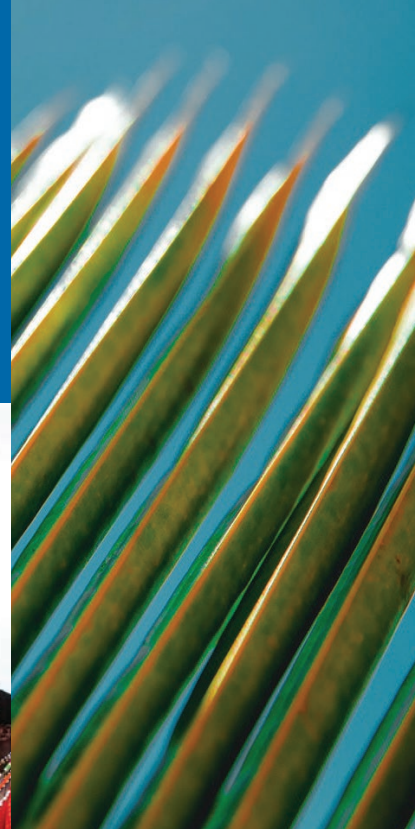
A culturally intelligent leader is one that has comprehensively addressed power relationships personally and throughout the organization, from the types of services provided and how it maximizes linguistic accessibility, to its human resources practices – who it hires, how they are skilled, prepared and held accountable, to its cultural norms, its governance structures and policies, and its track record in addressing conflicts and dynamics of inclusion and exclusion, to its relationships with racial groups in the company and region, including its responsiveness to expectations.

Furthermore, a culturally intelligent leader and responsive organization is one that is dynamic, on a committed path to improvement and one that is hardwired to be accessible and responsive to the interests of the community they serve with an emphasis on making the invisible visible.



Our Cultural Intelligence Approach:

- > Empowerment through cultural values affirmation
- > Heritage as a strategy for wellness
- > Inclusive and supportive environments



- > Tools to assess and determine your company's Cultural Intelligence score
- > A personalized development plan for enhancing your Cultural Intelligence.
- > By focusing on the heritage, ancestral lineage, traditions and cultural contributions of each member, community, we deliver unique trainings that resonates with the individuals and communities we serve.



¹ p. 21, Department of Health (2009).
Cultural Responsiveness Framework:
Guidelines for Victorian Health Services.
Rural and Regional Health and Aged
Care Services, Victorian Government,
Melbourne, Victoria.

SET UP YOUR PROGRAM
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About Global Ase

Global Ase is an international firm established to assist leaders, organizations, corporations and communities who are working for social good.

The organization, with locations in both the Caribbean and the United States, is dedicated to focusing its efforts on those who believe the world can be a better place for all, with an emphasis on building social, cultural and economic partnerships.