

12 weeks
1-2 hours per week

SoulShift Program (SSP)

The SoulShift Program (SSP) is a rigorous 12-week online formation experience designed specifically for leaders, professionals, and high-potential individuals in Kenya and East Africa who want to address the internal struggles that sabotage destiny. Drawing on decades of experience in the Decalogue Management Methodology™ and deep biblical reflection, this program equips you to overcome the hidden roots of fear, pride, insecurity, identity crisis, and compromise—empowering you to walk in clarity, confidence, and calling.

This is not just a Bible study. It is a spiritual detox. A leadership reset. A turning point.

"Before you conquer mountains, you must conquer the war within."

Key Takeaways

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| <p>1 Rooted Identity
Stand firm in who God says you are, free from the need for human validation</p> | <p>2 Discerning Spirit
Recognize counterfeit doors and stay aligned with divine purpose</p> |
| <p>3 Freedom from Performance
Move from guilt-driven religion to life-transforming relationship</p> | <p>4 Emotional Mastery
Understand and respond to fear, anger, and pride before they sabotage destiny</p> |
| <p>5 Sustainable Calling
Build practices that sustain you through the long journey of leadership</p> | |

Who Should Attend

This program is built for leaders who carry responsibility for shaping and executing strategy in their organizations—and who recognize that external success requires internal transformation.

- 1. Visionary Professionals** Individuals who want to master the fundamentals of spiritual and emotional intelligence and build a strong foundation for exercising leadership
- 2. Faith-Driven Leaders** Those who need confidence in navigating the intersection of faith, calling, and marketplace responsibility
- 3. Emerging Voices** Leaders tired of cycles of delay, fear, and self-sabotage who want to break through to their next level
- 4. Marketplace Apostles & Creatives** Entrepreneurs, artists, and innovators who want their inner world to match their outer assignment
- 5. Church & Ministry Leaders** Pastors and ministry heads seeking deeper formation and tools to disciple others through systemic challenges

Why This Program Matters for the Church in East Africa

Churches across Kenya and East Africa are growing—but growth without strategy creates chaos:

- **Siloed ministries** compete for resources and attention, fragmenting the body
- **Well-intentioned programs** run on autopilot long after they've stopped producing fruit
- **Volunteers burn out** because they're placed in roles that don't fit their gifts
- **Staff teams** are exhausted by conflict that no one knows how to resolve
- **Churches measure activity** (attendance, offerings) but cannot measure

The SoulShift Program (SSP) program offers something different: a way to see your life and dreams as one interconnected system, design processes that consistently produce results, transform their discipleship, and lead people in ways that release their gifts and build trust.

- spiritual maturity
- **Resources are wasted** on programs that don't actually make disciples

For church leaders who want to be faithful stewards of their God-given mission, this approach is not optional—it is essential.

The GSE Advantage: Why This Program is Different

Focused on seeing the individual transformation as an interconnected system of processes.

Traditional Approach	The GSE SoulShift Approach
Focuses on knowledge and information	Focuses on who you are becoming —measuring outcomes, not just inputs
Studies Scripture in isolation	Integrates biblical truth with systemic thinking —seeing how your inner world connects to your outer life
May leave you feeling guilty about what you're not doing	Frees you from guilt -driven spirituality to experience authentic transformation
Applies principles individually	Applies shifts to your relationships, work, and community using practical Decalogue tools
Ends with the study	Leaves you with a personal transformation plan and ongoing practices
Treats self-sabotage as moral failure	Reveals self-sabotage as systemic blockage —identifying the underlying conflicts and mental models that must be addressed
Focuses on behaviour modification	Addresses root causes —using cause-and-effect logic to understand why we do what we do
Western theological frameworks	Rich, relevant cases drawn from Kenyan and East African leaders across sectors

Your 12-Week Learning Journey

You will progress through twelve interconnected modules, each building on the last. Every week combines deep biblical reflection with practical systemic tools from the Decalogue Management Methodology™, applied to your real-life challenges.

Phase 1: Shifting Our Relationship with God (Weeks 1-4)

Week 1: The Anatomy of Self-Sabotage

Core Question: *Why do we—even with great potential—undermine ourselves just before breakthrough?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Understanding Spiritual, Emotional, and Identity-Based Sabotage	Kenyan Leader Case: A successful Nairobi entrepreneur has built a thriving business but repeatedly sabotages key partnerships just as they are about to close. Patterns of fear, pride, and control emerge.	1. Self-sabotage is not moral failure—it is a systemic pattern with identifiable root causes. 2. The Bible is filled with leaders who self-sabotaged at the moment of greatest potential. 3. Moses striking the rock (Numbers 20): Anger and pride sabotaged his entry to the Promised Land after years of faithful service.
2	The Conflict Cloud: Diagnosing the Real Blockage	Family Business Example: A second-generation leader in a Mombasa family business feels called to expand but keeps hesitating, finding reasons to delay.	1. The Conflict Cloud process reveals the underlying mental models creating the blockage. 2. Surface-level problems ("I'm not ready") mask deeper conflicts ("I must honor my father's legacy AND forge my own path"). 3. A clearly defined conflict points directly to the solution—the "injection" that resolves it.

Week 1 Deliverables	Key Activities
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1	Using the Conflict Cloud template, diagnose a recurring pattern of self-sabotage in your life. Submit:	1. A clear statement of the situation 2. The undesirable effects you are observing 3. The core conflict you believe is causing the blockage
2	Required Reading & Resources	1. "The Anatomy of Self-Sabotage" (SoulShift Workbook, Week 1) 2. Scripture: Numbers 20:1-13; Matthew 4:1-11 3. Decalogue Methodology™ Guide to the Conflict Cloud 4. "Constraints in Human Systems" (Deming and Goldratt: The Theory of Constraints and the System of Profound Knowledge — Oded Cohen & Domenico Lepore)

Week 2: The Crisis of Identity

Core Question: *Who are you when no one is watching—and when everyone is?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Standing Firm in Who God Says You Are	Media Executive Example: A Kenyan television personality experiences massive public success but private emptiness. Offers pour in that require compromise, and the pressure to perform is relentless.	1. Identity crisis is the root of most self-sabotage. 2. Peter denying Jesus (Luke 22): After boasting he would never abandon Christ, Peter denied Him three times out of fear. His identity was in his performance, not in Christ's love. 3. Jesus faced the same temptation: "If you are the Son of God..." — the enemy always attacks identity first.
2	The Current Reality Tree: Mapping the Undesirable Effects of Identity Crisis	Church Leader Example: A young pastor in Kisumu struggles with insecurity, constantly comparing himself to more successful ministers. His ministry is stagnant, and he feels invisible.	1. The Current Reality Tree reveals the cause-and-effect of your "identity crisis" patterns. 2. What undesirable effects flow from a performance-based identity? 3. Seeing the system clearly is the first step toward transformation.

	Week 2 Deliverables	Key Activities
1	Build a Current Reality Tree that maps the cause-and-effect of your identity struggles. Identify at least five undesirable effects and trace them back to root causes.	
2	Required Reading & Resources	1. "The Crisis of Identity" (SoulShift Workbook, Week 2) 2. Scripture: Luke 22:54-62; Matthew 3:17, 4:1-11 3. Decalogue Methodology™ Guide to the Current Reality Tree 4. "Mental Models and Identity" (The Human Constraint — Angela Montgomery)

Week 3: The Trap of Comparison and Performance

Core Question: *Why do we measure ourselves against others—and how do we break free?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Breaking Free from Man-Made Validation	Startup Founder Example: A Nairobi tech founder constantly compares his traction to competitors. He makes impulsive decisions based on what others are doing, losing his unique edge.	1. Comparison is a form of the "seen to unseen" shift—moving from external validation to internal transformation. 2. The Rich Young Ruler (Mark 10): When Jesus told him to sell everything and follow, he went away sorrowful. His attachment to wealth and status blinded him to the divine invitation. 3. Performance-based spirituality is exhausting—and unbiblical.
2	The Future Reality Tree: Envisioning a Transformed Self	Corporate Manager Example: A senior manager at a Kenyan bank has achieved every career goal but feels empty. She realizes she has been performing for applause, not living from purpose.	1. The Future Reality Tree helps you envision what your life would look like if you were truly transformed from within. 2. What positive outcomes would flow from an identity rooted in God's approval? 3. Create a vision of your transformed inner life and the external evidence it would produce.

	Week 3 Deliverables	Key Activities
1	Create a Future Reality Tree that envisions your life free from comparison and performance. Map at least five positive outcomes and trace how they connect to a transformed identity.	

2	Required Reading & Resources	1. "The Trap of Comparison" (SoulShift Workbook, Week 3) 2. Scripture: Mark 10:17-27; Matthew 6:1-18 3. Decalogue Methodology™ Guide to the Future Reality Tree 4. "Moving from Hierarchy to Purpose" (From Silos to Network — Angela Montgomery)
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Week 4: Integration & Reflection Week

Core Question: *Where am I now, and what have I learned?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Personal Audit	Assess your progress across Weeks 1-3. Where are you experiencing a shift? Where is resistance strongest?	1. Transformation is a process, not an event. 2. Identifying resistance points reveals where the next layer of work is needed.
2	Group Sharing & Mentorship	Small group sessions with your mentor and peers to share insights and receive prayerful support.	1. Community is essential for sustained change. 2. Your story helps others see their own patterns.

Week 4 Deliverables	
1	Journal your reflections and share key insights with your mentor group.



"I went through SoulShift at my church this past year. It was the closest thing to what we used to call a 'revival.' What used to happen in ten consecutive days happened in eight consecutive weeks."

Keith Murimi
SoulShift Alumnus 2025

Phase 2: Shifting Our Relationship with Resources (Weeks 5-7)

Week 5: Fear, Delay, and the Illusion of Control

Core Question: *How does fear masquerade as wisdom—and keep us from our destiny?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Disarming Fear and Learning Divine Trust	Agribusiness Example: A flower farm owner in Naivasha senses God calling her to expand into export markets, but fear of failure keeps her frozen. She creates "reasonable" reasons to delay.	1. Fear is often dressed in spiritual language: "I'm waiting on God" can mask "I'm afraid to move." 2. The Israelites at the Edge of Canaan (Numbers 14): After spies reported on the land, the people rebelled in fear and refused to enter. A whole generation died in the wilderness—with the promise within reach. 3. The "illusion of control" is the belief that we can keep ourselves safe by playing small.
2	The Negative Branch: Anticipating What Fear Misses	Public Sector Example: A county government official in Western Kenya has an idea that could transform service delivery but fears political repercussions. She stays silent.	1. The Negative Branch tool helps you anticipate the unintended consequences of not acting. 2. What negative outcomes flow from letting fear make your decisions? 3. "Trimming" negative branches means identifying actions that prevent feared outcomes while still moving forward.

Week 5 Deliverables	
1	Using the Negative Branch tool, analyze a decision where fear has kept you stuck. Map the negative consequences of not acting, and identify how you could "trim" the risks of moving forward.
2	Required Reading & Resources

	1. "Fear, Delay, and Control" (SoulShift Workbook, Week 5) 2. Scripture: Numbers 14:1-4; 1 Kings 19:1-18 3. Decalogue Methodology™ Guide to the Negative Branch 4. "Identifying and Managing Constraints" (Moving the Chains — Domenico Lepore)
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Week 6: The Pride of Self-Preservation

Core Question: *How does pride hide behind protection and strategy?*

	Topic	Key Integrated Case Study	Key Takeaways
1	How Pride Disguises Itself as Wisdom	Family Business Example: A patriarch of a successful Kenyan family business refuses to bring in outside expertise, convinced that "no one can run this business like family." The business stagnates.	1. Pride is not always loud—it can be quiet, reasonable, and self-protective. 2. Saul Offering Sacrifice (1 Samuel 13): Instead of waiting for Samuel, Saul offered the sacrifice himself. His need for control cost him his dynasty. 3. Moses Striking the Rock revisited: Anger and pride are often twins.
2	The Conflict Cloud: Resolving the Pride-Humility Conflict	Church Leader Example: A senior pastor in Mombasa refuses to delegate, convinced no one else can preach "correctly." He is exhausted, and the church is not growing.	1. The Evaporating Cloud (Conflict Cloud) helps you resolve the apparent conflict between "protecting what I've built" and "releasing control to God." 2. What assumptions drive your self-preservation? Are they true? 3. Humility is not thinking less of yourself—it is thinking of yourself less.

	Week 6 Deliverables		
1	Build an Evaporating Cloud that diagnoses a situation where pride or self-preservation is blocking your growth. Identify the assumptions and challenge them.		
2	Required Reading & Resources	1. "The Pride of Self-Preservation" (SoulShift Workbook, Week 6) 2. Scripture: 1 Samuel 13:8-14; Numbers 20:1-13 3. Decalogue Methodology™ Guide to the Evaporating Cloud 4. "Logic and Mental Models" (Sechel — Domenico Lepore)	

Week 7: Integration & Reflection Week

Core Question: *What have I learned about fear and pride—and what's next?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Fear & Pride Audit	Review your work from Weeks 5-6. Where have you seen patterns of fear and pride? What breakthroughs have occurred?	1. Awareness is the beginning of transformation. 2. Identifying root causes allows for root-level change.
2	Group Sharing & Prayer	Share insights with your mentor group and receive prayerful support for the next phase.	1. Community holds us accountable to our growth. 2. Celebrating small wins builds momentum.

	Week 7 Deliverables		
1	Journal your reflections and identify one specific change you will make in response to what you've learned.		

Phase 3: Shifting Our Relationship with Others (Weeks 8-11)

Week 8: The Temptation of Shortcuts

Core Question: *How do we recognize counterfeit doors—and stay aligned with purpose?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Recognizing Counterfeit Doors and Staying Aligned with Purpose	Political Opportunity Example: A Kenyan professional is offered a high-profile advisory role with a politician known for corruption. The role offers influence, wealth, and	1. Temptation always offers a crown without a cross. 2. Jesus' Third Temptation (Matthew 4): "Bow down and worship me, and I will give you all the kingdoms." The shortcut to power—without the suffering, without the cross. 3. Daniel in Babylon (Daniel 1-6): Daniel served powerful, corrupt kings without

		access—but requires compromise.	compromising his loyalty to God. His motivation was faithfulness, not advancement.
2	The Unrefusable Offer: Crafting a Life You Won't Sell	Corporate Executive Example: A Nairobi-based regional director for a multinational is offered a promotion that requires relocating to a country with restricted religious freedom. The money is life-changing.	1. The Unrefusable Offer framework helps you design a life proposal that resolves your deepest conflicts. 2. What is the "offer" you are making to God with your life? 3. Scripture: "I will not sell my soul for a seat at man's table when God has already prepared one before me in the presence of my enemies." (Psalm 23:5, paraphrased)

	Week 8 Deliverables		
1	Using the Unrefusable Offer framework, craft a personal statement of what you will not compromise—and what you are saying "yes" to instead.		
2	Required Reading & Resources	1. "The Temptation of Shortcuts" (SoulShift Workbook, Week 8) 2. Scripture: Matthew 4:8-11; Daniel 1-6; Psalm 23:5 3. Decalogue Methodology™ Guide to the Unrefusable Offer 4. "Creating Unrefusable Offers" (Quality, Involvement, Flow — Angela Montgomery & Domenico Lepore)	

Week 9: The Power of Submission and Process

Core Question: *How do we embrace God's pace, pruning, and preparation?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Embracing God's Pace, Pruning, and Preparation	Tech Entrepreneur Example: A Kenyan startup founder is frustrated by slow growth. He considers taking funding from investors whose values conflict with his faith.	1. God's promotion comes through process—waiting, pruning, testing. 2. Joseph in Egypt (Genesis 39-41): Joseph could have used political power for revenge or shortcut. Instead, he feared God and remained pure. His motivation was God-consciousness and long-term vision. 3. Gideon (Judges 6-7): Gideon's insecurity and repeated requests for signs could have delayed his destiny. God is patient with the insecure, but calls us to trust.
2	The Prerequisite Tree: Identifying Every Obstacle to Your Transformation	Ministry Leader Example: A young worship leader in Kisumu feels called to national influence but keeps hitting the same walls. She doesn't know what she doesn't know.	1. The Prerequisite Tree identifies every obstacle standing between your current reality and your transformation goal. 2. For each obstacle, you must identify an intermediate objective and a condition for its achievement. 3. Transformation is a path, not an event.

	Week 9 Deliverables		
1	Build a Prerequisite Tree for one key area of transformation in your life. Identify at least five obstacles and the intermediate objectives required to overcome them.		
2	Required Reading & Resources	1. "The Power of Process" (SoulShift Workbook, Week 9) 2. Scripture: Genesis 39-41; Judges 6-7 3. Decalogue Methodology™ Guide to the Prerequisite Tree 4. "Process Thinking" (Deming and Goldratt — Cohen & Lepore)	

Week 10: The Soul That Overcomes

Core Question: *What does it mean to walk in victory, fruitfulness, and divine confidence?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Walking in Victory, Fruitfulness, and Divine Confidence	Legacy Example: A Kenyan business leader nearing retirement wants to leave a legacy of integrity and impact, not just wealth. He is mentoring younger leaders and investing in kingdom causes.	1. Overcoming is not the absence of struggle—it is the presence of faithful persistence. 2. Peter's Restoration (John 21): After his denial, Jesus restored Peter and gave him a new assignment: "Feed my sheep." Failure is not final. 3. Elijah's Burnout (1 Kings 19): After a great victory, Elijah fled in fear and wanted to die. God restored him—but Elisha was anointed to carry on. Even great leaders need renewal.
2	The Transition Tree: Sequencing Your Path	Personal Application: You have diagnosed, envisioned, and planned. Now—how do you actually walk it	1. The Transition Tree sequences the specific actions required to move from where you are to where God is calling you. 2. Effective implementation anticipates obstacles and "trims" negative branches

	Forward	out, day by day?	before they occur. 3. Victory is built through daily faithfulness, not dramatic moments.
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	Week 10 Deliverables		
	Build a Transition Tree that sequences the key actions for your transformation over the next 90 days.		
	Required Reading & Resources	1. "The Soul That Overcomes" (SoulShift Workbook, Week 10) 2. Scripture: John 21:15-17; 1 Kings 19:1-18 3. Decalogue Methodology™ Guide to the Transition Tree 4. "Continuous Renewal" (The Human Constraint — Angela Montgomery)	

Week 11: Integration & Reflection Week

Core Question: *Where am I now—and what's next?*

	Topic	Key Integrated Case Study	Key Takeaways
1	Full Journey Audit	Review all your work across Weeks 1-10. Map your transformation journey: where you started, key breakthroughs, remaining growth areas.	1. Seeing your journey helps you appreciate how far you've come. 2. Remaining growth areas become the next season's focus.
2	Group Sharing & Commissioning	Share your journey with your mentor group. Receive prayer, encouragement, and commissioning for the next season.	1. The community celebrates your transformation. 2. You are sent, not just finished.

	Week 11 Deliverables		
1	Prepare a 5-minute testimony of your SoulShift journey to share with your cohort.		

Phase 4: Launching Your Transformed Life (Week 12)

Week 12: Capstone—Your Personal Transformation Plan

Core Question: *How do I sustain this transformation for the rest of my life?*

	Topic	Activity	Output
1	Capstone Presentation	Present your complete transformation journey to mentors and peers.	A complete Personal Transformation Plan including: • Your seven-shift self-assessment across all areas • Key insights and breakthroughs from each phase • Your Conflict Cloud diagnoses of core issues • Your Future Reality Tree vision of transformation • Your Unrefusable Offer—what you will not compromise • Your Prerequisite and Transition Trees for ongoing growth • Your ongoing practices and disciplines • Your shepherding commitment—who you will now disciple • Your community integration plan

	Week 8 Deliverables		
1	Submit your complete Personal Transformation Plan and deliver your Capstone Presentation.		
2	Required Reading & Resources	1. "Sustaining Transformation" (SoulShift Workbook, Week 12) 2. Scripture: Review of all key passages 3. Review of all Decalogue tools 4. "Living as a Transformed Leader" (Sechel — Domenico Lepore)	



"The Conflict Cloud alone has transformed how I diagnose my spiritual struggles. I used to just feel guilty about my patterns of fear. Now I can see the structure underneath—and address the root, not just the symptoms."

David Ochieng,
Nairobi, LSC Alumna 2025

Tangible Outputs

A credential from the Centre for Religion and Society Transformation at the Graduate School of Entrepreneurs, recognizing your completion of this intensive 12-week journey. By the end of this program, you will have:

1. A complete **Personal Transformation Plan** ready for implementation
2. A **portfolio of systemic tools** (Conflict Cloud, Reality Trees, Prerequisite Trees, Unrefusable Offer) applied to your spiritual journey
3. A **self-assessment** across all seven SoulShifts
4. A **network of peers** committed to ongoing transformation
5. **Alumni access** to the CIRMI Entrepreneurial Network and Centre for Religion and Society events



Learning Methods

This program is designed for busy church leaders. Each week combines:

	Method	Description
1	Interactive Video Teachings	Short, focused videos introducing the week's SoulShift and systemic tool, with real-world examples from East Africa
2	Scripture Study Guides	Guided exploration of biblical foundations for each shift, with reflection questions
3	Systemic Tool Application	Hands-on exercises applying Decalogue tools to your spiritual journey
4	Self-Assessment Diagnostics	Tools to understand your patterns of fear, pride, identity, and self-sabotage
5	Weekly Mentor Huddles	Live small-group sessions with trained facilitators to workshop your specific challenges
6	Peer Learning Circles	Engage with a diverse cohort of leaders facing similar spiritual formation challenges across industries
7	Personal Reflection Journal	Structured prompts for recording insights and breakthroughs each week
8	Capstone Presentation	Share your transformation plan with the community

What You'll Take Away

Spiritual Outcomes

	Outcome	You Will Be Able To...
1	Rooted Identity	Stand firm in who God says you are, free from the need for human validation

2	Freedom from Performance	Move from guilt-driven religion to life-transforming relationship
3	Discerning Spirit	Recognize counterfeit doors and stay aligned with divine purpose
4	Emotional Mastery	Understand and respond to fear, anger, and pride before they sabotage destiny
5	Sustainable Calling	Build practices that sustain you through the long journey of leadership

Practical Outcomes

	Outcome	You Will Be Able To...
1	Systemic Self-Diagnosis	Use the Conflict Cloud to identify core conflicts blocking your spiritual growth
2	Root Cause Analysis	Apply Future Reality Trees to map the cause-and-effect of self-sabotaging patterns
3	Strategic Transformation Planning	Use Prerequisite and Transition Trees to design your personal transformation path
4	Unrefusable Offer for Your Life	Craft a vision for your future that resolves your deepest conflicts
5	Measurable Growth	Track your progress across seven biblical SoulShifts

Learning Requirements & Assessment

To earn the Certificate in SoulShift Program (SSP), you must:

1. Complete all module work by stated deadlines
2. Actively participate in course discussions, reflections, and mentor huddles
3. Complete all weekly deliverables
4. Submit a passing **Personal Transformation Plan** that demonstrates application of Decalogue tools to your context

The GSE SoulShift Program Key Facilitators

Our faculty brings together decades of experience in systemic management, the Decalogue Methodology™, and spiritual formation across five continents. They are not just academics—they are practitioners who have worked with leaders and organizations around the world to build strategic capability and spiritual depth.



[Domenico Lepore](#)

Domenico Lepore is a physicist, management thinker, and co-creator of the Decalogue Management Methodology™. For over 30 years, he has worked with organizations across Europe, North America, and Africa to embed systemic thinking into daily practice. His books, including *Moving the Chains and Sechel*, have transformed how leaders understand complexity and constraint. A former student and collaborator of Dr. W. Edwards Deming, Domenico brings unparalleled depth to the question of what it means to develop and execute strategy in complex systems. His contribution to SoulShift focuses on how systemic logic reveals the hidden constraints in our spiritual lives.

Co-creator of the Decalogue Management Methodology™



[Angela Montgomery](#)

Angela Montgomery is a cognitive scientist, organizational consultant, and author who has spent three decades helping leaders build organizations that function as networks rather than hierarchies. Her work integrates insights from cognitive science, complexity theory, and the Theory of Constraints into practical tools for daily leadership. Angela's books, including *The Human Constraint* and *From Silos to Network*, are studied by leaders around the world who seek to build organizations that are both humane and high-performing. Her focus on the "human constraint"—the mental models that limit what we can see and do—is central to SoulShift's approach to spiritual transformation.

Co-creator of the Decalogue Management Methodology™



[Giovanni Siepe](#)

Dr. Giovanni Siepe is a management consultant and practitioner of the Decalogue Management Methodology™ with extensive experience across Europe and Africa. He specializes in helping CEOs and leadership teams apply systemic thinking to strategy execution, organizational design, and performance improvement. Giovanni brings a pragmatic, results-oriented approach to strategic development, grounded in decades of hands-on consulting experience with organizations ranging from manufacturing firms to financial institutions to public sector agencies. In SoulShift, he helps leaders translate spiritual insights into practical, sustainable action.

Co-creator of the Decalogue Management Methodology™



[Hannah Adari](#)

Hannah Adari is a spiritual formation coach and program designer with over a decade of experience leading discipleship initiatives across Kenya. She specializes in helping leaders move from burnout to breakthrough, integrating spiritual disciplines with emotional health and practical wisdom. Hannah leads the Centre for Religion and Society Transformation, overseeing SoulShift cohorts and mentor development. Her heart is to see leaders flourish—not just in their careers, but in their souls.

Program Lead, Centre for Religion and Society Transformation



Josiah Oduor is a leadership formation specialist with deep experience in marketplace ministry and spiritual mentoring across East Africa. He leads the Graduate School of Entrepreneurs with a vision to raise leaders whose inner transformation matches their outer influence. Josiah's teaching integrates biblical depth with practical wisdom for leaders navigating the complexities of African business, politics, and society. He is the primary architect of the SoulShift curriculum, ensuring it speaks directly to the challenges and opportunities facing Kenyan and East African

The GSE Experience

Beyond the Classroom

Your journey with GSE does not end after twelve weeks. When you complete the SoulShift Program, you become part of something larger—a community of leaders committed to building lives and organizations that work better for everyone.

What you can expect:

- 1 **Deep personal engagement:** Small cohort sizes ensure that every participant receives individualized attention and feedback in a supportive environment.
- 2 **Practical tools you use immediately:** Every concept is paired with a tool you can apply to your real spiritual challenges, starting Week 1
- 3 **Peer learning that lasts:** The connections you build with fellow church leaders facing similar challenges become a lasting network of support and collaboration.
- 4 **Faculty accessibility:** Our faculty are not distant experts—they are practitioners who engage directly with your questions and challenges.

A Supportive Environment

We understand that personal transformation and leadership requires more than just content—it requires a container where you can be vulnerable, ask honest questions, and explore your doubts without judgment.

The SoulShift Program is designed to provide that container: small groups, skilled facilitators, and a cohort of other professionals who will become your trusted peers.

A Global Network: The Decalogue Network

When you complete the SoulShift Program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management and holistic transformation.

The network includes:

1. **Practitioners across five continents** who apply Decalogue tools in diverse contexts
2. **Ongoing learning opportunities** including advanced programs, workshops, and peer gatherings
3. **Access to new research and tools** as they are developed
4. **A community of support** when you face your toughest strategic challenges
5. **Connections** to leaders around the world facing similar journeys

Leaders in the Decalogue Network include CEOs of multinational corporations, founders of high-growth startups, public sector leaders, social entrepreneurs, and ministry leaders. What unites them is a shared commitment to building organizations and lives that are both effective and humane—and deeply rooted in faithful obedience to God.



Next Steps

When you complete the Women In Transformative Leadership Program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management.

For Individuals

The SoulShift Program is delivered fully online, making it accessible to leaders across East Africa and beyond.

- Prepare your application including a brief personal statement about your leadership journey and what

For Organisations

Organizations that invest in the inner transformation of their leaders outperform those that focus only on skills and strategy. The SoulShift Program is an effective way to build spiritual and emotional depth across your leadership team.

you hope to achieve

- Submit your application by the deadline
- Join an information session (optional) to meet faculty, hear from alumnae, and ask questions
- Complete your enrollment and begin your pre-program preparation, including access to pre-reading and self-assessment tools



- Volume booking discounts available
- Custom programs tailored to your specific context
- In-house options for leadership teams
- Measurable impact on your effectiveness

CONTACT US



"I came with a spiritual blockage that had bothered me for years. I left with a complete transformation plan, a logical framework I could walk out daily, and the confidence that God was actually meeting me in my process. This program didn't just teach me about transformation—it gave me my path forward."

Elder Grace Mwangi,
Mombasa Alumnus 2025

Programmes for Organisations

Develop Your Church's Leadership Capacity

Evidence indicates that churches with aligned, systemic leadership significantly outperform their peers in every measure of health and growth. The Leading Systemic Change program is an effective way to invest in your church's future.

Our bespoke solutions include:

1. **Volume booking discounts** available for multiple participants from the same church or denomination
2. **Custom programs** tailored to your specific denominational context
3. **In-house options** for church boards and leadership teams
4. **Measurable impact** on your church's effectiveness and unity

For more information about bespoke solutions for your church or organization, please contact: africa@crystalperk.com



Bespoke Business Solutions: Custom Programs for Your Organization's Unique Strategic Context

Every organization faces unique strategic challenges. We integrate a range of components into a bespoke and powerful learning experience to deliver your desired outcomes.

Our bespoke solutions include:

1. **Customized curriculum** addressing your organization's specific strategic challenges
2. **Industry-specific case studies** drawn from your sector
3. **In-person or blended delivery** options
4. **Leadership team alignment** sessions
5. **Ongoing coaching and support** for participants as they execute strategic initiatives

We have collaborated on executive education solutions for organizations across Africa, including:

- Financial services institutions
- Manufacturing and agribusiness companies
- Technology and fintech firms
- Professional services organizations
- Public sector agencies
- Non-governmental organizations
- Family businesses preparing for next-generation leadership

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