



Hikari Inc

Shedding Light On Human Potential

“Human Potential Applied
Is For the Most Part Limitless”

Leadership Accelerate Technology Design

COMPANY PROFILE ●



Letter from Jacob,

Hello,

We are so glad that you are considering going on this adventure with us, Hikari Inc. We love adventures and being a part of great stories such as yours. This reminds me of a story when someone became a part of my adventure. I remember the frustration in my final High School year, trying to study and not being able to recall anything. I wondered what's the point of studying. Perhaps that's just like you, that there are times when you've felt stuck or just not having clarity on the next step, or simply wanting to give up.

As I walked home from the study that day, I bumped into the Deputy Headmaster who said, 'I have seen you go to the study everyday, it will pay off.' I expressed my frustrations, my pain and my plan to throw in the towel. He encouraged me, 'Do not stop, your efforts will not go to waste!'. I committed & purposed it not to give up, the rest is history.

Years later, I reflect on the lesson and wisdom learnt, not to give up and that every bit of effort counts even when it doesn't make sense. I now really believe that the key to succeeding in life is not because we're smarter, faster or stronger...

But it's in having people who have gone before, like parents, teachers, a colleague, whose experience has been shaped differently to ours, to help guide and point us to opportunities that could have otherwise been missed. This helping hand from others, combined with discovering your God given Purpose and Calling, having a clear Vision that you commit to with all your heart, mind, body and soul, once these ingredients are combined, there is no stopping you from achieving your goals and dreams.

We, Hikari Inc are passionate about helping leaders, whether, just starting off, in the middle or seasoned in business, because there are times in life where we all feel, we're not growing, we feel fearful, or we just don't know how to take the next step. It's in those moments it counts to have someone to help and remind us of our purpose, our reason for existence.

Hikari Inc is there to help you in your journey, this adventure you are on, to move you from success to significance by sharing with you our combined experience and expertise that will help you go further faster.

With my very best,

Jacob & Team



Why Business Acceleration?

The failure rate of start-ups has fallen considerably over the years. This is great news, but it begs the question, 'Why?'. More than ten years ago, more than 80% of US start-ups didn't make it past year 3. A lot in Zimbabwe don't make it past a few months after company registration. Most succumbed to the J-Phenomenon or more aptly called the Death Valley by the Japanese, that's business failure within the first 3 years.

Several factors can be attributed to the turnaround. Access and availability of information online, more readily available funding options, advancement in technology, just to mention a few. However, the single most notable factor has been the rise of dedicated business mentorship and incubator accelerator programmes. EY points out that 70% of businesses that receive 'coaching' make it past year 5. Even with adequate funding, information and technology, if a business does not have good guidance through mentorship, it can succumb to start-up pitfalls.



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Our business, why we exist

Hikari Inc exists to inspire, equip and develop leaders to go further faster, propelling them and their organizations to move from a place of success to significance while leading with integrity.

Our vision is to see leaders impact purposefully beyond their own business, organization or field, to communities and society at large, using dynamic agile business strategies & tools integrated with technology. Through engagement, consultation and training, leaders are challenged to go beyond their frame of thinking and motivated to take bold action that brings personal transformation, inevitably permeating into other areas of business & life.

In a world where Technology and Digital Communication have become an integral part of our lives, Hikari Inc believes that for companies and organizations of the digital age to thrive, they need to deconstruct the traditional business set-up, structures and leadership paradigms. These need to be reconstructed with agile methodologies and digital business frameworks that give reach and capabilities beyond the traditional models. Agility is key and dynamic strategies that respond timely and or ahead of market disruptions.

Raison d'être



Our business, why we exist

As technology continues to become an underpinning factor of success for businesses, the world demands that we get a handle of this as a continent. Hikari Inc has a keen interest to see Africa develop, 'Rise' and take up its place to impact and make a significant contribution on the world stage. This cannot be realized without a heart of generosity, sharing and a common universal vision to see our communities prosper through businesses of integrity. We exist to create the connection and enable such leadership and businesses.

What we do

Hikari Inc is passionate about developing purpose driven leaders who desire to impact beyond themselves while running profitable growing businesses. For the most part applied human potential is limitless, and we are all about shedding light on human potential. Through our business framework, we take leaders to the next level of success and performance.



Our three business pillars, Hikari Leadership, Hikari Accelerate and Hikari Technology Design, work together to bring out the best in the leader and their organization by providing modern and effective tools, principles and strategies for businesses, through Dynamic Leadership Training, Business Development and Consulting.



Hikari Leadership

helps leaders get unstuck, find clarity and progress to the next level no matter the stage of growth their business is in. Through training, equipping and consulting, leaders at any level are inspired and motivated to maximise their performance and lead with integrity in a rapidly changing and fast paced business environment. Using powerful proprietary & international leadership training tools, potential is unlocked to go beyond bottom line and business survival to impacting communities and society at large.

- We have developed proprietary Leadership Training, Strat Living on Purpose Everyday (SLOPE) that unlocks leadership potential through discovery of ones Purpose, Calling and using their Strengths to achieve their Vision through effective Goal setting.
- As part of our leadership training, we offer strengths assessment and coaching. This powerful tool involves each individual doing an online assessment that produces a report of the leaders top five strengths. This is followed by a one-on-one strength coaching session by our Gallup Strengths Certified Coach to help you unleash how you uniquely achieve success. This will then be followed by a team training session on how best to work with each other using your strengths.

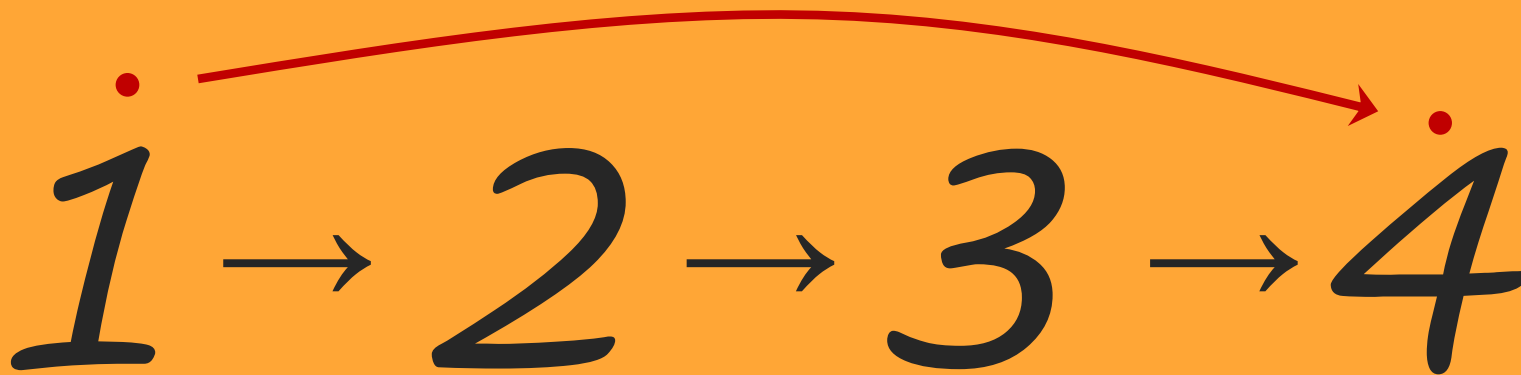


- Hikari Leadership employs a vast array of proprietary, licensed and customized products to help your business thrive. Some of these include:
 - How to master your productivity through Time Box Calendar planning and do away with running life from a to do list,
 - How to hire for success, getting the right people on the bus,
 - Miro Online Creative Brainstorming and planning,
 - Assessing your digital status and needs, and creating a powerful Digital Suite for your business,
 - Strategic engagement and planning etc.

Everything rises & falls on leadership



Hikari Accelerate is our Start-up Incubator Accelerator that helps businesses from start to momentum by envisioning, equipping, and creating infrastructure for the start-up businesses to succeed in the shortest lead time. For any start up or business that's gaining momentum, the right dynamic strategies at the right time are imperative for success, that is why Hikari Accelerate takes the start-up business and lends them the leadership experience they need to get through the J- Phenomena where most of business start-ups in Zimbabwe drop out of the game. Most businesses in today's world are generally stuck with antiquated business models, leadership paradigms and strategies that are not agile and or dynamic enough for the rapid moving and transient digital age we live in. Hikari Inc challenges business leaders to agility and to develop a dynamic leadership style that transcends outdated business practices.



Hikari Technology Design

is the highly innovative arm of the business that is currently developing capabilities to create technologies and infrastructure to power client and partner businesses and systems aligned to the digital era. Any business without a digital strategy and digital suite will be left behind in the age of AI, Big Data, algorithms and the ever-growing online communities. Hikari Inc is positioning to take you and your business to tomorrow through Technology Design, 'the practice of creating technology products, services and environments, a key process of innovation and development.'

Community Impact in the Tech space

Our Technology Design function of the business will be greatly underpinned by TeseCoding our Non-Profit Organization/Private Volunteer Organisation that sponsors and gives scholarships for Software Development Training and Leadership Training specifically for girls and women. A portion of the budget is set aside specifically for underprivileged girls and women.

It is observed, when you teach and empower a man to fish, he goes away fed, but when you teach and empower a woman to fish, she feeds a village. It's in line with this thinking that we want to play our part in empowering women and the underprivileged in our communities for the greater good.



Our Team

The Hikari Leadership Team consists of Jacob Ngandu, Chanetsa Mukahanana, Marlene Mhangami and Joyce Mutangara, with combined vast business & entrepreneurial experience locally and abroad, having run, started and played key roles in various companies and organisations. This diverse team is passionate about developing leaders of integrity and creating novel technologies that will catapult businesses and communities in Africa to pursue purpose driven progress and development. This team is underpinned by strategic partnerships with professionals from various industries, Lawyers, Chartered Accountants, Actuaries, Creative Marketers, Digital Media Experts, Team Building Coaches and other leaders of industry & organisations.

We really believe, that for ideas to flourish, bringing like minded powerful visionary and strategic minds, with a passion for growth, innovation and to uplift their neighbour, we, as a people, as a continent will thrive.



The Hikari Offer

Because we understand that great progress is made when great minds come together for the purposes of advancement, it is our privilege to partner with you in this cause and to help you and your business or organisation move forward. Our team will provide:

1. Leadership expertise and experience in business.
2. Expert knowledge and advise in various areas, Legal, Finance, Marketing, Operations etc.
3. Leadership training using powerful business tools such as: SLOPE Purpose Frameworks and Processes, Strengths Assessment and Coaching, Leadership and Team Strengths Alignment, 360 Leadership Assessments, Leadership Team Development and other customised business tools.
4. Outside the box thinking in tackling problems, opportunities and producing innovative solutions.
5. Borrowed experience as you journey in your business.
6. Networking opportunities through our Strategic Partners.



Terms of Engagement

The Business - Client

1. **Equity** - In exchange for Leadership and business input Hikari Inc asks for between 7-20 % of equity depending on the nature of business and terms. This is to be detailed on engagement.
 1. The business has right of first refusal on equity at Hikari Inc's exit from the business.
2. **Revenue share** - The business shares 2% of monthly or quarterly revenues with Hikari Inc.

The Accelerator - Hikari Inc

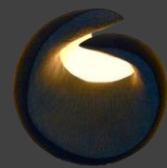
1. **Team** - Core leadership team will comprise of Jacob Ngandu working with Joyce Mutangara and Kelvin Chamunorwa a strategic partner for consultation and facilitation.
2. **Decision making** - Hikari Inc does not interfere with decision making for the business, this is left to the directors. Hikari Inc's key role being business and leadership mentoring.
3. **Services and Mentorship** - Provide the service as outlined in the 'Hikari Offer' by structuring a programme commensurate with the business's needs at specific times.



Next steps

1. **Engagement meeting** - Should the business wish to engage Hikari Inc, an engagement meeting to be set to put in place the formal terms of engagement.
2. **Documentation** - Hikari Inc & the business to draw up the terms for signing.
3. **The business' Core Team** - The business to elect the key contact with Hikari Inc. and set the core leadership team for engagement and training of not more than 4 people.
4. **Hikari Inc's Core Team** – Hikari Inc to introduce their Core Team for the business.
5. **Engagement** - The key contacts to engage and initiate.





Hikari is light... the Light was good...

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