



AFRICAN  
MANAGEMENT  
INITIATIVE

Empower Your People | Build Your Business | Lead Africa



# Management Development Programme: Empower your People

4-6-month programme for team leaders to middle-level managers to learn how to effectively manage and empower their teams

## Why Enrol in this Programme?

Team leaders and middle-level managers are the engine of organisational growth. But they often struggle with the basics of communication, motivation and staff empowerment. Traditional training courses are heavy on theory, but rarely lead to real change and improved performance. AMI's 'Manager Development' programme is different. This intensive 4-6 month programme combines high-impact workshops with online learning and on-the-job feedback and practice to ensure training translates into real results.

## Learning Objectives:

- Influence without needing to be an authoritarian
- Plan and communicate effectively with your team
- Empower your team to take responsibility for their work
- Coach and enable your people to learn and grow
- Build a culture of ownership and a passion for performance

## Month 1

### Learning Lab (1-day): Building Empowerment

How do I get my people to take ownership and get their work done?

#### Topics/Courses covered:

- Influencing without authority
- Empowering your people
- Effective Communication
- Enabling Your People to Perform
- Goal-setting and planning

## Month 2

### Learning Lab (1-day): Difficult Conversations

I told them what to do but *they didn't do their work* – now what?

#### Topics/ Courses covered:

- Feedback
- Difficult Conversations
- Influencing Others
- Problem-solving
- Motivating your People

## Month 3

### Learning Lab (1-day): Changing Behaviours

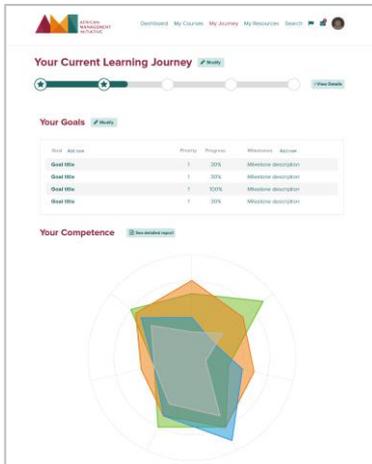
How do I ensure my people are learning and growing?

#### Topics / Courses covered:

- Coaching and mentoring
- Embedding behaviour change
- Personal Productivity
- Self-Management & Stress

## How it Works | AMI's Approach

AMI will deliver the 'Manager Development' programme in-house at your company with your Team Leaders and/or middle-level Managers. Our unique blended-learning approach combines lively interactive in-person workshops with individual online study, practical team-based activities and the chance to practice on the job.



To ensure learning continues outside of workshops, we will create a private, branded, online 'Learning Academy' for your organisation's own 'Manager Development' cohort. The Academy hosts the learning modules, tools, toolkits, case studies and customised material specific to your organisation's learning needs.

- Branded 'Academy' on Africa's first social learning platform
- Unlimited access to 50+ learning modules (and 3,000+ tools) with certificates
- Courses cover topics including: managing people, customers & markets, finance, projects, and how to start a business
- Access to iCoach, AMI's online performance management tool to track learning and performance
- Affordable and scalable
- Customised content and toolkits that incorporate client-specific material
- Data-rich feedback on learner progress and performance

## About AMI | Transforming African Management

The African Management Initiative (AMI) helps organisations across Africa build motivated, productive and effective workforces through our unique learning and transformation programmes, delivered via web, mobile and in-person workshops. We work with managers and entrepreneurs on building key business management skills, and have partnerships with numerous organisations on work-readiness programmes for young people entering the workforce.

More than just courses, AMI programmes are catalysts that can transform the day-to-day business practices of your organisation. Unlike traditional training, AMI uses experiential and action learning to get learners using tools and practicing new skills in

real-time. The focus is on getting people to adopt new habits and practices, and to apply them systematically with their teams. The results are improved ownership, accountability, collaboration and performance.

AMI has developed over 50 practical business modules – including over 3,000 tools – with Africa's leading business schools and global experts on adult learning. Our world-class content is combined with coaching, action-learning projects and networking tools to ensure that employees apply what they learn on the job and hold each other accountable to the highest standards of performance and responsibility.

## Experience AMI and transform your business

To learn more, visit our [website](http://www.africanmanagers.org), watch a short video about [who we are, what we do and why](#), or read about AMI in the news on [Euronews](#), [CNN](#), [Financial Times](#), [AllAfrica](#) and [Kenya's Business Daily](#).



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