



AFRICAN  
MANAGEMENT  
INITIATIVE

Empower Your People | Build Your Business | Lead Africa

# Leadership Development Programme: Transform Your Organisation

8-12-month programme for senior managers and leaders to build a culture of ownership, empowerment and performance

## Why Enrol in this Programme?

Senior leaders set the organisation's culture and are the role-models for more junior managers. But they often struggle to effectively empower their people and lead change in their organisation. Traditional training courses are heavy on theory, but rarely lead to real change and improved performance. AMI's 'Leaders Programme' is different. This intensive 8-12 month programme combines high-impact workshops with online learning and on-the-job feedback and practice to ensure you see real transformation and results.

## Learning Objectives:

- Lead by influence rather than authority
- Empower your team to take responsibility for their work
- Build a culture of ownership and a passion for performance
- Transform a key part of your business to unlock performance
- Coach and enable your team to learn and grow

## PART 1 (4-6mo)

### Become a Great Leader

- 3 1-day workshops (every 6 weeks), focused on foundational leadership and management skills
  - #1 – Building Empowerment
  - #2 – Having Difficult Conversations
  - #3 – Changing Behaviours
- Continuous learning and application with online tools and toolkits in-between workshops
- Action Learning Project – working in teams to identify strategic projects to transform the organisation

## PART 2 (4-6mo)

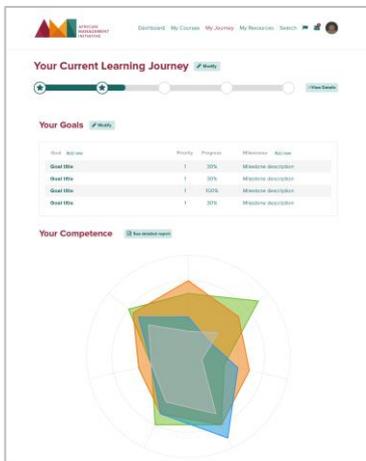
### Transform your Organisation

- 3 1-day workshops (every 6 weeks), focused on leading the organization and effective change management
  - #4 – Building Effective Teams
  - #5 – Building a Great Organisation
  - #6 – Embedding Organisational Change
- iCoach online tool to monitor learning and performance improvements
- Action Learning Project – presenting strategic projects to senior executives/Board and getting ready for implementation



## How it Works | AMI's Approach

AMI will deliver the Leadership Development Programme in-house at your company with your senior and executive-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 'Leadership 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](#).



<http://www.africanmanagers.org>  
[info@africanmanagers.org](mailto:info@africanmanagers.org)

**Head Office – East Africa**  
Nairobi, Kenya  
+254 20 525 9561

**Southern Africa**  
Johannesburg, South Africa  
+27 11 568 2664