



AMANI LEADERSHIP & MANAGEMENT FOR IMPACT PROGRAM



AMANI INSTITUTE

The Amani Leadership and Management for Impact Program is a 5-month, modular, training & development program which aims to build business and leadership skills in managers within small and growing businesses across East Africa.

The program focuses on developing mindsets, skills, and knowledge required to create positive impact across three levels: self, team, organisation.

It is an inspiring and highly engaging learning program combining classroom-based courses, business application, online learning, as well as a strong emphasis on networking and peer support.





WHY THIS PROGRAM

Small and growing businesses (SGBs) are global engines of shared prosperity: they drive growth, promote sustainability, and support equity around the world.

However, unlike many medium-sized companies, SGBs often lack access to the financial and knowledge resources required for growth. Further, many SGBs are faced with a "Talent Challenge", a finding that also gets highlighted in the ANDE Impact Report: "Once SGBs have reached a certain size and maturity, often their biggest challenge is building a team that is able to manage their next step to scale. Recruiting the right candidates, developing current staff, and retaining the team are all key challenges."

Further, as another report Education for the 22nd Century points out, there are gaps consisting of soft skills such as:

- Determination and decision-making,
- Communication skills,
- Leadership and
- Management,
- Entrepreneurial and critical thinking,
- Ability to work in a team.

Amani Institute developed the Amani Leadership & Development For Impact program to address this challenge by focusing on leadership and management skills for middle and senior managers, with the aim to develop the skills necessary to manage SGBs both in the present and in a rapidly changing future world.

The ALMI program is sponsored by the Argidius Foundation and further supported by the Aspen Network for Development Entrepreneurs (ANDE).



WHO SHOULD PARTICIPATE

The program is targeting middle and senior managers of small and growing businesses across East Africa. We are not targeting founders or CEOs, but their (extended) leadership team as well as any high potential management talent in the organisation. The program is open to organisations in all industries.

The organisations we have worked with to date come from diverse industries such as; Agriculture, Manufacturing, Energy, Health, Real Estate & Development, Retail, etc. The organisations are a mix of traditional for profit but also social enterprises, ranging between 5 - 200 employees.

ORGANISATION PROFILE

Target Organisation Profile

If you can answer the majority of the questions below with yes, then this program is definitely suited for your organisation.

- Are you a commercially viable business with 5 to 250 employees?
- Does your company currently have 3 or more managers?
- Does your organization have the ambition and the potential to expand significantly within the next 1-3 years?
- Do you believe that investing in your managers is a key success factor to scale your business?

Employer commitment

- Allow participant to attend all 5 core modules in person. (9 classroom days spread across 5 months; 50% of which are on Saturdays)
- Offer support, feedback and guidance, particularly around the implementation of the business innovation project.
- Participate in program evaluation surveys.

PARTICIPANT PROFILE

Some of the participants we have had in the past have been senior and mid level managers within small and growing businesses holding roles such as General Managers, Country Managers, Head of Departments, such as Marketing, Sales, Production, etc.

Eligibility

Every middle and senior manager who meets the following criteria is eligible to apply for the program:

- You work for a small and growing enterprise (SGB) based in East Africa.
- You have either people management responsibilities and/or are responsible for a client portfolio.
- You have strong motivation to learn and develop yourself further and take your organisation to the next level.
- You have the approval to attend the program from your line manager or leadership team.

Participant commitment

- Attend all the 5 core modules in person (9 classroom-days spread across 5 months; 50% of which are on Saturdays)
- Share and apply your learnings internally within your organisation.
- Implement a business innovation project in the organisation.
- Be an active member of the ALMI learning community across East Africa.



CURRICULUM

A curriculum that focuses on building practical skills one needs to succeed.

OBJECTIVES

The program aims to develop mindsets, skills, and knowledge required to create positive impact across three levels: self, team, organisation.

THREE CORE PILLARS

Leading Self

Who am I as a leader?
What is my leadership style? What are my strengths?

Leading Others

How do I create an environment where people can thrive?

Leading the Business

How does my organisation create value? How can I best solve problems? How do I help scale my organisation?

We also offer additional elective courses over the duration of the program where participants can select from a diverse range of evening classes which one they can participate in.

PROGRAM STRUCTURE

This 5-month intensive training & development program comprised of the following elements:



5 core classroom modules

Build skills and expertise

The classroom modules cover essential skills for middle and senior managers:

- Strategy
- Design thinking
- Communication
- Problem-solving
- Decision making
- People management,
- Presentation skills
- Coaching

These skills will be developed during five 2-day workshops that are scheduled over the five months of the program. All classes will be highly experiential and hands-on. The focus will be on practical exercises and working in diverse teams; there will be a minimum of lectures and presentations. In addition to the faculty, there will also be guest speakers who are leading experts in the industry.



A business innovation project

Apply what was learnt

A key element of the Leading the Business pillar is the “Business Innovation Project”. The goal of the project is to apply what was learnt in class while simultaneously generating value for the organisation.

Why is it important?

Learning only creates value when it is applied. That's why the Business Innovation Project is designed in a way that the participant will practice the frameworks and skills learnt, by applying them to a business innovation project that is linked to their functional role and has been agreed upon with his/her manager.

What is the business value?

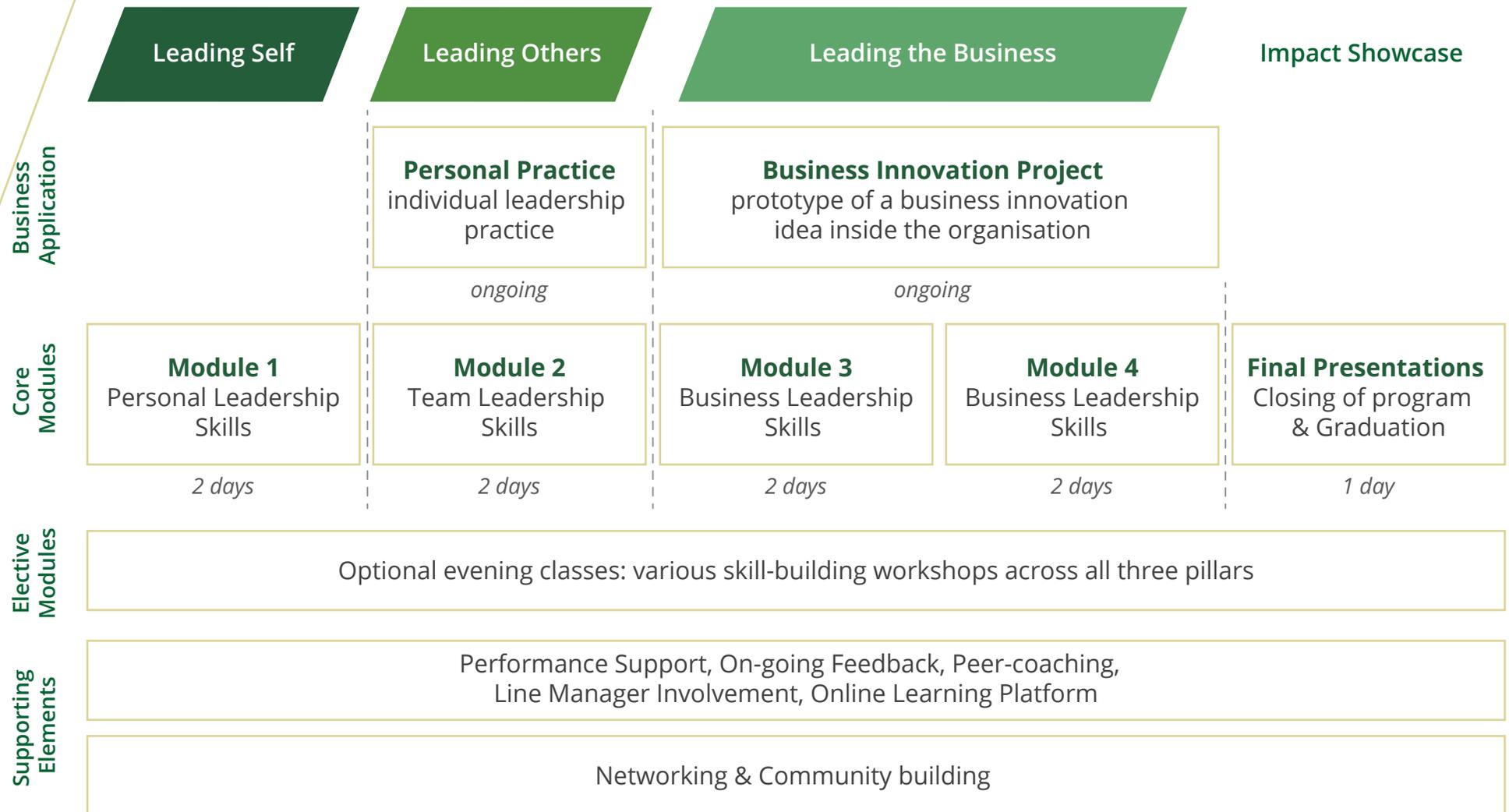
The business innovation project will solve either a current business issue and/or will allow for innovation to take place and thus create value for the business.



A series of optional or “elective” modules

Continuous learning and network building

Not everyone has the same development needs or interests. Through these elective modules, each participant can build their skills further through a series of optional evening classes structured around the three main pillars of the program: leading self, leading others, leading the business. Those evening classes can be attended even finishing the program to enable lifelong learning. The list of optional modules will be announced at the beginning of each program.





BENEFITS

The program is designed for the success of both the participant as well as the employer.

Program Participant Benefits

Developing skills and networks that take you to the next level.

As a program participant you will:

- Gain essential business and leadership skills (see below for the types of skills you will gain)
- Take advantage of a highly interactive, hands-on curriculum that is designed to help you transfer the skills to your day-to-day job.
- Implement a business innovation project that will create value for your organisation and be a practical learning experience for you.
- Develop an ongoing peer network across East Africa.

EMPLOYER BENEFITS

“As a leader, sending my team to this program helps me focus on leading my organization and I have seen the transformation they each go through so it is such a worthwhile investment.” – Kiran Smith, CEO, Mr Green Africa

Having skilled managers who can take your business to the next level.

As an employer you can expect:

- Positive business results due to your staff having acquired the necessary business and leadership skills to grow the organisation.
- A solution to retention challenges through having more engaged employees.
- A talent development option that would otherwise be difficult to afford.
- Demonstrated proof of your commitment to talent development, which can attract new talent into your company.
- A local option to acquire best practices from the cutting-edge of leadership and management thinking globally.

WHAT MAKES THE PROGRAM UNIQUE

We let the results speak for themselves.

1. Focusing on Business Outcomes

The program aims at facilitating improved business outcomes, not just learning outcomes. Based on the analysis offered as a nominating manager, we work with the individuals to improve each of their different needs through one on one coaching sessions.

We place a strong emphasis on improving performance of the participants.

2. Delivering for Application

Because learning only creates value when it is applied, our solution is designed to facilitate on-the-job application.

The practicality of each session allows each participant to apply what they have learnt particularly through the business innovation projects where they implement new projects within their teams based on the immediate needs within the organisation.

Our methodologies are focused on experiential learning and hands-on experiences.

3. Combining Expertise, Experience & Insight

It is comprised of the three Amani Institute interlocking pillars of building professional expertise, on-the-job experience as well as personal leadership development.



PARTICIPANTS SHARE THEIR EXPERIENCE

*"This program has helped me become a more effective manager in that I am now aware of my strengths and I put myself in the stretch zone more often." - **Hildah Wangari, Head of Agency, Legacy Realty, Kenya***

*"My thinking has changed. I used to base much of my work on assumptions, but now I look at my team and how I can engage them into our organisations vision." - **Modeste Shumbusho, Country Manager, All Across Africa, Rwanda***

*"The sessions are very practical and this helps one to apply what they learn into their different fields and makes all that you learn, stick with you." - **Catherine Nyokabi Gakara, Hospital Manager, Jacaranda Health***

*"The Amani leadership & Management for Impact program goes straight to the point, and gives you what you need. It brings practical experience within your organisation." - **Dennis Abigaba, Operations Manager, Wana Energy, Uganda***



PROGRAM FEE

The program fee for participating organisations is 890 USD (VAT exclusive) per person. Discounts are available for organisations sending multiple employees.

It is worth noting that the cost of the program at market rates is approximately USD 5,000 or KES 500'000. The ALMI initiative is partially sponsored by the Argidius Foundation, which allows us to provide a 80% discount to all participating organisations.

The program fee includes:

- Lunches,
- Coffee breaks and snacks provided during the five classroom modules.
- Meals.
- Transportation.
- Accommodation for the offsite as part of module 1.
- All program materials required to participate in the program.

The program fee does not include:

- Lodging in Nairobi during the classroom modules.
- Local transport to and from the Amani Institute.
- Payment & Cancellation

Payment details will be provided upon acceptance to the program.



DO YOU LIKE WHAT YOU'VE READ?
READY TO TAKE YOUR ORGANIZATION
TO THE NEXT LEVEL?

Then click here to apply to the **Amani Leadership & Management For Impact Program**. If you have additional questions please write an email to carolinegertsch@amaniinstitute.org

