



LEADERSHIP FOR GROWTH

PROGRAM

INDIA



AMANI INSTITUTE

Amani Institute's LEADERSHIP FOR GROWTH is an award-winning program to develop leadership and management skills in your most important managers.

This dynamic program has been custom designed for managers in enterprises like yours, with the goal of solving the middle management bottleneck to growth and scale. After they experience the program, one in three businesses so far have sent additional managers to it.

Amani Institute is bringing Leadership for Growth to India after a highly successful 2 years of running it in East Africa. 95% of participants (and their line managers!) report a significant improvement in their leadership skills. The 50+ companies that have participated in the East Africa edition have seen an average growth by more than 20% and have accessed more than \$3 million in investment finance after participating in the program. We're looking forward to catalyzing even greater "returns on training investment" in India in the coming years!

Participating managers become part of an inspiring and highly engaging learning experience combining classroom-based workshops and direct application of learning to the business.

WHERE:

Bengaluru / India
For 15+ participants we can also run the program in-house anywhere in India

WHEN:

Next program:
November 2019- April 2020.
Please check our website for details on program dates

WHO SHOULD PARTICIPATE IN THIS PROGRAM?

Leadership for Growth is specifically designed for middle and senior managers of small and growing businesses across India. We transform participating managers into high impact leaders.

This program is for your organization if

- You are a commercially viable business with 5 to 250 employees.
- Your organization has the ambition and the potential to expand significantly within the next 1-3 years.
- You believe that investing in your managers is a key success factor to scale your business.

WHAT ARE THE BENEFITS FOR YOUR ORGANIZATION?

AS AN EMPLOYER YOU CAN EXPECT:

1. Immediate - business results as your staff have acquired the business and leadership skills to manage the organization both in the present and in a rapidly changing future.
2. An efficient manager development solution that doesn't take your manager away from the business.
3. A local option to learn best practices from the cutting-edge of global leadership and management thinking, at affordable, Indian prices.
4. A solution to retention challenges through having more engaged employees in a changing workspace.
5. Demonstrated proof of your commitment to talent development.

YOUR MANAGERS WILL:

1. Gain essential business and leadership skills including strategy, systems thinking, innovation, team development.
2. Take advantage of a highly interactive, hands-on curriculum designed to transfer their new skills to their day-to-day job.
3. Implement a business innovation project that will create a direct positive impact on your business.
4. Develop a peer network across India.

PROGRAM CURRICULUM

The program has two core objectives:

1. Developing and retaining managerial talent in your organization
2. Preparing a strong cadre of next generation leaders to scale the business

Participants will develop the mindsets, skills, and knowledge required to create positive impact across three levels: self, team, organization. This is reflected in the three pillars of the program.

A. LEADING SELF: Who am I as a leader? What is my leadership style? What are my strengths?

B. LEADING OTHERS: How do I create an environment where other people can thrive?
How do I coach others for better performance?

C. LEADING THE BUSINESS: How does my organization create value? How can I innovate in the face of problems? How can I think in systems? How do I help scale my organization?

PROGRAM STRUCTURE:

This 5-month training & development program comprises the following:

A. 5 CORE CLASSROOM MODULES – BUILD SKILLS AND EXPERTISE

The classroom modules, 2 days each month, cover essential managerial skills: strategy, innovation, motivating teams, problem-solving, employee engagement, public speaking, etc.

B. THE BUSINESS INNOVATION PROJECT – APPLY ON THE JOB

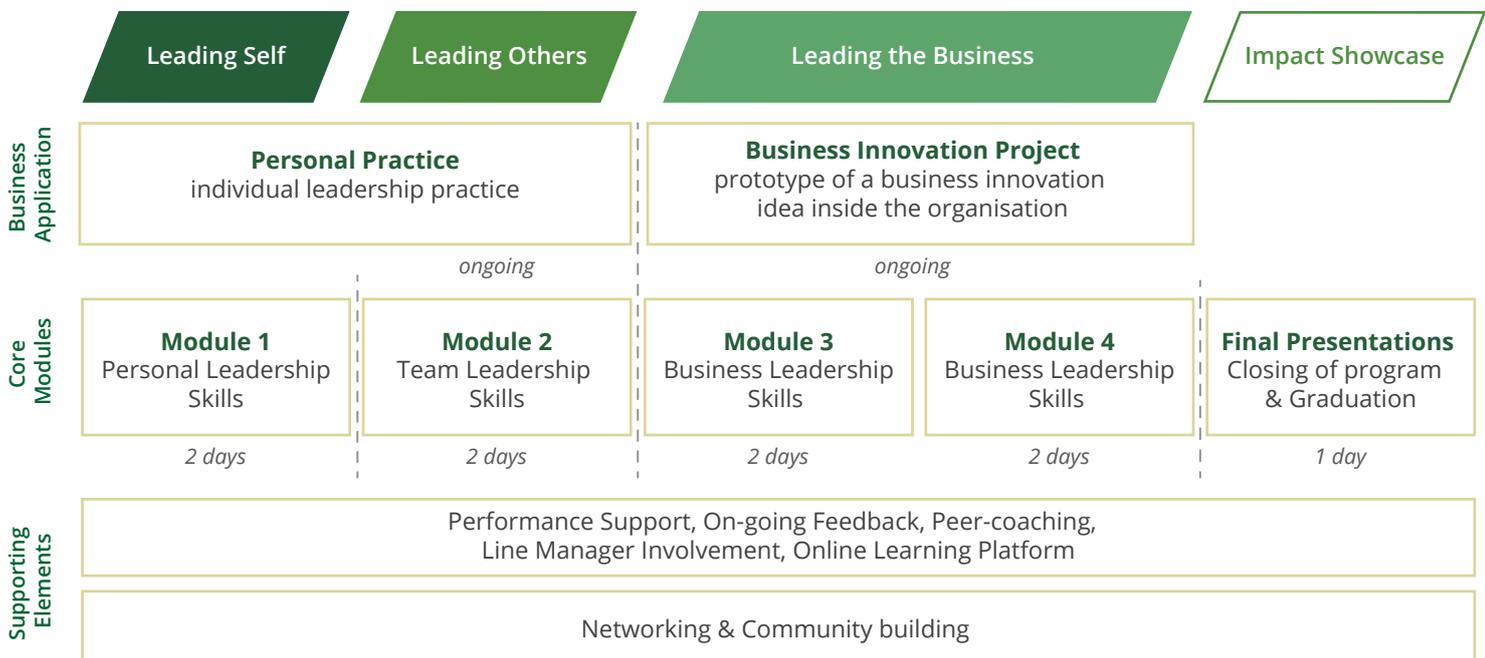
This is an innovation or business improvement project that participants implement in their organizations and present at the end of the program.

C. PERSONAL LEADERSHIP PRACTICE

This is a self-identified growth area, which the manager will work on further improving during and after the program.

D. COACHING AND PEER LEARNING

Throughout the program, participants will learn from peers in other organizations, sharing insights and best practices across functions and verticals. They will also be receiving continuous personalized coaching and support from the Amani Institute team.



PROGRAM FEE

Thanks to financial support from the Argidius Foundation, Amani Institute is able to offer this program at a highly subsidized rate in 2019-2020.

The program fee is INR 60,000 (plus GST) per participant. Discounts are available for organizations sending multiple employees.

THE PROGRAM FEE INCLUDES:

- Five classroom modules (9 full days)
- Lunches, coffee breaks and snacks provided during the five classroom modules
- Meals, transportation, and accommodation for the offsite as part of module 1
- All program materials required to participate in the program

APPLICATION PROCESS

Register your interest by filling out this form: http://bit.ly/registerL4G_INDIA

WHAT IS AMANI INSTITUTE?

Amani Institute is focused on developing professionals who create social impact.

Our core expertise is designing and delivering engaging and transformational learning programs that help individuals build the skills and networks to leap to the next phase of their careers, creating positive impact for their organizations.

We also develop custom training programs for companies, foundations, universities, and NGOs. To date, we have served 80+ clients in 5 continents, including Vodafone, American Express, Deloitte, UNICEF, Oxfam, 91 Springboard, and Nilekani Philanthropies. Our unique methodology supports immediate application on the job.

YOUR COMPANY WILL GROW WHEN YOUR PEOPLE DO.

Register now!

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