



**AMANI
INSTITUTE**
Develop professionals
who create social impact



Leadership for Growth

PROGRAM

Kenya



Leadership
for Growth

LEADERSHIP FOR GROWTH is a 6 month, modular, experiential training & development program designed to build leadership and management skills of senior and middle managers of small and growing businesses(SGBs) across East Africa. The program aims to develop mindsets, skills, and knowledge required to create positive impact across three levels: self, team and organisation.

Program Impact

- 3 years of running the program in East Africa.
- 95% of participants report a significant improvement in their leadership skills & one in three businesses become repeat customers.
- 50+ companies that have participated in the East Africa edition have seen an average revenue growth of 20% after graduating from the program.
- Over \$3 million in additional financial investments have been accessed by participant organizations after having participated in the program.

What Makes this Program Unique?

- Focus on practical application to enhance organizational outcomes.
- Personalized coaching.
- Combines both personal and professional development.
- Focus on leadership practice.



WHERE

Nairobi - Kenya

For 15+ participants, we can also run the program in-house anywhere in East Africa

WHEN

Please check our website for details on program dates - <https://amaniinstitute.org/what-we-do/leadership-for-growth-kenya/>

Who Should Participate in this Program?

The program is targeting middle and senior managers of small and growing businesses across East Africa. The program is sector agnostic as well as open to people from all functional roles.

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

- 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?

Some of Our Clients



Program Curriculum

The program has three core objectives:

- Developing and retaining managerial talent in your organization.
- Preparing a strong cadre of next-generation leaders to scale the business.
- Imparting in participants the mindsets, skills and knowledge required to create a positive impact across three levels: self, team and organization.

Program Structure

A. 5 CORE CLASSROOM MODULES OVER 6 MONTHS – BUILD SKILLS AND EXPERTISE

The classroom modules, 2 days each month, cover essential managerial skills: strategy, innovation, motivating teams, problem-solving, coaching 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 receive personalized coaching and support from the Amani Institute team.

“From my perspective, the confidence of employees we sent to the program has greatly improved. This has also helped them become much better communicators in the workplace. All of the employees who joined the program have now taken on greater responsibilities which is great both for their personal development and our organizational growth”

Kyle Denning, Kentaste CEO

| | Leading Self | Leading Others | Leading the Business | Impact Showcase |
|----------------------|---|---|--|---|
| Business Application | | Personal Leadership Practice ongoing | Business Innovation Project ongoing |  |
| Core Modules | Module 1 Personal Leadership Skills 2 days | Module 2 Team Leadership Skills 2 days | Module 3 Business Leadership Skills 2 days Module 4 Business Leadership Skills 2 days | Final Presentation 5 Closing of Program & Graduation 1 day |
| Supporting elements |  | Performance Support, Quaterly electives, On-going Feedback, Peer-coaching, Line Manager Involvement, Online Learning Platform | | |
| |  | Networking & Community Building | | |

PROGRAM FEE

The program fee is KSH 99,000 (Excluding VAT) 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.
- All program materials required to participate in the program.

APPLICATION PROCESS

More details can be found on our webpage: <http://bit.ly/RegisterL4GKenya>