Leadership for Growth

PROGRAM

Kenya
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

Please check our website for details on program dates - [https://amaniinstitute.org/what-we-do/leadership-for-growth-kenya/](https://amaniinstitute.org/what-we-do/leadership-for-growth-kenya/)

**WHO**

**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?
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
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<th>Leading Self</th>
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<td>Business Innovation Project</td>
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**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**