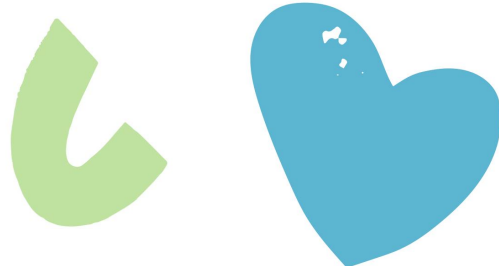


Leadership For Growth

Helping organizations grow faster through effective leadership training for senior and middle managers in small and growing businesses.

Request this program in-house or find out about our open-enrollment calendar.



Our Leadership for Growth program will build your leadership team's capacity.

This experiential program is designed for small and growing businesses and organizations with ambition and potential to expand significantly in the next years. It's an ideal first step in investing in your managers as a key success factor to scale your business and impact.

Learning Objectives

- Equip managers with tools, skills, and mindsets that can help solve organizational business challenges and tap into opportunities
- Link knowledge gained to your organizational goals and contribute to business growth

Build Skills and Expertise

Five core classroom modules over five to six months, on average 2 days each month will cover the fundamental managerial skills: self-awareness, strategy, innovation, motivating teams, problem-solving, and coaching.

Apply on the Job


Together we will develop an innovation or business improvement project that will be implemented in your organization and presented at the end of the program.

Personal Leadership Practice

Managers will discover self-identified growth areas which they can then work on further improving during and after the program.

Coaching and Peer Learning

Throughout the program participants will learn from peers in other organizations, sharing insights and best practices across functions and verticals. Managers will also receive personalized coaching and support from the Amani Institute Programs Team.



Investing in your manager's leadership skills can have a profound impact on the success of your organization.

This program is the right fit if your organization wants to invest in and build the capacity of your **senior and middle managers** to scale the business. Our five to six month program will provide managers with a highly interactive experience to compliment their day-to-day job while developing a direct peer network who, like them, are there to gain essential business and leadership skills.

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- 6 years since the inception of our Leadership for Growth program
 - 95% of participants report a significant improvement in their leadership skills & one in three businesses become repeat customers
 - 20% average revenue growth for the 80+ companies that have participated in our program in the first year
 - >\$3 Million in additional financial investments have been accessed by participant organizations after having participated in our program



Our Clients



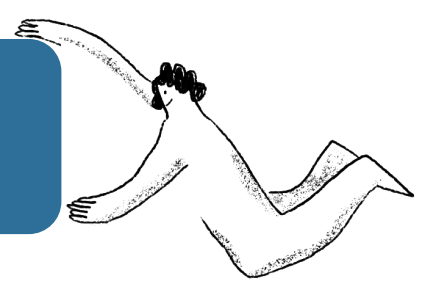
Flexible learning that enriches your work

We understand the need for a learning intervention that adds value with minimal interference to your work schedule. Our content is designed with this in mind; all classes are delivered in-person, once a month, on a full day Friday and Saturday. Combined with our learning platform Canvas, participants will reinforce the use of skills, tools and frameworks learned during the program on the job.

What managers will learn

<p>Leading Self</p>	<p>Personal Leadership Practice</p>	<ul style="list-style-type: none"> Strengthen self-awareness on leadership and management styles, and develop new mindsets to grow as leaders. <p>Ask questions such as:</p> <ul style="list-style-type: none"> - Who am I as a leader? - What is my leadership style? <ul style="list-style-type: none"> Explore topics from stakeholder relationship, storytelling, to understand how to respond to different levels of challenges while managing emotions, and identifying your strengths.
<p>Leading Others</p>	<p>Team Leadership Skills</p>	<ul style="list-style-type: none"> Practice the skills, discover tools, and adopt frameworks required to lead others in environments where people can thrive. Envision the kind of leader you wish to be and bring it to your daily practice. The organization will benefit from improved trust building and delegation skills as well as effectiveness in giving and receiving feedback
<p>Leading the Business</p>	<p>Business Leadership Skills</p>	<ul style="list-style-type: none"> Utilize newly acquired skills on a live project combining experience with the skills, tools, and frameworks to take the business to the next level. Gain creative confidence to help you apply your core competencies towards addressing real business problems? From problem framing to solving skills for rapid and cost-effective prototyping all the way to systems thinking. This module is aimed at delivering impact for your organization.

Our Leadership For Growth program can be delivered **in-person** or **online**.



How are our in-person programs delivered?

- Our classes are designed to be highly engaging and interactive
- A combination of vulnerability, group work, and human connection make for a unique shared learning experience
- We utilize Canvas, a top-rated learning platform, to interact with each other between classes
- Our facilitators and program managers deliver our modules every year to over 105 organizations across 80+ countries.

Facilitators

Caroline Gertsch

Kenya Country Director, Amani Institute

Caroline had a passion for teaching and education from a very early age, but it wasn't until later that she knew she wanted to support both people and organizations in realizing their full potential. Her areas of expertise are around Leadership, Social Innovation & Entrepreneurship, Team Development, Design Thinking, Systems Thinking and responsible business. She enjoys working at the intersections of the different sectors and seeing how partnerships and shared goals across different sectors can drive greater impact.

Jane Annette Mukuba

Kenya Program Manager, Amani Institute

Jane Annette is a highly inquisitive and resourceful individual who possesses an innate passion for learning and personal development. Her expertise lies in adult training, mentorship, curriculum development, and team-building interventions. She is widely recognized for her exceptional contributions in esteemed organizations such as Sinapis, where she empowered entrepreneurs to establish and grow sustainable businesses, and The Kairo Project, where she led the Operations and Administration Department with great success.

Wangalwa Musa

Kenya Program Manager, Amani Institute

Musa is a dedicated professional fueled by his passion for empowering individuals and making a positive impact in society. He specializes in catalyzing the success of entrepreneurs and small to mid-sized businesses, providing them with crucial technical assistance and creating nurturing environments for growth and development. His expertise has been recognized by esteemed organizations such as GIZ, KCB Foundation, Mastercard Foundation, Kenya Climate Innovation Center, and the Youth Empowerment Programme Initiative.

Take this program in-house or nominate your managers for our open-enrollment.

We are committed to providing world-class accessible, life-changing learning and development experiences to as many people as possible.

In-house

A customized, practical, leadership development training program for organizations with 15 or more middle and senior-level managers.

- Build team synergy and break down silos by bringing together leaders from different departments
- Improve collaboration and problem solving as the training helps the leaders discover the interconnectedness of their challenges/opportunities
- Tailored to meet your organization's specific learning needs
- Flexibility of dates and session venue to eliminate business disruption
- Encourages innovation leading to more efficient organizational processes

Open-enrollment

2-3 intakes a year providing an engaging learning environment with like-minded individuals from diverse professional backgrounds and organizations in Nairobi.

- Rich peer learning experience and networking
- Highly interactive curriculum that ensures direct skills transfer to the day to day work
- A business improvement project implemented within the organization by the end of the program
- Flexible in-person session schedule, two days a month for the 6 month duration



Join our upcoming open-enrollment

Nairobi. Ksh. 99,000 + VAT	1-2 March, 2024	9.00am - 5.30pm	Contact a Program Manager
	12-13 April, 2024		
	10-11 May, 2024		
	7-8 June, 2024		
	2 August, 2024		

How to nominate a Manager from your Organization

- **Assess leadership potential:** Identify managers with the skills, experience, and qualities that align with your organization's values and growth objectives.
- **Evaluate growth mindset:** Assess the nominee's adaptability, and eagerness to conquer new challenges. Seek individuals who proactively pursue personal and professional development.
- **Encourage self-nominations:** Empower individuals within your organization to step up, embrace challenges, and showcase their leadership potential.
- **Submit the nomination:** Submit the nomination! Find the application on our [program page](#).

Frequently Asked Questions

What is the cost of the program?

The total program cost is Ksh. 99,000 + 16% VAT. Organizations that nominate more than one manager are entitled to a prorated discount structure.

Where are the in-person sessions held?

All in-person classroom sessions are held at Amani Institute in Lavington, Nairobi, Kenya.

What is the mode of delivery?

Our mode of learning is participatory and experiential. We design the sessions to enable learning and direct transfer of knowledge to daily work.

What is the duration of the program?

The program runs for a duration of six months, all classes are delivered in-person, once a month, on a full day Friday and Saturday.



Who should participate in the program?

This program is designed for top performing middle to senior-level managers.

Is the program offered in-person or online?

This program is currently offered in-person.

How can I measure the success of the Leadership for Growth program?

The program has a business innovation project, which involves participants working on and prototyping solutions to actual challenges/opportunities within the organization. This project as well as the overall impact on leadership approaches and the corresponding response from teams deliver measurable results for the organization.

Are you ready to transform your organization?

Don't miss the opportunity to scale your organization's impact and upskill your best manager team.

[Nominate a Manager](#)

Have questions? Reach out to kenya@amaniinstitute.org