

Academy of Leadership Excellence

Executive Leadership Program (ELP)

Program Overview:

To augment the leadership of middle/top management to elicit strong and effective performance at the top level of their respective organizations.

Learning Outcomes:

At the end of this interactive training, participants will learn:

- The essence and best practice in corporate governance
- The mechanics of change management
- How to master the discipline of execution and optimizing decision making
- Seamless transition from public sector to private sector and vice versa
- Effective succession planning and transformational leadership

Target Audience:

- Middle/top management
- Board/Council members

Program Features

- Lectures
- Case Studies
- Role Playing
- Fireside Chats

Duration: 5 days

Program Outline*

Day One

- Understanding Leadership
 - Leading and Managing
 - Leading an organization from Good to Great
 - Transformational leadership
 - Transgenerational legacy

Day Two

- Corporate Governance

- Board Charter
- Board Composition
- Board remuneration
- Responsibility of Directors
- Board committees
- Regulatory/compliance issues
- Board evaluation

Day Three

- Change Management
- Effective Succession Planning

Day Four

- Project Management & Monitoring
- Execution and Optimizing Decision Making.

Day Five

- Strategy formulation and Execution
- Effective Transitioning: Public-Private Sector

Credentialing

- Certificate of Participation

Delivery Cadence

- Semi-annual

*This program outline is subject to change to ensure relevance to market trends and dynamics.

Academy of Leadership Excellence

Junior Leadership Program (JLP)

Laying the foundation for high achievers

Program Overview

The Junior Leadership program is designed empower the youth with the fundamental tools for leadership and high productivity to ensure greater fulfillment as they pursue their career paths. The JLP will help close the deficit in leadership skills for many youths who complete their undergraduate programs without any deliberate exposure to leadership principles as this course will provide useful insights into leadership and equip participants with the brick and mortar to become high achievers and must-keep recruits.

Learning Outcomes:

At the end of this interactive training, participants will learn:

- The mindset and behaviors of leaders and high achievers
- The importance of ethical behaviors in leadership
- The discipline to manage resources including time.
- How to communicate effectively and resolve conflicts to achieve healthy teamwork.
- Emotional intelligence and personal branding

Target Audience:

- Prospective graduates in tertiary institutions
- Recent graduates and National Service Personnel
- Graduate trainees in firms
- Early-stage staff in public and private firms

Program Features:

- Lectures
- Case Studies
- Role Playing
- Fireside Chats
- Quizzes

Duration:

- Foundation: 2 days
- Advanced: 2 days

Program Outline*

Foundation

Day One

- Understanding Self-Leadership
- Knowing Yourself (Self Awareness)
- Vision and Purpose
- Self-Discipline and Habits

Day Two

- Leadership Mindset: Critical Thinking and Problem Solving
- Decision Making
- Responsibility and Accountability
- The Excellence Mandate

Advanced

Day One

- Emotional Intelligence & Resilience
- Time Management
- Effective Goal Setting & Achieving Results
- Effective Communication and Influence
- Continuous Learning and Growth

Day Two

- Personal Branding
- Team Dynamics & Conflict Resolution
- Leading with Character: Ethics and values
- Habits of Effective Leaders
- Integration and Action Plan

Credentialing

- Certificate of Completion
- Certificate of Participation

Delivery Cadence

- Bi-Monthly

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High Performance Leadership Program (HPLP)

Empowering Leaders for Excellence in Every Situation

Program Overview

This “High Performance Leadership Program” is designed to develop leadership capabilities at multiple levels, enabling participants to thrive as self-leaders, team leaders, organizational leaders, and as leaders in challenging and disruptive circumstances. The program is structured into five comprehensive modules, each focusing on critical aspects of high-performance leadership.

Program Features

- Case Studies and Real-World Applications
- Interactive Workshops and Group Activities
- Leadership Assessments and Feedback
- Action Planning and Personal Development Roadmaps
- Peer Networking and Mentoring Opportunities
- Capstone Project

Target Audience

Emerging leaders, mid-level managers, senior executives, and anyone committed to enhancing their leadership capacity in today’s dynamic environment.

Program Outline*

1. Module 1: Leading Yourself
 - Understanding Personal Leadership Styles
 - Building Emotional Intelligence and Self-Awareness
 - Time Management and Personal Productivity
 - Goal Setting and Personal Accountability
 - Developing a Growth Mindset
2. Module 2: Leading Teams
 - Building and Motivating High-Performance Teams
 - Effective Communication and Conflict Resolution
 - Delegation and Empowerment

- Diversity, Inclusion, and Team Dynamics
- Coaching and Mentoring for Success
- 3. Module 3: Leading the Organization
 - Strategic Thinking and Vision Development
 - Driving Change and Organizational Transformation
 - Stakeholder Management and Influence
 - Building Organizational Culture and Values
 - Decision-Making under Uncertainty
- 4. Module 4: Leading in Crisis
 - Crisis Management Frameworks
 - Maintaining Composure and Resilience
 - Communicating with Stakeholders during Crisis
 - Making Rapid, High-Stakes Decisions
 - Post-Crisis Reflection and Recovery
- 5. Module 5: Leading in Disruption and Legacy
 - Understanding Disruptive Trends (Technology, Market, Society)
 - Innovative Thinking and Agility
 - Fostering a Culture of Continuous Improvement
 - Scenario Planning and Risk Management
 - Leading Digital and Business Model Transformations

Credentialing

- Certificate of Completion
- Certificate of Participation

Delivery Cadence

- Bi-Monthly

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Academy of Leadership Excellence

SME Business Leadership Program (SBLP)

Program Overview

To equip entrepreneurs and first-generation business owners with the leadership skills to ensure thriving and transgenerational businesses.

Learning Outcomes:

At the end of this interactive training, participants will learn:

- The importance of corporate governance and how to implement a sound governance system
- Branding and growing your market share
- Effective financial management
- Leadership insights
- Business continuity planning

Target Audience:

- Entrepreneurs
- First-generation business owners
- Staff and management in SMEs

Program Features:

- Lectures
- Case Studies
- Role Playing
- Fireside Chats
- Quizzes

Duration: 5 days

Program Outline*

Day One

- Casting your mission, vision and values
- Organizational Structure and Strategy
- Difference between a leader and a manager

Day Two

- Financial Management
- Financing options
- Optimizing Capital Structure

Day Three

- Corporate Governance
- Regulation & Compliance

Day Four

- Human Capital Management
 - Building Great Teams
 - Training and Development
 - Succession Planning
- Business Continuity Plan

Day Five

- Competition and Market Share Growth
 - Building Your Brand/Effective Branding
 - Supply Chain Management
 - Leveraging Social Media
 - Leveraging AI
 - Corporate Social Responsibility

Credentialing

Certificate of Completion

Delivery Cadence

Quarterly

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Securities Leadership Program (SLP)

Program Overview:

Against the premise that you cannot regulate what you do not understand, this course is designed to give a good appreciation of the business models in the securities industry, the dynamic factors in supervision, and current trends in regulating securities to make the staff achieve a fine balance between regulating the market/investor protection and market development.

Target Audience:

Early to mid-career staff in capital market regulators in Africa. Highly recommended for staff involved in supervision and crafting regulations.

Program Features:

- Lectures
- Case Studies
- Role Playing
- Fireside Chats
- Certification Exam

Duration: 5 days

Program Outline*

Day One: Capital Markets & Regulation

Participants will

- Understand evolution of securities markets
- Identify market functions and instruments.
- Understand the types of regulatory architecture.
- Connect regulatory objectives to market failures.
- Apply IOSCO principles to real supervision.
- Understand ethics in regulation.

Day Two: Brain Box Series (Market Entities & Business Models)

Participants will

- Understand the roles of key regulated entities.
- Analyze business model incentives and conflicts.
- Identify red flags in market intermediaries.

Day Three: Supervision, Inspection and Enforcement

Participants will

- Apply risk-based supervision (RBS).
- Conduct offsite and onsite inspections.
- Understand enforcement tools.
- Understand crisis-preparedness

Day Four: Market Conduct & Investor Protection

Participants will

- Identify misconduct.
- Analyze inside trading & manipulation cases.
- Apply suitability principles.
- Understand investor protection tools.

Day Five: Fintech, Suptech & Market Development

Participants will

- Identify fintech risks.
- Understand digital market platforms.
- Use Suptech for supervision.
- Develop market development strategies.

Credentialing

- Certificate of Completion
- Certificate of Participation

Delivery Cadence

- Semi-annually

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