



Vantage Africa

School of Leadership



Strategic Leadership Development Programme

For more information or to enroll contact:

Tel: +254 725 303 645

Email: info@vantageafricaleaders.com

Location: C603, 6th Floor Astrol Business
Center Thika Road Nairobi



Introduction

The Strategic Leadership Development Program (SLDP) is a highly practical 6 weeks programme that will provide you with the necessary knowledge and expertise to shape the culture of your organization in order to achieve your strategic objectives. You will be empowered to rise above the operations to think strategically and steer the vision of your organization. For maximum learning, the course is delivered through a combination of live and E-Learning sessions .

Live Sessions

Live sessions are held via Zoom. These are highly interactive sessions where participants are guided on key Strategic Leadership skills to enable them manage organizations and Businesses of any size.

E-Learning Sessions

Here, we have a host of prerecorded sessions, PPT notes, links etc. all aimed at equipping participants with the most current Strategic Leadership skills. After each session, a selfassessment quiz is provided to reinforce learning. Once a participant completes a session including the quiz, the system opens the following session.

Course Completion

In order for you to be considered to have completed the course, you will need to fulfill the following criteria:

- ✔ Attend minimum 70% of live sessions
- ✔ Complete E-Learning lessons and other class assignments
- ✔ Clear the fees

N/B - A certificate will be issued upon completion of the course.

Course Outline

Week 1		
Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 1	Leadership Demystified	<ul style="list-style-type: none"> ✔ Define and explain what leadership is. ✔ Leadership vs Management ✔ Leadership skills for managers and importance of these skills ✔ Role of team leader
Day 2	High Impact Leaders	<ul style="list-style-type: none"> ✔ Principles of High Impact Leadership ✔ Leadership Styles ✔ key skills needed to perform exceptionally well as a leader
Day 3	Performance Management	<ul style="list-style-type: none"> ✔ Corporate Performance (Based on the Strategic Plan) ✔ Individual performance matrix ✔ The consequence mechanism
Online Self-Assessment Quiz 1		

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Week 2		
Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 4	Emotional Intelligence	<ul style="list-style-type: none"> ✔ What is Emotional Intelligence ✔ Abilities Of Emotional Intelligence ✔ Emotional Intelligence Characteristics ✔ Improving Your Emotional Intelligence ✔ Job Performance And Emotional Intelligence ✔ Elements Of Emotional Intelligence
Day 5	Powerful Communication	<ul style="list-style-type: none"> ✔ What is communication? ✔ The significance of non-verbal communication ✔ Factors that affect your communication ✔ Effective ways to communicate ✔ Barriers to communication ✔ Team communications ✔ Delivering clear, concise messages
Day 6	Strategy Problem identification	<ul style="list-style-type: none"> ✔ Finding dots ✔ Connecting dots ✔ SWOT Analysis
Online Self-Assessment Quiz 2		

Week 3		
Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 7	Strategy formulation	<ul style="list-style-type: none"> ✔ Adjusting to the new normal ✔ Vision, Mission and Values ✔ Strategic Intents of the organization ✔ Desired Results ✔ Infrastructure and Resources
Day 8	Strategy Execution	<ul style="list-style-type: none"> ✔ Funding & Financial Performance ✔ Resource Management & Capacity Planning ✔ Delivering With Strategic Roadmaps
Day 9	Change Management	<ul style="list-style-type: none"> ✔ Different ways to look at change management ✔ Concluded definition of change management ✔ Aspects of change management ✔ Original change management processes
Online Self-Assessment Quiz 3		

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**Week 4**

Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 10	Strategy and Structure	<ul style="list-style-type: none"> ☑ Institutional Governance ☑ Organizational Structure
Day 11	Risk Management	<ul style="list-style-type: none"> ☑ Risk Identification and assessment ☑ Response to Risk ☑ Monitoring of Risk ☑ Risk Profiling
Day 12	Strategic Influence	<ul style="list-style-type: none"> ☑ Over view of Strategic Influence ☑ Influence and the Strategy Process ☑ Directions of Strategic Influence

Online Self-Assessment Quiz 4**Week 5**

Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 13	Developing a Strategic Plan	<ul style="list-style-type: none"> ☑ Action plan ☑ Tracking business/organizational progress ☑ Key performance indicators(KPIs)
Day 14	Strategy Monitoring and Control	<ul style="list-style-type: none"> ☑ Strategic Control ☑ Operational Control ☑ Tactical Control ☑ Objective and Normative Control
Day 15	How Culture, Structure, and Systems Affect Strategic Leadership	<ul style="list-style-type: none"> ☑ Examples of Culture, Structure, and Systems in which strategic leadership can flourish ☑ Organizational Culture ☑ Organizational Structure ☑ Organizational Systems

Online Self-Assessment Quiz 5

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Week 6		
Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 16	Strategic Thinking, Acting, and Influencing SLTs	<ul style="list-style-type: none">✔ Strategic Leadership Teams (Strategic Thinking)✔ Strategic Leadership Teams (Strategic Acting)✔ Strategic Leadership Teams (Strategic Influencing)
Day 17	Making Strategy a Learning Process in Your Organization	<ul style="list-style-type: none">✔ Organizational Conditions That Support Strategy as a Learning Process<ul style="list-style-type: none">– Culture– Structure– Systems
Day 18	Strategy as Learning Process	<ul style="list-style-type: none">✔ Building a Learning Organization

Online Self-Assessment Quiz 6