



Vantage Africa

School of Leadership



Transformational Leadership Development Program (TLDP)

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



Week 1

Day	Topic	Topic Outcomes (By the end of the session, the learner should be able to:)
Day 1	Introduction to Leadership	☑ What exactly is leadership? How do famous leaders define leadership? What is your definition of leadership?
	Leadership vs Management	☑ How does leadership differ from management? Should you be a leader or a manager?
	Essential skills of a leader	☑ What key skills do exceptional leaders have? How can you develop these skills?
	Leadership Styles	☑ Which leadership styles do most leaders use? Which is your leadership style? How do you pick a leadership style?
Day 2	Personal SWOT analysis	☑ A practical session for determining your Strengths, Weaknesses, Opportunities and Threats in view of your goals.
	Personality assessment	☑ Understand how your personality can contribute to your success as a leader (practical session)
	Emotional Intelligence and performance	☑ Understand your level of emotional intelligence and how it affects your leadership performance (practical session).
	Building and sustaining a memorable personal brand	☑ Your personal brand is your most valuable asset. Build a brand that accelerates the achievement of your goals
Day 3	The art of networking	☑ Your network is your network. How to build and sustain powerful networks
	Powerful and Effective Communication	☑ Refining your communication to influence and lead people
	Superior motivation techniques	☑ How well do you charge people for superior performance? Learn the skills you need to transform your team into exceptional performers
	Effective performance management	☑ Learn to effectively measure performance and provide constructive feedback.
	Turning difficult people into your best performers	☑ "Difficult people" in the hands of good leaders can turn into great performers. Learn how to achieve this
Day 4	Using effective delegation to develop other leaders	☑ Great leaders are defined not by the number of followers they have, but the number of other leaders that they develop.
	The art of leadership coaching	☑ According to a Google survey, coaching is the skill that contributes the most to a leader's success. Learn how to use coaching as a leadership style

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Week 2

Day	Topic	Topic Outcomes <small>(By the end of the session, the learner should be able to:)</small>
Day 1	Financial Management and Customer Orientation	<ul style="list-style-type: none"> ☑ Financial Health for your Organization ☑ Effective Financial Management ☑ What is Industry Analysis? ☑ Introducing the Marketing Plan ☑ Overview of Marketing management ☑ Creativity for Customer Satisfaction ☑ Gaining Customer Satisfaction Edge
Day 2	Strategic Leadership and Organizational Culture	<ul style="list-style-type: none"> ☑ Strategic Leadership ☑ Effective Organizational Leadership ☑ People management Skills ☑ Performance Management ☑ Innovation and Technology ☑ Types of Innovations ☑ Sources of Innovations ☑ Avoiding Micromanagement ☑ Organizational Culture and values ☑ Ethics and Integrity
Day 3	Skills of Highly Impactful Leaders	<ul style="list-style-type: none"> ☑ Decision Making ☑ Shared Vision ☑ Goal Setting ☑ Conflict Management ☑ Knowledge Management ☑ Dealing with difficult people ☑ Conflict Management ☑ Emotional intelligence
Day 4	Managing your own performance	<ul style="list-style-type: none"> ☑ What motivates me? ☑ What motivates others? ☑ What does motivation do? ☑ Motivation creates energy ☑ The 3 major steps of motivation
	Motivation in the workplace	<ul style="list-style-type: none"> ☑ Herzberg's Motivational Theory ☑ Tailoring motivation ideas to individual team members ☑ How to manage conflict? ☑ Working with different types of personalities ☑ What to do when a problem arises? ☑ Listening and questioning skills
	Managing team performance	<ul style="list-style-type: none"> ☑ Characteristics of performance management ☑ Business plan ☑ Assessing your current situation ☑ You and the business plan ☑ Getting productivity through people ☑ The importance of strategic goal setting

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