



# African Governance and Leadership Institute of Corporate Directors

## Guiding Governance and Leadership Excellence in Africa

### **Inspirational Executive Leadership Management Program**

**Date: 8<sup>th</sup> June 2026 to 12<sup>th</sup> June 2026**

**Venue: Nairobi, Kenya**

#### **INTRODUCTION**

Senior executives are usually required to be at the top of their game with the accumulated years of experience and knowledge of the organisation inside and out. However, 84% of executives still believe their organisations lack the skills and capabilities to deliver on their digital ambition, and that the future is based on the future now. One of the most important lessons of the 20th century has been that economic progress does not necessarily translate into human development. Increasingly, companies are reliant on the knowledge and competence of their people as a source of competitive advantage. The question of how to motivate and manage employees has become a major focus of attention for all managers.

The most important asset of any organization is its people. The growth and success of an organization depend on them. At the same time, the most important yet the most challenging responsibility is to manage people in your organization because of changing technologies, workforce, different cultures, attitudes, behaviors, expectations, and the impact of global competition. Therefore, an inspirational executive leadership development management program that offers true value will build on your strengths and help you overcome challenges to deliver breakthrough performance, which would be of utmost benefit to anyone who aspires to be a leader of the next generation.

What is the aim of the “Inspirational Executive Leadership Development Management Program”? In this course, you will develop measures and standards of service quality, devise practices that improve employee learning and outcomes, and evaluate different approaches to process improvement, as well as be aimed at those responsible for developing and delivering a performance management strategy, and will enable participants to apply leadership performance management to optimize business performance. Using the tools provided in this course, you will be able to relate strategic decisions to impact on your organisational performance. And with the completion of an action plan, you will be ready to apply what you learn to yourself and to your organisation. This ICDRC training course will empower you with actionable insights into what makes a leader exceptional, while exploring complex areas such as self-awareness, and learn skills to attract the right talent, and lead others to greatness.

You will be able to inspire people and improve their performance, which will eventually lead to the overall improvement of the organization’s performance. This course covers a lot of case studies,

Tel: +27 872657814, Cell: +27 639886311/836139998, WhatsApp: +27 639886311, 138 Frikkie De Beer St,  
Office 4, Glen Manor Office Park, Menlyn Maine.

Email: [info@aglicdtraining.org](mailto:info@aglicdtraining.org), [icdrc@executivemail.co.za](mailto:icdrc@executivemail.co.za)  
[www.aglicdtraining.org](http://www.aglicdtraining.org)

Global presence: 22 countries in Africa, Asia, and the Middle East

*Training Centers: South Africa, Botswana, Eswatini, Uganda, Tanzania, Rwanda, Ethiopia, Kenya, Ghana, Nigeria, Senegal, Egypt, Morocco, Mauritius, Malawi, Dubai, Singapore, Saudi Arabia, Turkey, and Malaysia- Kuala Lumpur*



# African Governance and Leadership Institute of Corporate Directors

## Guiding Governance and Leadership Excellence in Africa

theories, and techniques that will guide you in every step of your leadership, where you are required to manage people in your organization.

### **COURSE OBJECTIVES**

Upon completing this Inspirational Executive Leadership Management Program successfully, participants will be able to:

- Develop executive talent and leadership for individuals who demonstrate the ability and interest to lead at a different level
- Strengthen business acumen in core areas such as finance, marketing, operations, management, and strategy
- Obtain formal training and leadership development activities, resulting in a group of well-trained employees for leadership roles
- Build high-performing teams and become a more authentic leader
- Put your understanding to the test in a realistic business strategy situation that entails leadership and teamwork skills
- Gain the right blend of soft skills and a strategic approach to achieve specific performance outcomes at your organisation
- Understand how individuals and teams work in an organization
- Examine individuals' personalities and behaviors that result in better management of people
- Apply different techniques and strategies to improve people management in your organization.

### **TRAINING METHODOLOGY**

A great strength of the African Governance and Leadership Institute of Corporate Directors' approach lies in the diversity of opportunities it provides for participants to learn. The atmosphere at ICDRC workshops gives our valued delegates a sense of comfort with relatively more conventional study methods drawn on the well-organized readings and PowerPoint presentations. Those who learn most by doing and sharing can benefit from the innovative range of participatory exercises and case studies.

This well-organized training with great content combines knowledge with practical experience, a blend of international participation and shared experience, enhancing teamwork and promoting good partnership. With ICDRC training, you become a conduit for a positive change. **This Inspirational Executive Leadership Management Program** will comprise the following training methods:

- Lectures
- Seminars & Presentations
- Group Discussions
- Assignments
- Case Studies & Functional Exercises

Tel: +27 872657814, Cell: +27 639886311/836139998, WhatsApp: +27 639886311, 138 Frikkie De Beer St, Office 4, Glen Manor Office Park, Menlyn Maine.

Email: [info@aglicdtraining.org](mailto:info@aglicdtraining.org), [icdrc@executivemail.co.za](mailto:icdrc@executivemail.co.za)

[www.aglicdtraining.org](http://www.aglicdtraining.org)

Global presence: 22 countries in Africa, Asia, and the Middle East

*Training Centers: South Africa, Botswana, Eswatini, Uganda, Tanzania, Rwanda, Ethiopia, Kenya, Ghana, Nigeria, Senegal, Egypt, Morocco, Mauritius, Malawi, Dubai, Singapore, Saudi Arabia, Turkey, and Malaysia- Kuala Lumpur*



# African Governance and Leadership Institute of Corporate Directors

## Guiding Governance and Leadership Excellence in Africa

Like all our training programs, this training proposal will also follow the 'Do-Review-Learn-Apply' model. Those nominated to participate in this Inspirational Executive Leadership Development Program will benefit in the following ways:

- Implement the development and adoption of leadership capability efficiently throughout the width and depth of their organisation
- Improve the ROI on leadership development through more focused training and follow-through
- Deepen employees' insights into effective Leadership and change management in their organization
- Encourage a culture of learning and continuous development for your leaders

### **PERSONAL BENEFITS**

Individuals who participate in this Inspirational Executive Leadership Program will gain it in the following ways:

- Broaden understanding of the roles, responsibilities, and interactions of key functional business areas to give greater confidence in managing them
- Provide a leading-edge employee experience to drive higher levels of engagement
- Provide a starting point for each participant to work on their skill gaps outside of the training program
- Learn how to communicate messages up, down, and across the organisation by enhancing skills in communication, persuasion, and presentation
- Update your thinking with new ideas and approaches for competing more tirelessly in the global market

### **WHO SHOULD ATTEND?**

This Inspirational Executive Leadership Management Program course is suitable for:

- High-performing Executives, Management, and mid-level managers
- Functional senior leaders who collaborate with cross-functional areas of their firms
- Boards and board committees

Tel: +27 872657814, Cell: +27 639886311/836139998, WhatsApp: +27 639886311, 138 Frikkie De Beer St,  
Office 4, Glen Manor Office Park, Menlyn Maine.

Email: [info@aglicdtraining.org](mailto:info@aglicdtraining.org), [icdrc@executivemail.co.za](mailto:icdrc@executivemail.co.za)  
[www.aglicdtraining.org](http://www.aglicdtraining.org)

Global presence: 22 countries in Africa, Asia, and the Middle East

*Training Centers: South Africa, Botswana, Eswatini, Uganda, Tanzania, Rwanda, Ethiopia, Kenya, Ghana, Nigeria, Senegal, Egypt, Morocco, Mauritius, Malawi, Dubai, Singapore, Saudi Arabia, Turkey, and Malaysia- Kuala Lumpur*



# African Governance and Leadership Institute of Corporate Directors

## Guiding Governance and Leadership Excellence in Africa

### **COURSE OUTLINES**

#### **MODULE 1: THE POWER OF BEING A LEADER**

- Types of leadership
- Understand how power influences the status and leadership
- How do leaders gain power?
- How do leaders lose power?

#### **MODULE 2: PERFORMANCE MANAGEMENT AND FEEDBACK**

- Understanding the intent and scope of the Performance Management System (PMS)
- Application of PMS and how it helps
- Envisage the difference in terms- PMS and PA
- Conducting a performance review and giving feedback
- Identify the ways of giving feedback to teams and individuals
- How to handle feedback for constructive criticism and trust-building?
- Empathy and Emotional Intelligence

#### **MODULE 3: –BALANCE SCORECARD (BSC) TOWARD REALIZATION OF STRATEGIC OBJECTIVES**

- Balanced Scorecard as a management concept for different organizations
- Advantages of the Balanced Scorecard to increase performance
- Strategies, Design, and Execution of the BSC in existing frameworks
- The Cause-and-Effect Relationship
- Employee influence, productivity, and accountability
- Developing an Efficient Balanced Scorecard that works
- Strategy Value Chain Mapping
- [Performance Measures](#) (KPIs)
- Strategic Initiatives to close performance gaps
- Organizational Alignment: Integration and evaluation

Tel: +27 872657814, Cell: +27 639886311/836139998, WhatsApp: +27 639886311, 138 Frikkie De Beer St,  
Office 4, Glen Manor Office Park, Menlyn Maine.

Email: [info@aglicdtraining.org](mailto:info@aglicdtraining.org), [icdrc@executivemail.co.za](mailto:icdrc@executivemail.co.za)  
[www.aglicdtraining.org](http://www.aglicdtraining.org)

Global presence: 22 countries in Africa, Asia, and the Middle East

*Training Centers: South Africa, Botswana, Eswatini, Uganda, Tanzania, Rwanda, Ethiopia, Kenya, Ghana, Nigeria, Senegal, Egypt,  
Morocco, Mauritius, Malawi, Dubai, Singapore, Saudi Arabia, Turkey, and Malaysia- Kuala Lumpur*