

# LEADERSHIP FOR GROWTH

**This is a modular, experiential training & development program designed to build leadership and management skills of senior and middle managers of small and growing businesses (SGBs). The program aims to develop the mindsets, skills and knowledge required to create positive impact across three levels: Self, Team and Organization.**

## Program Impact

**5** years since the inception of the program

**95%** of participants report a significant improvement in their leadership skills & one in three businesses become repeat customers

**75** Small and Growing Businesses have been impacted by the program

**200+** Managers trained in East Africa

## What Makes this Program Unique?

- Focuses on practical application to enhance organizational outcomes.
- Offers personalized coaching.
- Combines both personal and professional development.
- Focuses on leadership practice.

## What are the benefits for your organization?

### As an employer you can expect:

1. Immediate business results.
2. An efficient manager development solution that doesn't disrupt the business.
3. A local option to learn global best practices, at affordable prices.
4. A solution to retention challenges with more engaged employees.

### Your managers will:

1. Gain essential business and leadership skills including strategy, systems thinking, innovation, team development.
2. Take advantage of a highly interactive, hands-on curriculum designed to transfer their new skills to their day-to-day job.
3. Implement a business innovation project that will create a direct positive impact on your business.
4. Develop a peer network.

## WHERE

### Open Enrollment

In person format with participants from diverse professional backgrounds.




### In-house

In-person or digital format for 15+ employees within one organization.

## WHEN

For exact upcoming cohort dates visit

<https://kenya.amaniinstitute.org/program/l4g-open-enrolment/>

	Leading Self	Leading Others	Leading the Business	Impact Showcase
Business Application	Personal Leadership Practice		Business Innovation Project	
Core Modules	Module 1 Personal Leadership Skills	Module 2 Team Leadership Skills	Module 3 Business Leadership Skills  Module 4 Business Leadership Skills	5 Closing of Program & Graduation  <b>FINAL PRESENTATION</b>
Supporting elements		Performance Support, On-going Feedback, Peer-coaching, Line Manager Involvement, Online Learning Platform (when the program runs in digital format)		
		Networking & Community building		

## Who Should Participate in this Program?

If you can answer the questions below with yes, then this program is definitely suited for your organization.

- Are you a commercially viable business with 5 to 250 employees?
- Does your company currently have 3 or more managers?
- Does your organization have the ambition and the potential to expand significantly within the next 1-3 years?
- Do you believe that investing in your managers is a key success factor to scale your business?

*“The program helped me review the way I run the business and identify opportunities for improvement. The business has grown to include new team members and we have observed increased business opportunities as a result of that shift in how we do things.”*

**Alice Migwi**, Founder, Gardenology  
(Leadership for Growth participant)

## Program Structure

### A. 5 CORE CLASSROOM MODULES OVER 5 MONTHS – BUILD SKILLS AND EXPERTISE

The classroom modules, on average 2 days each month, cover essential managerial skills: strategy, innovation, motivating teams, problem-solving, coaching etc.

### B. THE BUSINESS INNOVATION PROJECT – APPLY ON THE JOB

This is an innovation or business improvement project that participants implement in their organizations and present at the end of the program.

### C. PERSONAL LEADERSHIP PRACTICE

This is a self-identified growth area, which the manager will work on further improving during and after the program.

### D. COACHING AND PEER LEARNING

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

### LEARN MORE

<https://kenya.amaniinstitute.org/program/leadership-for-growth-l4g/>

### CONTACT US

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