



Leadership Development Programme

Who We Are

The Leadership Group Limited (LGL) is a growing organization established with the purpose of supporting organizations to develop leadership for today and tomorrow.

The LGL is led by seasoned practitioners with a solid track record in Leadership and Communication, Mentorship and Coaching, Governance and Board Practice, Culture and Change Management as well as Strategy and Business Advisory.

Our Value Proposition

Executive Coaching and Mentorship: One-on-one and team-based coaching to enable coachees to maximize their personal and professional potential.

Governance & Board Practice: We provide solutions that include corporate governance development tailored to address board skills gaps.

Culture & Change Management: Our programme empowers organizations going through change to ensure alignment and appropriate communication for the achievement of the intended change goals.

Strategy & Business Advisory: We use practical approaches that help clients develop and operationalize their organizations' strategies.

Leadership & Communication: We work with organisations to identify their leadership gaps and tailor programmes to help them move forward with a key focus on leadership communication and stakeholder engagement.

The Leadership Development Programme

The Programme is custom-made to address the present and future leadership needs of the senior team at your organisation. It incorporates:



Leadership Assessments

We use one of or a combination of the following internationally recognized leadership assessment tools to evaluate the current leadership state of your management team:

- **Hogan LEAD Assessments:** HOGAN LEAD series is best in class leadership development solution for senior executives
- **Leadership Versatility Index 360° Assessments (LVI):** LVI measures the versatility of leaders on two complementary pairs of leadership dimensions – Forceful & Enabling (how one leads) and Strategic & Operational (what one leads)



Leadership Development Workshops (LDWs)

There will be four different workshops as follows:

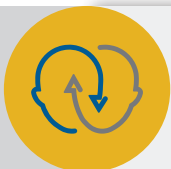
1. **Introductory LDW:** This will enable the team immerse itself in leadership conversations around key strategic issues. The forum will seek to enhance the team's knowledge and understanding of leadership best practices.
2. **Second LDW:** After the first three months, the team will come together for a two-day workshop to review progress made, get additional insights into other leadership perspectives and report on their workplace action learning projects
3. **Third LDW:** This comes three months after the Second LDW. Activities as in Second LDW
4. **Final LDW:** After the final three months, the team will come together to review the overall programme, what has been achieved, remaining gaps and agree next steps



Coaching and Mentorship

An executive coaching programme will be incorporated into the LDP to enhance leadership learning as it will give participants the opportunity to share openly and honestly about their leadership challenges, aspirations and goals. This will be a six-month programme based on a one-on-one approach. As part of mentorship, we will include:

- **Guest speakers:** A prominent guest from the a key African market will be invited to speak to the team on relevant experiences and lessons learnt



Peer Learning Centre

A peer-learning centre will be set up at the organisation's headquarters for team sharing and brainstorming. The teams will develop and implement solutions to common organisational challenges and report progress at the LDWs.



Action Learning Projects (ALP)

During the LDP, each respective team member will identify an important leadership challenge that they would like to resolve at the workplace with their teams. The challenge may be of an organisational context or one impacting delivery of departmental goals/objectives.

The participants will deliberate general approaches to surmounting the challenges and agree the way forward. Respective team members will then take the recommended solutions and apply the same at the workplace. They will report the progress/outcomes of this initiative during the next LDW.



Action Plan Post-programme

At the end of the programme, each leader will draw an action plan that will be shared with the organization. The organization will ensure delivery.



Programme Costs

Details to be shared in scheduled meetings.



Programme Duration

9 months

The Team



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