



# ONLINE LEADERSHIP DEVELOPMENT PROGRAMME

## Introduction

This is an online programme designed for senior leaders, managers, team leaders, project managers, supervisors, business proprietors and other professionals who are responsible for providing leadership within organizations and who want to develop or refine their leadership/managerial skills for improved performance. The Programme has been developed by the **Martin Oduor-Otieno Leadership Academy (MOOLA)** and will be facilitated by experience practitioners and academias.



## Goal of the Programme

The goal of our Leadership Development Programme (LDP) is to help professionals to improve their leadership competence through enhanced commitment, capability and practical effectiveness. The programme equips participants with leadership skills necessary for their respective leadership roles.



## Learning Outcomes

By the end of the programme, the participants should be able to:

- Demonstrate an understanding of leadership perspectives and practices;
- Apply leadership competencies to improve organizational performance
- Function as progressive change agents
- Lead individuals and teams towards a shared vision by understanding and perusing strategic initiatives

## **Relevance to Organisational Needs**

- The LDP was conceptualized to respond to organizations' desire to run an effective leadership development programme for high potential employees (HiPos).
- The programme incorporates a post-intervention evaluation that includes feedback for continuous improvement, assessment of participants' performance in their organization in relation to their appraisal system, a review of the research papers to identify changes that can be adopted by the organization.
- The programme adopts an approach that ensures that tangible results are achieved for participating organizations.
- At the end of the Programme, participants develop case studies that seek to identify and recommend solutions to areas in their organization that they believe either need improvement or have gaps.

## **Programme Modules**

The programme comprises the following modules:

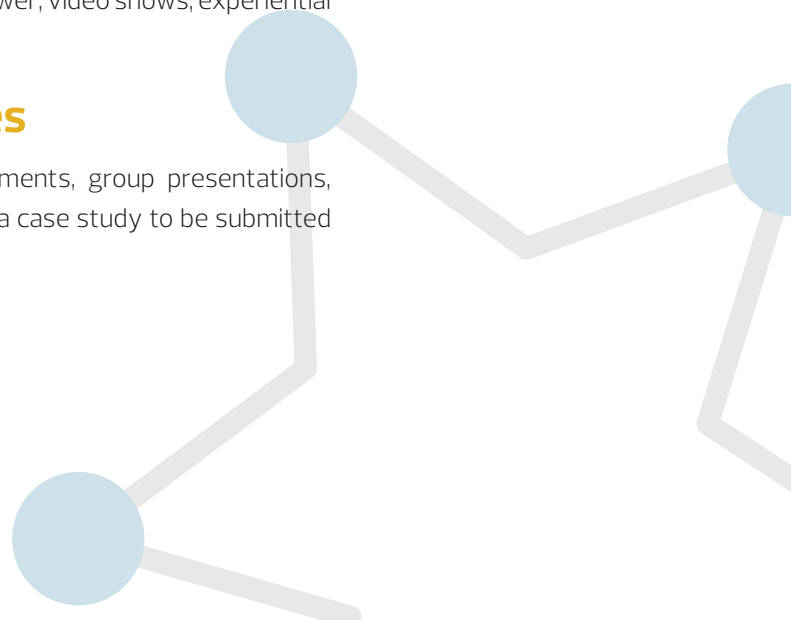
- Self Leadership
- Leading and Transforming Teams
- Leading for Results
- Leadership Communication
- Strategic Leadership
- Leading Organizations
- Leading Innovations and Change
- Ethical Leadership
- Action Learning Project

## **Mode of Delivery**

The LDP will employ online and experiential learning. It will be delivered through a combination of lectures, case studies, questions and answer, video shows, experiential learning, expert insights and group discussions.

## **Programme Assessment modes**

Progress is evaluated and monitored through assignments, group presentations, group discussions, reflection papers, assessments and a case study to be submitted and presented to a group of evaluators.





## Programme Design

The Programme is designed to ensure that participants learn with minimal interruption (if any) at the workplace. The programme is delivered through our proprietary e-learning platform.

Participants are expected to engage with each other virtually, undertake research and propose how they can apply learnings to impact their organizations.



## Learning Delivery Model

According to the 70:20:10 Model for Learning and Development which was developed by Morgan McCall, Michael M. Lombardo and Robert A. Eichinger, learners obtain 70% of their knowledge from job-related experiences, 20% percent from interactions with others, and 10% from formal educational events.

All the modules are designed in a manner that ensures interaction between participants, the instructors and invited guests from the corporate world.



## Post-intervention Evaluation

Upon completion of the course, The Leadership Group will undertake an in-depth evaluation of participants performance in the programme to establish if change has taken place. This will be aided by regular de-brief and feedback sessions. A report on the participants' performance in the programme will be presented to the organisation. Regular on-the-job assessments are recommended.



## Pricing

To be agreed on consultation with the client.



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