THE LEADERSHIP GROUP

Leadership Journeys

MOOLA LEADERSHIP ACADEMY

Online
Board Development Programme

Introduction

This is an online programme designed for current and aspiring directors of boards who seek to enhance their effectiveness by understanding their roles and responsibilities and enhance capacity navigate board dynamics, decision-making and emerging board leadership challenges.

The programme has been developed by the **Martin Oduor-Otieno Leadership Academy (MOOLA)** and will be facilitated by qualified faculty and experienced board leadership practitioners.

Goal of the Programme

This programme seeks to ensure that participants obtain skills and competencies that would enable them to make an effective contribution to the boards they sit on by providing effective leadership and oversight for their organisations.

Learning Outcomes

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

- Demonstrate an understanding of the roles, responsibilities, dynamics and functions of a board

- Apply best practices to enhance board effectiveness

- Engage more productively as a team and with their various stakeholders

- Understand the strategic role of the board in relation to the organization and technological trends

- Provide value-adding leadership and oversight to their executive teams

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 e-learning platform.

Participants are expected to engage with each other and with the facilitator virtually, undertake agreed assignments and tasks and propose how lessons learned may be applied to enhance board effectiveness in their respective organizations.

Programme Modules

1. Global trends & international approaches to corporate governance
2. Board composition, roles and responsibilities, and meetings
3. Stakeholder engagement & value enhancement
4. Board leadership and decision-making
5. Board dynamics & conflict management
6. Effective board & management interactions
7. Board performance management, evaluations and governance audit
8. The role of boards in risk management
9. Strategy, change management and digitally savvy boards
10. The ethical board

It is estimated that participants will take ten (10) weeks for the modules and two (2) weeks on the case study.

Learning and Delivery Model

The Board Development Programme is designed based on the 70:20:10 Learning and Development model developed by Morgan McCall, Michael M. Lombardo and Robert A. Eichinger. To apply this model, we use a combination of lectures, case studies, videos, experiential learning, expert insights, simulations and group discussions.

Programme Assessment

Progress is evaluated and monitored through assignments, group presentations, group discussions, reflection papers, assessments and a board decision-making practical component.

Post–intervention Evaluation

Upon completion of the programme, The Leadership Group will undertake an in-depth evaluation of participants' performance 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 may be presented to the organisation where required.

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