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 experienced practitioners and academicians.

Goal of the Programme

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

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 of the organization

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 virtually, undertake organizational research and propose how they can apply learnings to impact their respective organizations.

Relevance to Organisational Needs

- Designed in response to organizations' desire to run an effective leadership development programme for leaders and high potential employees (HiPos).
- Content is aligned to the needs of the participants' respective organizations.
- Incorporates a pre- and post-learning 360-degree evaluation of participants to determine a return on investment
- Post-learning evaluation can be incorporated in the next annual employee appraisal
- At the end of the Programme, participants develop a case study that seeks 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:

- Introduction to Leadership
- Self-leadership
- Leading Teams
- Managing Performance
- Effective Communication
- Strategic Planning
- Creativity & Innovation
- Coaching and Mentorship
- Effective Business Networking
- Ethics in Leadership
- Case Study

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 LDP is designed based on the 70:20:10 Learning and Development model developed by Morgan McCall, Michael M. Lombardo and Robert A. Eichinger. According to this model, learners obtain 70% of their knowledge from job-related experiences, 20% percent from interactions with others, and 10% from formal educational events. To apply this model, we use a combination of lectures, case studies, videos, experiential learning, expert insights and group discussions.

Programme Assessment

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.

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.