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Transform
your
organisation

Master
leadership
skills

Develop a
systematic
approach to
improvement
and innovation

What is the leadership development programme?

Our dynamic and turbulent world places huge demands on people in leadership roles. To be a leader in our increasingly pressured and complex world requires a combination of confidence, skill and personal vision. Our leadership development work aims to develop the ability of leaders to provide effective strategic direction and support to their organisations and the wider society.

Our programme aims to support you to:

- Build your confidence and skills as a leader
- Develop a systematic approach to improvement and innovation
- Deliver organisational transformation

Our model is based on the **systems thinking model**, developed to enhance performance and business improvement, taking into consideration local factors such as culture and ways of working.

Who is the programme for?

The programme meets the needs of a variety of participants including:

- Community based organisations
- Local, national and international non-governmental organisations
- Government ministries and departments
- Higher education and learning institutes
- Members of governance boards

By participating in our programme you will...

- Gain a holistic understanding of leadership to equip you for your leadership role
- Learn how you can bring about change in your role and organisation
- Learn exciting practical tools and theories that you can apply to your day to day work
- Network with and learn from other participants

Our services...

Skillshare International's Leadership Development Team provides a range of leadership services including:

Organisational diagnosis of leadership and organisational development needs

We can work with your organisation to identify your organisational development and leadership needs. This diagnosis can then be used to develop a programme that addresses those needs.

Our model
is based on
systems thinking

Our programmes
are practical,
participative
and provoking





Skillshare's leadership development programme is unique in that participants are helped to think around their organisations to understand the complexities and come up with real solutions.

**Dr David Mburu, Chairman,
GHARP/KRA**



Open and in-house leadership development programmes

We offer a standard leadership programme, outlined below, as well as designing bespoke programmes that are specific to an organisation's leadership and organisational development needs. These can be run as either open or in-house programmes.

The essence of our approach to leadership development is set out in our standard programme.

Module one: Developing personal leadership

This module enables you to:

- Understand how your current leadership style has developed
- Build confidence through appreciation of yourself and others
- Develop and apply a range of leadership attributes and skills

Module two: Achieving excellence in performance

This module enables you to:

- Adopt a proven approach to systematic continual process improvement
- Apply key process improvement techniques
- Appreciate the fundamental importance of listening to customers
- Develop tools to understand the needs of your customers or stakeholders

Module three: Repositioning your organisation for change

Drawing on a range of tools and techniques we will equip you to lead strategic change in your organisation by:

- Exploring how external drivers impact on your organisation
- Building a shared vision for the future.
- Identifying the strategic repositioning needs of your organisation

Additional workshop modules include:

Governance, advocacy and lobbying, performance management, and conflict and peace building.

Coaching and mentoring

The purpose of coaching and mentoring within the leadership development context is to create a space for participants to get one to one support for their personal leadership and management development. We offer a coaching and mentoring service as part of our broader leadership development work.

Action learning sets

Action learning sets are an opportunity for participants to focus on specific issues they have in their leadership roles. They are a confidential environment where members of the set help develop solutions. They also create a level of accountability where participants commit to take actions to resolve their issues.

Consultancy and advice services

Skillshare International's Leadership Development Team also offers further consultancy and advice on specific leadership and organisational development projects.

Further information...

To discuss your needs, and for information on our leadership development programme, please contact:


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Concepts in the programme are interesting and can be used in different areas of life i.e. in the family, personally and at work ... it is one of a kind.

Esther Onyango,
Ngei 1 Development
Youth Group



Leadership
Development



Skillshare
International