

# THE R&A BUSINESS SCHOOL

PRESENTS IT'S

## Leadership Development Program

*Designed to ignite  
Performance Transformation  
in Organisations*



# OUR LEADERSHIP PROGRAMS

1

## Emerging Leaders' Master Class (ELMC)

*Designed for:*

- Emerging Managers with 5 years experience (or less) in management
- Potential leaders who are in the talent pool and are being groomed for succession

2

## Strategic Leaders' Master Class (SLMC)

*Designed for:*

- Strategic Managers who are at the Middle - Senior level in the organisation.
- Seasoned business owners & entrepreneurs who wish to improve their leadership capabilities

This brochure outlines the program structure, curriculum and benefits of the Leadership program. The Leadership program is designed by the Ralds and Agate Business School and facilitated by seasoned faculty members of the Business School.



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## Pre- Program Details

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# PROGRAM STRUCTURE

**4**  
**WEEKS**  
*of Learning*

**3**  
**MONTHS**  
*Access to a  
learning database*

- *Case studies*
- *Course work*
- *Breakout sessions*
- *Strategic Projects*

**32**  
**HOURS**  
*of virtual instructor led  
interactive sessions*

*Personal  
mentoring session  
with experienced  
mentors*

**2**  
**WEEKS**  
*of after session  
project*

# A LEARNING EXPERIENCE LIKE NO OTHER...

Organisations across all industries are facing complex challenges which require the rapid development of agile leaders

Many leaders today are promoted based on their technical skills. They however rarely have the skills to lead themselves and manage others. They have to learn through the process

Businesses are searching for intuitive, proactive, creative thinkers. People who effectively manage their teams and achieve top performance.

# PROGRAM DESIGN

## LIVE INTERACTIVE FACULTY SESSIONS

Experience a digital classroom where experts in the field engage you in practical solutions for everyday problems. Sessions are highly interactive with a class size that enhances maximum participation by all, whilst enjoying and deriving the benefits of a professional network.

## GROUP DISCUSSIONS GUIDED BY LEARNING MANAGERS

We provide proprietary R&A designed case studies that offer opportunities for group discussions guided by learning managers. These real life scenarios present great practical opportunities for learning for all participants.

## STRATEGIC PROJECTS

Participants get to work on one business value-impacting project that is unique to their identified learning needs and applicable to the organisations they work with. Organisations that sponsor their employees for this program are provided with feedback after the program on these projects which they can monitor the employees on.

# PROGRAM DESIGN

## GLOBAL CURRICULUM WITH LOCAL FOCUS

Research based, fast paced course work, designed to suit the local learning needs, based on global best practices, applicable to our environment

## BEST IN CLASS FACULTY

Faculty Experts consisting of seasoned Business Experts and Strategic Leaders as facilitators. These are strongly supported by Learning managers, Mentors, Program coordinators and Learning Assistants

## LEARNING DATABASE ACCESS

Access to the Master Class learning database after the program, which gives participants the opportunity to harness the networks developed and also have reference materials to continue the learning after class

## SELF DIRECTED CLASSES & BREAK OUT ROOMS

Learning design that allows for break-out rooms, peer to peer sessions, reading moments, guided self reflections and class room exercises.

## E CERTIFICATES

All successful participants are issued E-Certificates at the end of the program. Criteria for successful completion are provided as part of the welcome pack

## ONE ON ONE MENTORING SESSIONS

One on one mentoring sessions with experienced business leaders who can discuss real practical challenges impacting participants and guide towards effectively managing them.



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## Program Curriculum

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### ELMC

*\*The Emerging Leaders' Master Class*



# PROGRAM CURRICULUM -ELMC

## 🕒 MODULE 1 – INTRODUCTION TO LEADERSHIP

- Participants are introduced to the program, and guided on key expectations throughout their 4-week journey
- Leadership concepts, styles and personal predispositions are explored
- The Business' expectations of its leaders particularly those with line roles, the broader business landscape and its demands on the leaders, the dangers of silo mentality, and the delicate balance between power and influence are amongst the background concepts explored with practical reference to the participants' work environments.

## 🕒 MODULE 2 – BUILDING A RELATIONSHIP WITH YOUR TEAM

- Communication as a great relationship building tool is extensively explored. Issues discussed will include the 7 Cs of communication, the various communication barriers and pitfalls, effective stakeholder management and practical tips to enhance relationship and network growth.
- Building trust within the team, practical ways to make this happen will be explored as well as how to navigate the barriers and pitfalls.
- Managing diversity issues within the team and effectively utilising this diversity to build the team's strength and edge.



# PROGRAM CURRICULUM -ELMC

## 🕒 MODULE 3 – CREATING A HIGH PERFORMANCE TEAM

- Identifying practical tips to effectively manage delegation, discussing usual delegation challenges and measures to manage them.
- Discussions on the role of the manager as a team mentor and as a coach. Techniques on how to effectively coach the team to higher performance
- Effectively managing a team's performance – ability to focus on real results and deliverables rather than daily activities
- Practical Performance Monitoring and management techniques to aid the manager in enhancing the team's performance.

## 🕒 MODULE 4 – NAVIGATING ORGANISATIONAL COMPLEXITIES

- The Big Picture. Dissecting the participant's business model and the participant's contribution to business profitability
- Understanding organisational change, its inevitability and practical ways the leader can help the team to effectively manage change when it occurs
- Identifying some organisational realities like organisational politics, conflict etc and how managers can effectively navigate this. Utilising critical thinking skills, through practical cases, explore ways to solve problems and add more value to the business.



## KEY BENEFITS OF THE ELMC

- A fantastic introduction to technical managers who are also required to drive others towards high performance
- An opportunity to explore real organisational challenges like organisational politics, conflict and diversity
- Provide practical tools and techniques to build trust in the team and drive high performance
- Coach towards understanding the strategic expectations of the business for these Managers.



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## Program Curriculum

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### SLMC

*\*The Strategic Leaders' Master Class*



# PROGRAM CURRICULUM –

## SLMC

### 🕒 MODULE 1 – SELF LEADERSHIP

- Participants are introduced to the program, and guided on key expectations throughout their 4 week journey
- Leadership myths are debunked and the true test of Leadership is explored.
- Key concepts such as Self Leadership, Influence versus Power and Authority, the 5 Cs of Leadership, Ethics in Leadership and the balance of accountability and ownership are all explored.
- Relational intelligence and its role in building a strong team alongside other strong leadership habits are discussed.

### 🕒 MODULE 2 – BUILDING A HIGH PERFORMANCE CULTURE

- Building a strong team, focused on results and working collaboratively with each other. Identifying pitfalls to team cohesiveness and addressing them. Exploring Leadership courage and its role in a high performance team.
- Wielding influence within and outside of the Leaders' core team. Influencing the culture within the organisation. Creating high performance rituals that suit the team and the larger organisation.
- Participants are able to explore the Effectiveness Pyramid, building a framework that will allow them manage, monitor and measure the effectiveness of their teams.



# PROGRAM CURRICULUM – SLMC

## 🌀 MODULE 3 – STRATEGIC ENGAGEMENTS

- Conversations on conflict. The role of conflict in organisational health. Navigating healthy conflicts with mature relational intelligence.
- Understanding the impact of the organisation’s web of stakeholders to the overall business performance and the Leaders’ growth. Managing the strategic growth of the Leaders’ influence in the business to create leverage within ethical bounds.
- Building partnerships within and outside of the business, grooming other emerging leaders, influencing the Leaders’ peers towards change, boosting employee engagement through influence across board.
- Practical cases that explore pertinent issues including managing difficult conversations, navigating ethical boundaries, managing multiple stakeholders with conflicting interests.

## 🌀 MODULE 4 – LEADING CHANGE

- Exploring the business - its operating model, competitive landscape and strategic orientation, recognising the strategic factors driving change within the Leader’s business.
- Identifying practical change process framework that can help leaders lead and influence change across the business.
- Understanding organisational change, its inevitability and practical ways the leader can help the team to effectively manage change when it occurs



# KEY BENEFITS OF THE SLMC

- ⦿ Engagement with other senior Leaders on global strategic business outlook and what businesses demand from leaders.
  - ⦿ Enhances the organization's chances to grow quickly and meet changing market demands.
  - ⦿ Participants can engage in more strategic conversations, exploring how to drive others towards high performance and shaping the organisation towards higher productivity and business results.
- ⦿ Participants are better able to navigate through the complexities of human relationships, while effectively managing conflicting demands of multiple stakeholders and leveraging relationships.
  - ⦿ All Leaders who go through this program are guided on how to improve their self leadership - the premise of great leadership.





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## About the Business School

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*\*The Strategic Leaders' Master Class*



# ABOUT THE BUSINESS SCHOOL



The Ralds & Agate Business School provides a developmental platform that is world class, premised on our founding principles of continuous improvement, innovation and value driven partnerships. Our programs are meticulously curated, in recognition of current market / business challenges and needs.

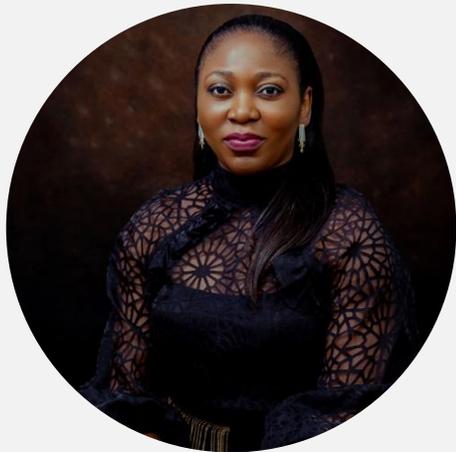
Our programs are focused on supporting businesses to build transformative leaders who are committed to leading change and bringing long term value / impact to the business. Our programs are delivered virtually and physically and are infused with multiple developmental approaches to create an immersive learning experience.

We bring an expert program design coupled with a highly experienced faculty to deliver a truly educative, practical and engaging learning experience. Our past participants have come from different parts of Africa, including **Nigeria, Cameroon, Egypt, Kenya, Cote d'Ivoire, Morocco, Mauritius** to mention a few. We are truly committed to supporting Africa grow its talent base and become a true Economic Power house.

We offer Open programs as well as customised programs delivered to clients across various sectors. Many of our programs are infused with mentoring and coaching sessions, strategic projects, proprietary case studies (designed to suit the class) amongst others.

# ABOUT OUR FACULTY

We have a strong faculty with a unique blend of skills and experience that cut across diverse industries. Together, they help to deliver a truly transformative experience on all our programs. Insights from some of our faculty members :



*“True leaders create other leaders. They start their journey on the bedrock of self leadership. They recognise also that leadership is a journey, one that is reinforced by continuous improvement”.*

[View Femi Mowaiye’s Profile](#)



*“Working with leaders over the years, I have found it best to start with the leader’s motivations. Transformative leaders are developed through the collective commitment of businesses and the will of the leaders”.*

[View Femi Kehinde’s Profile](#)



*“Businesses thrive when the people thrive. If 80% of your people are ‘C’ performers, then the business has a problem. Developing people is an all inclusive approach starting with how talent is attracted”.*

[View Charles Oben’s Profile](#)

## FOR MORE INFORMATION

Contact the Program Coordination Team

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### ELMC PROGRAM FEES

Naira (N)  
**400,000.00** or  
Dollars (\$)  
**720.00**

### SLMC PROGRAM FEES

Naira (N)  
**500,000.00** or  
Dollars (\$)  
**900.00**

### ELMC PROGRAM DATES

July - August, 2022

### SLMC PROGRAM DATES

July - August, 2022

# REVIEWS FROM PREVIOUS PARTICIPANTS

*Of our Master Classes*



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I will recommend the Ralds & Agate Master classes to anyone who wants to bring a significant change into his or her career.

When you enrol at the R&A classes, you can be confident that you are going to gain career- focused knowledge and skills that you will carry along throughout a lifetime. It is one of the most dedicated and instructive firms I have come across so far.

”

*Njambio Evelyn Chuingwe  
NFC Bank, Cameroon  
Emerging Leaders' Master Class*

“

Anyone that wants to sincerely practice and build a career in Human Resources in Africa should and must experience this programme .

It is absolutely a mind blowing, eye opening and brain tasking programme that will enable the participant to positively impact his or her organization and effectively build him or herself in the field of Human Resource.

”

*Kehinde Olaniru  
Fidelity Bank Plc. Nigeria  
HR Master Class*