

Reform 1

Flagship Leadership Development Programs



One of the principal components of the AFLEX is the African Leadership Development Program (ALDP), which offers a variety of programs designed to equip program beneficiaries with the knowledge, skills, and mindset needed to address the complex challenges and opportunities facing Africa. The ALDP programs are divided into two categories: **general and specialized**. The department will offer short-term programs and workshops that target specific sectors and fields of leadership in Africa. These programs will aim to enhance the leadership skills and capacities of current and emerging leaders in Africa.

These programs will also involve African scholars, advisors, expats, and leaders as instructors, mentors, speakers, or guests who can provide valuable insights, experiences, and connections for our program beneficiaries. The general programs cover the four core leadership concepts whereas the specialized programs focus on 28 specific topics or sectors that are relevant to the African context.

Experts and practitioners who have extensive experience and insights on the African continent deliver these programs. The ALDP programs are short-term and flexible, ranging from one week

to six months in duration. They are open to current and aspiring African leaders from different sectors and backgrounds, such as government, civil society, business, academia, and media. The programs are also designed to foster a network of peers and mentors who can support each other in their leadership journeys. By participating in the ALDP programs, program beneficiaries will gain a solid foundation of leadership competencies and a deep understanding of the African continent and its potential.

1. General Leadership Programs

The general leadership programs are designed for leaders at different levels and stages of their careers, who wish to enhance their main strengths and capabilities as leaders.

These programs include: -

1.1. Executive Level Leadership Program:

This program is for senior executives who want to sharpen their strategic thinking, decision-making, and communication skills, as well as learn how to foster a culture of innovation and excellence in their organizations.

1.2. Emerging Leaders Development Program:

This program is for mid-level managers who want to develop their leadership potential and prepare for higher responsibilities. The program covers topics such as self-awareness, emotional intelligence, team building, conflict management, and change management.

1.3. Women Leadership Development Program:

One of the flagship programs of the new department is the African Women Development Program, which will focus on empowering women leaders and enhancing their capacities to contribute to the social, economic, and political development of Africa. This program is for women leaders who want to overcome the challenges and barriers they face in their professional and personal lives, and to leverage their strengths and opportunities as leaders. This program will address the specific needs and challenges of women in leadership positions, as well as the opportunities and strategies for advancing gender equality and women's rights.

The program will also expose program beneficiaries to the best practices and lessons learned from successful women leaders in Africa and beyond. The program will feature guest lectures, case studies, field visits, mentorship programs, networking events, and internships. The program will also encourage program beneficiaries to research issues related to women's development and leadership in Africa.

1.4. Public Leadership Development Program:

This program is for public sector leaders who want to improve their public service delivery and governance skills, as well as learn how to cope with the complex and dynamic challenges of the

public sector. The program covers areas such as policy analysis, public administration, ethics, accountability, and stakeholder engagement.

2. Specialized Leadership Programs

Since public institutions have their own specific missions, their leadership development program is specialized depending on each institution's role and responsibilities. The specialized leadership programs are tailored for leaders in 37 specific industries or sectors who want to deepen their knowledge and skills in their respective domains.

This program is mainly about scaling coaching skills across the entire organization and building a foundational feedback culture with coaching conversations and leadership training program. A feedback culture starts with better conversations at all levels of any organization. More powerful than strategy and more persistent than vision, the culture of your organization either enables sustainable performance or subverts it. And a coaching culture of feedback can be the key differentiator that puts you ahead of the competition