

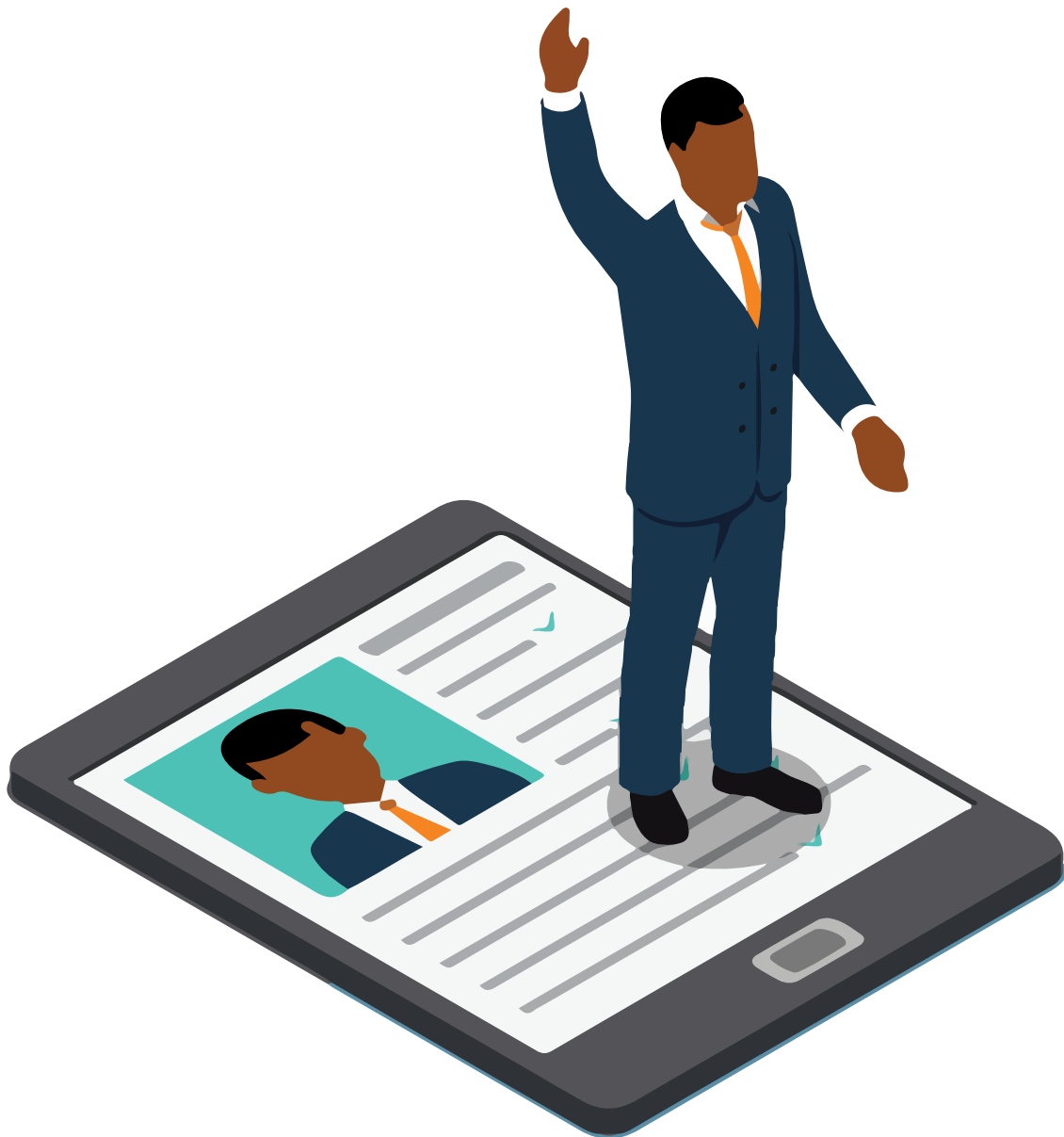
STAR
SAPPHIRE
RESOURCES

www.ssrng.com

CONTENT

Course Overview
Programme Objectives
Programme Dynamics
Programme Content

LEADERSHIP ACCELERATION MASTERCLASS



OVERVIEW

Leadership is a fundamental link in the value chain of effective organizations, this is because effective leadership results in an increase in organizational performance. For a leader to lead effectively and thus positively influence organizational performance, he/she must have an ability to promote creativity, innovation, stimulate subordinates to challenge their own value systems and adopt an explorative thinking process that approaches old problems in new ways.

As Agle et al states, an organization is effective when multiple stakeholders perceive it as effective hence there is need for organizations such as yours, pivotal to Nigeria's economic development, and under high expectations from her stakeholders, to carefully adopt new ways of improving organizational performance through leadership, and thus earn effectiveness.

This programme seeks to equip leaders in your organizational hierarchy with the strategic, operational and interpersonal capabilities required to be effective leaders in a rapidly changing global and national economy.

PROGRAMME OBJECTIVES

With this programme and the subsequent leadership series that will follow, our goal is to create a strategic mindset across the managers and team leaders of the organization, which would in turn lead to:

- A fine-tuning of existing strategic models within your corporation thereby leading to better policy formulation in tandem with global best practices
- Creation of new strategies at corporate and directorate/departmental levels
- An improved link between strategy and daily operations for better execution
- Empowerment to manage and create a culture of innovation and change
- Better management of changes that are occurring in the macro economy as well as internal responses

PROGRAMME DYNAMICS

Target Audience	<ul style="list-style-type: none">■ Senior Executives (Assistant Directors–Directors)■ Middle Level Managers, Unit Heads, Department Heads
Programme Format	<ul style="list-style-type: none">■ Customized for your institution■ Practical, Hands-on learning■ Real-World Cases (local)■ Residential (where possible for senior executives)
Duration	<ul style="list-style-type: none">■ 5 days for each stream
Class size	<ul style="list-style-type: none">■ 30 in each stream (practical class)
Location	<ul style="list-style-type: none">■ Offsite location or in-house premises (To be discussed)

PROGRAMME CONTENT

This programme is structured along a strategy development and implementation framework for senior executives and managers of your organization.

The take away will include imbibing in delegates, Cutting-Edge Transformational Leadership Strategies to be implemented in your organization in a bid to intensify organizational performance.

Module 1: The Fundamentals of Leadership	<ul style="list-style-type: none">■ Leadership styles and transformational practices■ Team Development
---	---

- Developing clear and concise communication skills
- Time Management and Prioritization

**Module 2:
Strategic Leadership**

- The Strategic Mindset
- Strategic leadership for Institutional Growth
- Habits of highly effective strategic Leaders
- Why leaders fail – A Case Study
The Strategic Leader's Toolkit

**Module 3:
Leadership Decision
Making**

- Steps to enhancing decision making practices using logical reasoning, critical thinking and rigorous application of evaluative and analytical skills
- Understanding the psychological principles underpinning the decision making process in the organization.
- Radical Approaches to balancing
- Emotion with Logic and Reasoning with Intuition during decision making.

**Module 4: Improving
Organizational Perfor-
mance Through
Sustainable
Leadership**

- Introduction to sustainable leadership and its applications.
- Behaviours of sustainable leaders
- How to organize, analyse and prioritize ideas
- Personal Leadership Development Plans.