



STRATEGIC LEADERSHIP MASTERCLASS FOR SENIOR EXECUTIVES

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TARGET GROUP: Senior Executives in public corporations and institutions at the level of Chief Executive Officer, Director General, Managing Director, Directors, Heads of Departments, and Senior Managers with responsibility for strategy formulation and execution.

DURATION & DELIVERY DATES:

From **18th – 22nd November 2024,**

At **Ramada Resort, Jangwani Beach, Dar es Salaam, Tanzania.**

FEE PER PERSON:

TZS: 1,575,000/= Inclusive full conference package (Tuition, Training Materials, Venue, Meals, Refreshments, and Attendance Certificates)

PROGRAM OVERVIEW

The Strategic Leadership Masterclass is a comprehensive learning program linked to short and long-term organizational strategy. It provides participants with a set of transformational tools and techniques to help them maximize their own and their team's creative potential to achieve sustainable success. It is designed to create an appreciation that great organizations are made up of great people who are led by leaders who are high in personal effectiveness, great in facilitating effectiveness in others, understand the dynamics of the operating environment, focus on both short-term and long-term perspectives, embrace and drive change to create organizational agility and resilience. It aims to equip senior executives of public corporations with knowledge and skills to move from the 4Rs [Reconciliation, Reforms, Rebuilding & Resiliency] rhetoric and translate the same to gainful actions for business growth and sustainability. It provides a know-how kit for senior executives to use in corporate re-engineering, and continuous improvement to achieve operational efficiency and effectiveness.

WHY IS IT RELEVANT?

Globally nine out of ten organizations fail to effectively execute their strategy due to barriers mostly around leadership, people, resource allocation, and operational efficiency. Project mismanagement is one of the systemic and endemic weaknesses of public corporations in Tanzania even for well-resourced organizations. To address these weaknesses senior executives need to acquire basic knowledge of the risk-based approach and methodology of project management in its broad sense. Develop agility to implement end-to-end process re-engineering to improve performance with enhanced resilience to manage in difficult times and changing dynamics, while maximizing resources (people, capital, and technology).



CONTENT HIGHLIGHTS

The masterclass has four strategic themes with well-curated content to enable a comprehensive learning of essential skills and acquire know-how tools that would enable back-to-work applications.

01 Personal Effectiveness

The first theme focuses on growing self through enhancing self-knowledge, interrogating own values, developing/cementing a sense of purpose, and how these aspects influence the type of leadership they bring to the organization. Learning on how to practice intellectual humility and building on the strengths of others through creating human connections based on trust and relational capital to support leadership success. The bedrock of this thematic area is self-accountability and ethical self-leadership which are key ingredients in creating great organizations.

03 Facilitate Effectiveness in Others

The third theme creates an appreciation of the leadership role in supporting the human side of innovation and the fact that managing the organization's human capital is too important to be confined to the Human Resource & Administration Function only. Changing participants' current leadership mindset that they are the HR Managers of their team and the ultimate responsibility of building positive, productive, and innovative teams is theirs. It provides essential skills needed in managing a multi-generational workforce to enable leaders to communicate effectively within the ambits of corporate protocol and etiquette to increase their influence and persuasion (within & outside) the organization.

02 Organizational Effectiveness

The second theme exposes participants to external and internal strategic leadership focus from the dynamics (local & global) shaping organization and business models adapting no longer an option but a way of life to thrive in this age of continuous disruptions. It provides a framework for interrogating strategic positioning and why organizations need to cultivate an entrepreneurial mindset to harness innovation to continue to be relevant. The risk-based approach to project management from the perspective of driving corporate re-engineering for improved performance through innovation and efficient rollout of solutions provides a good understanding of the cost of procrastination, poor planning and budgeting, and sloppy resourcing of project teams. Operational efficiency and effectiveness through re-engineered processes provide critical tools for auditing end-to-end processes for delivering value, challenging participants to eliminate waste through streamlining and instituting a customer-centric approach to service delivery.

04 Embrace and Drive Change

The fourth theme creates an appreciation that there are real disruptions that organizations across the world are grappling with such as rapid technological innovation, integrated economies, climate change, fast/constant regulatory changes in response to shifting dynamics, more demanding customers, changing demographic profiles in workplaces, global geo-political impact, etc...It focuses on anticipating, embracing and leading change by providing practical steps and tools to communicate, engage and drive change while remaining true to values and inspiring work culture transformation. Aspects of Environment, Social, Governance [ESG] and the need to develop sustainable leadership through appreciating the role of organizations in society and what leaders should do to align people, the planet, and profits, especially in decision-making and practices. It brings to the fore the need to develop a risk mindset in leadership and across organizations as a means of organizational survival and sustainability.

OUTCOMES

By the end of this course the participants will be able to:

- Enhance self-knowledge and develop clarity of purpose for themselves and the organization
- Use personal influence to network and influence stakeholders effectively
- Appreciates values-based leadership and self-accountability as critical tools for leadership success
- Understand the essentials of strategic management in a global economy
- Link the strategy of an organization with the desired outcomes
- Harness innovation and entrepreneurial mindset to bring to life tangible transformational reforms
- Understanding risk-based project management approach and how it contributes to operational improvement
- Appreciate their role in improving processes and continuous improvement to enhance customer satisfaction
- Demonstrate the leadership core skills of communication and inspiration; emotional intelligence, protocol and etiquette and providing clarity for both internal and external stakeholders
- Discover and develop the creative capabilities of teams and individuals
- Recognize factors that require change in your organization and lead the changes in your organization
- Apply a change management model for communicating and implementing change

METHODOLOGY

The Strategic Leadership Masterclass is designed to align theory to practical application allowing interactive sessions and group work during the training. The use of case studies and their review provides rich discussion and insightful

experience sharing. Participants through seminar format work on addressing typical leadership challenges and co-create solutions that can be applied in their real work environment.



Col. (Rtd) Joseph L Simbakalia

Facilitator – Project Management and Process Re-engineering for Continuous Improvement

Colonel Joseph Leon Simbakalia is a retired Army Engineer of the TPDF Corps of Electrical and Mechanical Engineers. He has held other senior positions of appointment by the President of the United Republic of Tanzania in the Defence Forces, Government (as Regional Commissioner), and Public Sector (as Managing Director of the National Development Corporation; and as Director General of the Export Processing Zones Authority). He is currently the Board Chairman of the Tanzania Engineering and Manufacturing

Design Organization (“TEMDO”). Col. Simbakalia is a Training Course Facilitator at the National Defence College Tanzania, Mwalimu Julius Nyerere School of Leadership, and Uongozi Institute. He is an internationally Certified Company Director and Trainer in Corporate Governance (certified by the Commonwealth Association of Corporate Governance) and a regular Course Facilitator with the Institute of Directors in Tanzania training courses for Certification in Directorship, Board Secretaries, and Mastery of Directorship.



Zuhura Sinare Muro

Facilitator – Personal Effectiveness, Personal Leadership, Maximizing People Potential and Emotional Intelligence

Zuhura is a certified board director, certified Board Leader, certified Emotional Intelligence Practitioner & Master Trainer, Certified Coach, HR Practitioner, and Aspen Global Leadership Network Fellow. She has over 20 years of experience in providing Strategic HR advice, corporate training, and executive coaching. Currently, she is the Managing Partner of Impact Leadership Academy (a firm she founded) and works with senior executives to support change management processes and create value for shareholders and the public,

both in private and public-owned business enterprises. Zuhura has strong board leadership experience within private companies with East Africa footprints, state-owned enterprises, public institutions, and private sector business forums in Tanzania. She has led transformation in business enterprises by providing board oversight in sectors such as media, banking, insurance, social security funds, real estate, manufacturing, telecommunication, mining, energy, and not-for-profit organizations.



Mr. Andulile Mwakalyelye

Facilitator – Changing Dynamics, Strategy Positioning and Entrepreneurial Innovation

Andulile is a Corporate Governance & Strategic Planning Consultant. He is an economist with over 25 years of experience in Banking and Finance; Development Finance and Risk Management. He has previously worked with six (6) banks in Tanzania in different capacities, including as the Country Head/Representative of the East African Development Bank; CEO of Azania Bank Limited; Resident Vice President at Citibank Tanzania; and Head of Credit Risk at Stanbic Tanzania and NMB Bank. He has also worked as the National Economist in the UNDP Tanzania Country Office. Andulile is a Certified trainer in Corporate Governance and Board Leadership

(IFC & Africa Corporate Governance Network ACGN) and an Independent Consultant/Facilitator to both private and public sector institutions in the areas of Strategic Planning; Business Evaluation and Restructuring; SME Financing; and Risk Management. He is currently an Independent Non-Executive Director on the Board of Citibank Tanzania Limited and has previously served as a Board Member/non-executive Director at Tanzania Posts Corporation, Azania Bank Limited, Dar es Salaam Stock Exchange (DSE), Tanzania Mortgage Refinance (TMRC) and Umoja Switch Limited



Ms. Margaret Ikongo (ACII, GradIRM)

Facilitator - Leading in Difficult Times and Risk Management

Margaret is an Associate member of the Chartered Insurance Institute of the UK and the Insurance Institute of Tanzania. She is an Executive Chairperson of Actuarial and Risk Consulting (T) focusing on consultancy services on insurance and risk management issues and providing expertise to senior executives in managing businesses during difficult times. Previously, she served as the Managing Director at National Insurance Corporation. Margaret has extensive experience in providing oversight leadership as a board director to - Continental RE Kenya, Vodacom(T) PLC Tanzania, Actuarial and Risk Consulting Ltd (one of the founder members)

Metro Life and Meticulous General Insurance Previous Board membership Tanzania Reinsurance Company (Tan Re), Africa Reinsurance Corporation (Lagos) PTA RE (Nairobi) and NSSF Tanzania, NMB Bank PLC, AAR Insurance. She is featured in the International Finance Corporation (IFC) Report 2021 - Leading Tanzania Women in Financial Services” for her achievements in board leadership roles in the Banking sector and support for women in leadership. She is also a recipient of the Organization of Eastern and Southern Africa Insurers and Reinsurers (OESAI) Honorary Award for her outstanding contribution to the Insurance Industry in Africa.



Dr. Alfred Sebahene PhD (Stellenbosch 2015)

Facilitator - Ethics and Work Culture Transformation

Dr. Alfred Sebahene is an Author, Ethics and Anti-Corruption Consultant, Capacity Development Expert, Higher Education Practitioner, Facilitator and Coach. He is currently a Senior Lecturer, researcher, and consultant. He is based at St John’s University of Tanzania in Dodoma providing leadership as head of unit for the study of corruption. For over a decade and a half, he has been working at the intersections of theology, governance ethics and anti-corruption, personal and strategic leadership, leading change, higher education practice, performance reviews, and emotional, spiritual, and social intelligence studies. As an experienced facilitator - trainer

- capacity development, he assists NGOs, FBOs, churches, and other organizations in understanding, formulating, and responding to public policy and is a former Daily News - Government Newspaper columnist with over 350 published articles under his column title “On Human Flourishing”. Dr. Sebahene’s current research is centered on anti-corruption, ethics, and work culture transformation as vital goals for high-performing organizations. Alfred is the author of Corruption Mocking at Justice: A Theological-Ethical Perspective on Public Life in Tanzania.



Mr. Killian Nango

Facilitator – Leading Change and Role of Organizations to Society

Killian Nango has over 15 years of leadership experience spanning telecoms, advisory services, banking, development finance, impact investment, investment promotion, financial services & renewables. Over the past 15 years, he has held senior leadership positions with P&L across East Africa. Killian is passionate about building a broad-based economic transformation through private sector promotion, skills and

workforce development programs, impact investments, and financial intermediation. Killian holds a Master of Philosophy in Development Finance (Stellenbosch University), a Master of Business Administration International Business (MBA-IB) Postgraduate of Business Administration (PGDBA), and a bachelor's in accounting and finance.



Innocent-Primus M. Mungy (MICPR, IABC, PRST)

Facilitator – Mastering Strategic Communication for Corporate Leadership Success

Mr. Mungy is a highly experienced Public Relations and Corporate Communications Strategist, who is also an accomplished trainer and facilitator in the field. He is a fully accredited member of the UK-based Chartered Institute of Public Relations (MCIPR) and a member of the International Association of Business Communicators (IABC). He is also a Board Member of Tanzania Broadcasting Corporation and Board Chairman of the Public Relations Society of Tanzania. With over 34 years of experience in Strategic Public Relations and Communication Management both in Tanzania and abroad, Mr. Mungy has a solid background in Strategic Communication and Media Management. He is also an After-Dinner Speaker, Corporate Hall of Fame Director of Ceremonies, and Professional

High-Level Conference/Meeting Moderator. Currently, Mr. Mungy works as Head of Communication with The Ministry of Information, Communication and ICT, United Republic of Tanzania - Seconded to the Personal Data Protection Commission since January 2024. Mr. Mungy played a key role in the implementation of various National Communication Strategies in Tanzania, including the National Communication Strategy for Analogy Switch Off and the Communication Strategy for Counterfeit Mobile Switch Off. He also provides consultancy services on PR and Communications, Crisis Management, Corporate Social Responsibility, and drafting communication strategies and policies.



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