



CALLED TO LEAD?

The Leadership Induction MasterClass

FOR THOSE CALLED TO LEAD

Accredited by:



THE LEADERSHIP MASTERCLASS

MASTERING THE ART OF ORGANIZATIONAL LEADERSHIP

32 week fast track alternative to the executive MBA
Live-Online!

The Leadership MasterClass is an intensive 32 week modular fast track alternative to the executive MBA that presents a simple yet well thought through model, rooted in three critical and mutually supporting dimensions—the core awareness of the individual, how then this emanates to their immediate environment of influence and, then drives impact on the organization at large.

If you are experiencing leadership for the first time, the Leadership MasterClass will help you on your journey and prepare your future path. If, however, you are already a seasoned leader, the Leadership MasterClass can give you a fresh perspective, a good dose of inspiration to start doing things differently. The purpose is to help you either kick start your leadership journey or further hone some of your leadership skills and/or attributes.

Who should attend

The Leadership MasterClass is designed for emerging leaders, including top performing professionals with 5 - 15 years of experience moving into roles of increasing leadership responsibilities.

"Only three things happen naturally in organizations: friction, confusion, and underperformance. Everything else requires leadership. Yet most leaders are untrained, ignorant and do not have intellectual guardrails to guide their conduct."

Peter Drucker



What You Will Learn

A fast track alternative to the executive MBA, the Leadership MasterClass accelerates your leadership development. You will emerge from the MasterClass ready to face complex organizational challenges and build and lead high performing teams.

The Leadership MasterClass is structured around 32 live online sessions punctuated with final applications and personal development mentor feedbacks. It is rooted in three critical and mutually supporting dimensions:

- A high level of self awareness built on a deep understanding of what makes you you your strengths, fears, hopes, and brand (*Finding the leader inside you*)
- An ability to read, lead and influence people by developing your credibility, as well as building effective and efficient networks to help and support you (*Leading and influencing—bringing others on the journey*)
- The skill to craft a compelling vision and, with inspiration, turn it into a successful strategy, plus most importantly, deliver on it (*Building and executing your vision—from ideas to results*).

MASTERCLASS 1

FINDING THE LEADER INSIDE YOU

Week 1: Introducing Servant Leadership

Week 2: Understanding Yourself

Week 3: Using Power Appropriately

Week 4: Finding Your Leadership ID

MASTERCLASS 3

BUILDING AND EXECUTING YOUR VISION

- from ideas to results

Week 9: Managing and Resolving Conflict

Week 10: Leading Change

Week 11: Building a Shared Vision

Week 12: Instituting an Accountability System

MASTERCLASS 2

LEADING AND INFLUENCING

Bringing others on the journey

Week 5: Finding the Right Person for the Job

Week 6: Building High Performing Teams

Week 7: Developing Others

Week 8: Motivating Others for Excellence & Service



The foundational first three MasterClasses lead to the award of an Executive Certificate



Overcoming The Peter Principle

The Peter Principle states that people will rise through an organization's hierarchy via promotions until they reach their level of incompetence. Eventually, every position will be held by people who are incompetent to fulfill their job duties. Such people who fail to develop competency for these duties will no longer receive promotions. They also stunt the next generation of competent leaders. Organizations face serious consequences for practicing the Peter Principle, beginning with poor leadership. The trickle down effects often result in decreased productivity and poor morale of those led.

Securing Your Organization's Future

Most organizations start, grow, thrive, lose momentum, decline, and eventually end. That doesn't have to be your organization's story if you can reinvent yourselves by fueling a pipeline of wholistic leaders. The Leadership MasterClass accelerates this process by preparing emerging leaders to:

- Master the cross functional challenges of organizational leadership
- Lead organizational change and inspire high performing teams
- Develop a personal leadership philosophy and presence that reflects greater confidence and capabilities

The Philosophy of the Leadership MasterClass

The main feature of the Leadership MasterClass is that we are strongly growth oriented, whereas other courses are knowledge and content oriented.

A participant summarized the Leadership MasterClass by saying: "The MasterClass not only touched my head, but also my heart." Instead of remaining stuck in the tradition of intellectual improvement, we reach out towards the development and growth of the whole person. We try to form leaders 'from the inside out'.

The content is highly practical and concentrates on day to day realities. The facilitators perform as mentors rather than just as expert information givers. To assess the learning experience of the participants, portfolio assessment is used as an evaluation method. Portfolios represent a collection of a participant's work, reflection, and comments over a period and document the qualitative change in the leader's life.

The MasterClass emphasizes interactive learning, problem solving, peer mentoring, and application of principles in everyday leadership. It is more experiential and personal, not just a reflection on set topics. The modules are story/case study based, and practical so leaders can immediately implement what they have learned.

The Leadership MasterClass has a contemplative dimension to allow participants to pause, reflect, integrate, and practice what they are learning.

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"The facilitators, Andrew & Hedwig, brought seemingly simple concepts to life and challenged us daily to improve ourselves."
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The Facilitators

The Leadership MasterClass is personally facilitated by Hedwig and Andrew of Wholistic Leadership. We have only two lead facilitators—this is necessary to maintain consistency in the quality and style of delivery.

For over 25 years we have been sharing our lives by facilitating processes designed to form emerging leaders, build leadership teams, and enable results-based management. We have formed over 1000 organizational leaders. As part of our Covid 19 response, we thoughtfully redesigned our impactful onsite workshops for an effective online curriculum. We now can deliver the Leadership MasterClass physically or virtually.

Andrew Otsieno, the creator and facilitator of the Leadership MasterClass, is able to quickly perceive the whole and identify the essential. He draws on practical experience with a solution oriented approach to challenges. Originally trained as an Engineer, he has a Master of Arts in Organizational Leadership, and is certified as an Enterprise Management Development Expert.

On the other hand, Hedwig Nafula, co-facilitator of the Leadership MasterClass, has the ability to get everyone involved and bring out each person's best potential. She believes everything is accomplished with people. Hedwig originally trained in Development Studies at Kimmage Manor, Ireland and also has a Master of Arts in Organizational Leadership.

Leading to award of Certificate or Diploma & Alumni Status of AIU Leadership Hub

The Leadership MasterClass has been accredited by Africa International University for the award of an Executive Certificate or Diploma in Wholistic Leadership depending on number of MasterClasses completed. The foundational first three MasterClasses lead to the award of an Executive Certificate; completing an additional five MasterClasses leads to the award of an Executive Diploma.

Each MasterClass takes 4 weeks—1 day per week.



Africa International University (AIU) is a chartered Christian University, incorporated in 2011 under the Universities Act of Kenya. AIU's Vision is 'Christ centered leaders educated to transform God's people and the world', while the Mission is 'to educate Christ-centered leaders for the transformation of God's people and the world through innovative programs, research and community engagement'.

Admissions

We admit candidates to specific cohorts of the Leadership MasterClass on a rolling, space available basis, and encourage you to apply as early as possible; each cohort has 6-2-9 participants. Although the Leadership MasterClass has no formal educational requirements, admission is a selective process based on your professional achievement and organizational responsibilities.

A Cohort of 6-2-9 Leaders going through a Shared Experience...

For more information, or to apply, contact:

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OVERVIEW

Leadership is about performing the competencies of one's job, in a Transformational way! That's why it's difficult to be a leader in today's world.

These MasterClasses help you learn more about yourself and how to lead more like a host. By becoming a practitioner of servant leadership, you will be rewarded with emotional, psychological, and spiritual fulfilment. The MasterClasses touch on the most strategic issues

facing leaders such as developing managerial effectiveness, inspiring others, developing others, leading a team, guiding change, and managing internal stakeholders and politics; and helps you explore your own answers to these issues

This program features a set of three foundational MasterClasses followed by five Technical Mastery MasterClasses to equip participants with the toolset to lead.

MC1

Finding the leader inside you

LEADING SELF

Objectives

- 1. Introducing Servant Leadership**
establish how to set on the road to becoming a servant leader.
- 2. Understanding Yourself**
analyse your own personal style in working with others, identify patterns of strength, and clarify areas in which you could cause tension for others.
- 3. Using Power Appropriately**
examine your own life to discern the effects of power motivation and undertake the steps to breaking its addiction on your life.
- 4. Finding Your Leadership Identity**
discover who you are, where you're going, and what will guide your journey.

MC 2

Leading and influencing—bringing others on the journey

LEADING OTHERS

Objectives

- 1. Finding the Right Person for the Job**
by considering the specific skills and giftings of the individual, how well the person matches the needs of the job opening, and how to manage performance contracting.
- 2. Building Teams**
develop a highly effective team that feels like a team and thinks like a team.
- 3. Developing Others**
identify the leadership potential in others, walk with them, teach them, love them, and provide them with opportunities to grow.
- 4. Motivating Others for Excellence & Service**
develop a sensitivity to the needs of those with different behavioural styles and the ways in which people within each category are helped to perform with excellence and fulfilment.

MC 3

Building and executing your vision

LEADING THE ORGANIZATION

Objectives

- 1. Managing and Resolving Conflict**
explore individual and group dynamics of getting to common ground.
- 2. Leading Change**
explain ways in which organizational culture can be changed.
- 3. Building a Shared Vision**
explore what it takes to create a shared vision and put it into action.
- 4. Instituting an Accountability System**
create a habit of disciplined execution with accountability to realize the shared vision.

The foundational first three MasterClasses lead to the award of an Executive Certificate

MC 4

CRAFTING STRATEGY

Objectives

This MasterClass investigates the procedures necessary to confront the future and its external pressures. Perception in detecting these external forces is honed and analytical skills in diagnosing opportunities practiced.

1. The Importance of Creating a Shared Vision
2. The Foundation of Creating a Shared Vision
3. Understanding the Current Reality
4. Determining Which Way to Go

MC 5

PROJECT MANAGEMENT

Objectives

This MasterClass explores what it takes to execute strategy through projects. It provides the framework of project management from initiating the project, to planning to executing to monitoring and controlling and to closing the project.

1. Initiating the Project
2. Planning the Project
3. Executing the Project
4. Monitoring, Controlling and Closing the Project

MC 6

FUNDRAISING FOR MISSION ADVANCEMENT

Objectives

This MasterClass focuses on the design, implementation, and follow up of various methods of fundraising, including proposal writing, and the aspects of raising support locally.

1. Getting Grounded in the Right Theology of Fundraising
2. How to Turn Strangers into Supporters
3. Building a Case for Support
4. Writing a Proposal

MC 7

FINANCIAL STEWARDSHIP

Objectives

This MasterClass focuses on developing competencies in basic bookkeeping, interpretation of financial statements, and financial integrity to apply to both personal and organizational financial contexts .

1. Basic Bookkeeping
2. Setting a Budget & Managing It
3. Managing Cash Flow
4. Understanding Financial Statements

MC 8

YOU'RE IN CHARGE - NOW WHAT ?

Objectives

In this MasterClass, we put it all together to help learners master a simple complete system for running an organization once you are put in charge. This also serves as a comprehensive leadership induction program for a new leadership team.

1. Sensing Reality
2. Getting a Grip
3. Building Your Team
4. Creating a Shared Vision
5. Taking Control of Your Finances

An additional five MasterClasses leads to the award of an Executive Diploma



THE LEADERSHIP MASTERCLASS

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For more information, contact:
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