



Inspiring Managers

4-month blended online and in-person programme to learn how to effectively manage and empower teams

Why Enroll in this Programme?

Team leaders and mid-level managers are the engine of organisational growth. However, they often struggle with the basics of communication, motivation and staff empowerment. Traditional training courses are heavy on theory, but rarely lead to real change and improved performance. Through its Inspiring Managers programme, AMI has proven to be able to help aspirational managers become managers and managers to become (even) better managers. The programme is tool focussed and through its use of an online platform online requires limited time outside of the workplace whilst creating maximum impact. To learn more, visit ha.africanmanagers.org

Who are we looking for?

Employees in H&T sector who are moving into supervisory roles
 Employees who have worked for at least 1 year in the H & T sector
 Supervisors/Managers working in H&T sectors or looking to move to the H&T sector



Month 1

Learning Lab (1-day):

'How to get things to happen'

Topics / Courses covered:

- What is my role as supervisor/ manager
- Better Communication
- Empowering my people
- Owning it

Month 2

Learning Lab (1-day):

'They didn't do it – now what do I do'

Topics / Courses covered:

- *Understanding what happened (asking good questions, active listening)
- Feedback & Difficult Conversations
- Motivating people
- Time Management

Month 3

Learning Lab (1-day):

'Finding your Voice

Topics / Courses covered:

- Your identity/voice
- What kind of manager/leader do you want to be
- Importance of Speaking up
- Managing your boss

Month 4

Learning Lab (1-day):

"Building a great team environment"

Topics / Courses covered:

- Dysfunctions of a team
- Team dynamics
- Coaching
- Growth mindset
- Positive 'no'

How it Works | AMI's Approach

AMI will deliver the Inspiring Managers programme with current and aspiring managers of various organisations active in the H & T sector. Our unique blended-learning approach combines lively interactive in-person workshops with individual online study, practical team-based activities and the chance to practice on the job.



To ensure learning continues outside of workshops, AMI has set up an online 'Learning Academy' specifically for this programme. The Academy hosts the learning modules, tools, toolkits, case studies and customised material specific to your organisation's learning needs.

BENEFITS FOR LEARNERS

- Learn new skills to better manage people
- Improve enjoyment and sense of success at work
- Get exposure to best practice people management in the sector
- Become aware of the growth opportunities and potential career path in the Tourism and Hospitality sector, understand the value of supervisory and managerial skills being learned
- Adopt a learning and growth mindset
- Affordable and scalable
- Understand the underlying reasons behind current challenges in supervising/ managing people.



About AMI | Transforming African Management

The African Management Initiative (AMI) helps organisations across Africa build motivated, productive and effective workforces through our unique learning and transformation programmes, delivered via web, mobile and in-person workshops. We work with managers and entrepreneurs on building key business management skills, and have partnerships with numerous organisations on work-readiness programmes for young people entering the workforce.

More than just courses, AMI programmes are catalysts that can transform the day-to-day business practices of your organisation. Unlike traditional training, AMI uses experiential and action learning to get learners using tools and practicing new skills in real-time.

The focus is on getting people to adopt new habits and practices, and to apply them systematically with their teams. The results are improved ownership, accountability, collaboration and performance.

AMI has developed over 50 practical business modules – including over 3,000 tools – with Africa's leading business schools and global experts on adult learning. Our world-class content is combined with coaching, action-learning projects and networking tools to ensure that employees apply what they learn on the job and hold each other accountable to the highest standards of performance and responsibility.

Experience AMI and transform your business

To learn more, visit our website, watch a short video about who we are, what we do and why, or read about AMI in the news on Euronews, CNN, Financial Times, AllAfrica and Kenya's Business Dailys.



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