



# Leadership Development Programme

Transform your leaders  
and your organisation.

## About this programme

Help your organisation excel by equipping your senior managers to be highly effective leaders. Participants in this intensive blended programme will learn proven approaches for empowering teams, building healthy organisational culture, and delivering great results.

Over 8-12 months, managers will gain foundational leadership and management skills, and become well-versed in effective change management.



## Key elements

AMI provides customised interactive workshops, an online learning platform, and on-going feedback and practice. Our team based Action Learning Project enables your top-level managers and organisation to apply what they learn to real business challenges, leading to strong results and high-impact change.

After impact investor Acumen sponsored an AMI leadership development programme for social benefit companies, 100% of CEOs saw an improvement in manager performance, and every participant applied what they learned at work.

This programme is offered directly to SMEs and through partnerships with funders and development institutions.

- ▶ 7 one-day, interactive, practical workshops
- ▶ Online courses and resources, tailored to your needs and available whenever you are
- ▶ Action learning consulting project to address relevant, real-time challenges
- ▶ Specific learning goals with direct applications
- ▶ Measurable, high-impact results



AMI used its blended learning approach to ensure the programme translated into actual on-the-job practice and performance improvement. My sense is that the value generated from the team projects alone has more than paid for the programme itself. We've had a great experience with AMI over the last 4 years and consider them a valuable learning partner.

Jesse Moore, CEO of M-Kopa Solar



## AN IMPACT INVESTOR EQUIPS MANAGERS ACROSS AFRICA

Global impact investor Acumen saw a major bottleneck in many of their portfolio companies in Africa. "The so-called soft skills required to lead teams and successfully manage change are difficult to find, and rarely addressed by traditional training options," said Molly Alexander, head of talent development at Acumen.

AMI developed programmes focused on people management and strategic problem solving for managers and leaders at social benefit companies from across East and West Africa. "Really from the first lab I changed my way of leading," explains Mathewos Erusmo, chief marketing officer of EthioChicken. "I'm more focused on the listening part and talking less."

Every participant reported applying what they learned directly to their work; 100% of their CEOs saw an improvement in their performance after the programmes. In addition, 97% of participants said they acquired brand new management skills.

According to Molly Alexander of Acumen, "AMI's user-centric approach to learning makes them the perfect partner to build programmes for our portfolio companies." Acumen has since run three further management programmes with AMI.

## TRAINING MANAGERS FOR HIGH GROWTH

When leading pay-as-you-go solar provider MKOPA Solar in Kenya was experiencing unprecedented growth, they needed a training programme to strengthen their senior managers.

AMI developed a one-year leadership development programme for M-KOPA. The impact on their team was significant. 100% of participants said they could apply what they learned on the job, and they were more effective as a result. "The insights given during the programme were invaluable, and I engaged well with the teaching methods and content," says Edwin, a department head.

In addition, the team projects helped address real challenges in the organisation. Samuel, the chief human resource officer at M-KOPA, says the overall organisation "has seen tons of value from the programme." As a result, M-KOPA asked AMI to help train two more cohorts of senior managers. They are also looking to develop an AMI programme for their middle managers.



**I learned how to improve my leadership efficiency by understanding different ways of determining the complexities within a team. I am certain that I am a much better business leader and colleague after all the learnings I picked from the AMI leadership workshops.**

Martin, SC Johnson, Kenya



**To learn more,  
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