



Professional Certificate in Value-Driven Leadership

Monday 9th – Wednesday 11th September 2024

Our multi-award-winning executive leadership programmes, prepare you to successfully navigate an everchanging business environment in these times of economic uncertainty, to help you lead more effectively and truly become a leader of significance.

3-Day 'Professional Certificate in Value-Driven Leadership'

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Why inemmo?

Our vision is to be the catalyst for a new era of exceptional leadership, where individuals and organisations thrive by harnessing their full potential. As a top-tier leadership development and executive coaching company, we envision a world where every leader possesses the skills, mindset, and courage to drive meaningful change, inspire others, and create lasting impact. Through our transformative programs and unwavering commitment to excellence, we strive to shape a future where extraordinary leadership becomes the standard, igniting a ripple effect of success and empowerment across industries and communities.

Programme Objective

As a senior leader within your organisation, your high profile and challenging role requires qualities that set you apart from the rest of the workforce. As your responsibilities increase, your leadership and management challenges become more complex. Innovative companies know that long-term success requires visionary leaders to help build and maintain a competitive advantage.

Our executive leadership programme will help you successfully navigate an everchanging business environment in these times of economic uncertainty; help you lead more effectively and drive sustained success for your organisation, and truly become a leader of significance.

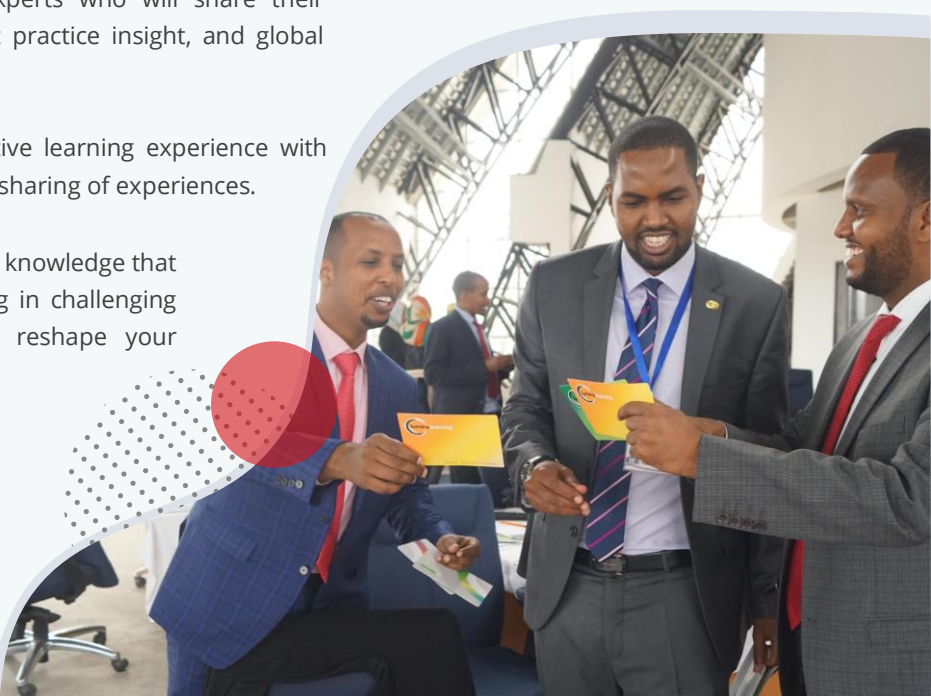
Who should attend

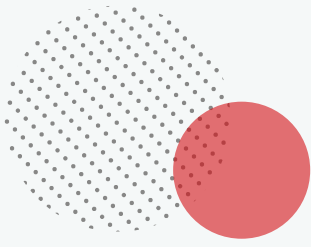
C-Suite Leaders, Heads of Divisions, Executive and Non-Executive Board Members as well as those outstanding prospects being fast-tracked into leadership.

What you will gain

The highly interactive, 3-Day Professional Certificate in Value-Driven Leadership programme is designed from a leader's perspective, focusing on those skills essential for success in today's business environment. Do you see the world BANI (brittle, anxious, nonlinear, and incomprehensible) or VUCA (volatile, uncertain, complex and ambiguous)?

- 01** You will learn from our experts who will share their leading-edge strategies, best practice insight, and global perspective on key issues.
- 02** You will have a transformative learning experience with debates, challenges, and the sharing of experiences.
- 03** You will leave with invaluable knowledge that will enhance decision-making in challenging environments to help you reshape your organisation's environment.





Inemmo's Unique Value Proposition

01 Experienced Programme Facilitators with Extensive Expertise

Our facilitators, bring a wealth of experience and knowledge to our programmes. As accomplished business psychologists, they have honed their craft by working extensively with leaders across Asia, Africa, Europe, North America, and the Caribbean. Their expertise extends beyond the corporate realm, encompassing universities and governmental organisations. Renowned for their exceptional contributions, they have garnered multiple awards, a testament to their outstanding leadership and commitment to excellence. With a deep understanding of organisational dynamics and a proven track record of success, our facilitators are dedicated to empowering individuals and teams to thrive in today's complex business landscape.

02 CPD Certified Programme

CPD is the holistic commitment of professionals towards the enhancement of personal skills and proficiency throughout their careers. The CPD Certification Service was established in 1996 as the leading independent CPD accreditation institution operating across industry sectors to complement the Continuing Professional Development policies of professional institutes and academic bodies. The CPD Certification Service provides recognised independent CPD accreditation compatible with global CPD principles.

Delegates who successfully complete the 3-Day Professional Certificate in Value-Driven Leadership will be awarded **21 CPD Hours** and will also receive a **CPD Certified Certificate**.

03 Inemmo Professional Certificate of Completion

Upon successful programme completion, delegates will be awarded an Inemmo **Professional Certificate in Value-Driven Leadership**.

04

Lumina Learning Psychometrics

Inemmo UK are the Lumina Learning Partners for East & West Africa. Lumina Learning designs and delivers cutting-edge products based on our integrated suite of digital psychometric resources. **Self-awareness is arguably the most important capability for leaders** and one of the most difficult to master. Successful leaders understand the major role our emotions and behaviour play in how effectively we build relationships and drive productivity.

This is why each delegate on our leadership programmes receives their **own personalised Lumina Learning psychometric portrait**. These are the next generation of professional development tools supporting individuals, teams and organisations to **work more effectively and improve the bottom line**. **Each delegate will receive their own personalised 40-page Lumina Leader Psychometric Portrait – value US\$180.00.**

05

Face-to-Face

We deliver our renowned in-person classes in cities around the world. Our courses are designed to be highly interactive and engaging to create impactful shifts.

READ [Inemmo Training Services Terms and Conditions](#) and [Inemmo's Privacy Policy](#).

Timings*

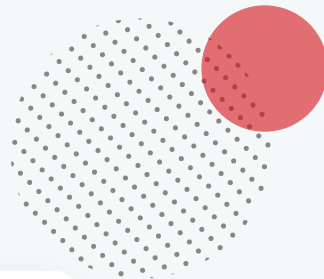
3-Day Professional Certificate in Value-Driven Leadership

Monday 9th – Wednesday 11st Sep. 2024

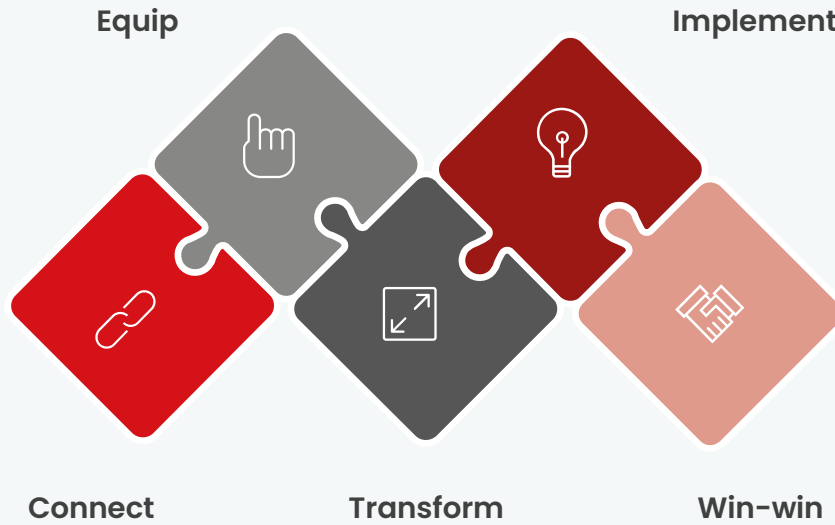
The programme will commence each day at 8:30 AM and will conclude at 4:30PM.

- Break: 10:00 AM-10:15 AM and 3:15 PM-3:30 PM
- Lunch: 1:00 PM-2:00 PM

**Timings subject to change*



Impact – Benefits to You and Your Organisation



01 — Connect

More effective communication; engaging and promoting a common understanding of mission vision, and strategy.

02 — Equip

Improve your ability to provide strategic insights and more effective analysis of key business challenges.

03 — Transform

Develop a personal leadership philosophy and presence that reflect greater confidence and capabilities.

04 — Implement

Develop an action plan to respond to your strategic and leadership challenges.

05 — Win-win

Ensure a culture of integrity, inclusion, and innovation to optimise growth and improve the financial performance of the organisation.

Client Testimonials

“

We observed that our Management who are very well educated and technical savvy needed to refresh their Management Skills. We see it as a very practical oriented programme and have gone beyond the normal MBA stuff that all of us are all conversant with. We will not hesitate to recommend it to other business leaders in Ghana.



Dr Charles Amoah-Wilson, Director Human Resources, National Communications Authority, Ghana

“

Lumina Spark was a moment of self-discovery for me. I did a lot of introspection and with a number of topics we treated, I realised that there was a lot of opportunity for me to develop myself and my team. I recommend this programme for any leader who seeks to develop himself or herself and to develop his or her team to the fullest potential.



Frederick Nyinaku, Chief Operating Officer, ABSA Bank, Ghana

“

It was a great. I am especially using the Lumina Spark experience and feedback to improve on my team engagements. My team have already noticed a change in the way I engage them, and its positive.



Stanley Kumbol, Director, Products and Commercial Markets, AirtelTigo Ghana

“

It has been powerful in terms of learning various modern issues of leadership; giving us new insights in the areas of leadership and management. What we have learnt will assist us in our teams to improve performance, to better relate with other people and deal with strategic issues. This is a new thing, and I would recommend for managers who want to improve performance in their organisations.



John Bett, Director, Finance, Central Bank of Kenya

“

Overall assessment of the programme? Excellent! The programme revealed amazing traits in me. I am unleashing the leader in me and still taking account of the deep learning. Will also empower other colleagues. Well done to the directors who facilitated the program.



Berthold Gadagbui, Head of Mobile Financial Services, Ecobank Ghana

“

The program was excellently delivered. I now have a good knowledge of myself which will assist me improve my leadership skills and my personal relationships! It was a real eye opener. Very exceptional from all training programs I have attended. Kudos to the team!



Gifty Aplerku, Manager, Human Resources, Toyota, Ghana

“

I am certainly going to be a better leader. My team is going to enjoy working with me henceforth. I now want to mentor them to become great leaders.



Fidelis Muia, Director of Financial Operations , RefuSHE, Kenya

RefuSHE

Cultivating Self-Awareness for Effective Leadership – Lumina Learning Psychometrics

"What is necessary to change a person is to change his awareness of himself."

- Identifying and Assessing Your Personal Behavioural Preferences
- The Importance of Adaptability
- Speed-reading Personalities – How we perceive others
- Embracing Change

Emotional Intelligence in Leadership Excellence

"Leadership's First Commandment: Know Thyself."

- Exploring emotional intelligence and understanding how others perceive you
- Understand how to build greater rapport, the psychological mechanics behind rapport
- Understand the true value of diversity and how to co-create results
- Understanding the importance of emotional intelligence in leadership effectiveness

Navigating the Evolving Business Landscape

"In the ever-changing landscape of business, success belongs to those who adapt swiftly, innovate relentlessly, and navigate uncertainty with unwavering determination."

- Understanding the current business landscape
- Innovation in uncertain times
- Future business trends

Leadership Essential: Embracing Uncertainty

"Success often lies on the other side of uncertainty."

- Group discussion and shared insights, on challenges, strategic agility, leading through change and uncertainty, and industry shifts

'I' the Leader – Your Lumina Leader Psychometrics Walkthrough

"Millions saw the apple fall, but Newton was the one who asked why."

- Each delegate will receive their own personalised 40-page **Lumina Leader Portrait**.
- Elevate performance, nurture personal growth, and lead with clarity using Lumina Leader Psychometrics. Discover the 16 dimensions of leadership excellence through our comprehensive assessment, from strategic thinking to empathy. Unveil the full spectrum of personal leadership competencies and drive success with Lumina Leader Psychometrics.

Effective Organisational Culture

"The only thing of real importance that leaders do is create and manage culture."

- Exploring how organisation type, vision, values, and culture impact the leadership role
- Factors that shape an organisation's culture
- Aligning leadership culture with business strategy
- Establishing and cultivating a culture of responsibility and accountability among your employees

Effective problem-solving and decision-making

"Think outside your comfort zones!"

- Decision-making styles
- Applying creative and analytical tools to problems
- Tools and techniques to enable effective decision making
- Applying future trends to leadership strategies and scenario planning
- The impact of risk, uncertainty and linked decisions in the decision-making process

Building Personal Resilience

"People understand that no matter how good their technique is, there is always room for improvement."

- Understanding Stress and Adversity
- Identifying sources of stress in leadership roles
- Developing proactive strategies to mitigate stress
- Developing a Resilience Mindset

DAY 3

11th September 2024

Concepts of Corporate Governance

"The speed of decision-making is the essence of good governance."

- Enron, Made.com, T M Lewin - Why senior managers should build awareness of matters of Corporate Governance
- Establishing strong governance systems to promote an integrated vision of organisational goals, objectives and shared values
- Exploring governance frameworks to help boards and executives easily identify potential opportunities to improve communication and effectiveness. Responsibilities of Boards vs Management

Strategic Leadership Challenge: Navigating Market Disruption

"Through disruption, strategic leaders chart new courses, turning challenges into opportunities."

- In this project simulation, senior leaders will engage in a dynamic, real-world scenario where they must apply their strategic leadership skills to navigate a market disruption. The simulation aims to integrate various aspects of leadership, including strategic planning, crisis management, innovation, and collaboration.

Commitment and Action Planning

"Focus on the step right in front of you, not the whole staircase."

- Setting personal leadership goals based on the session
- Action planning for immediate implementation

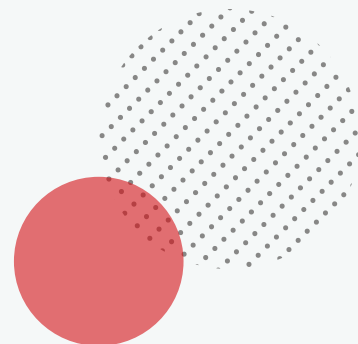
Wrap-up and Presentation Ceremony

"Every Champion Was Once A Contender That Refused To Give Up."

- Summary of key takeaways
- Presentation ceremony



Your Facilitators



Joy Maitland, FloD FCMI FloL

Joy is a Business Psychologist, Executive Coach and Author of 'From Alpha to Zen'- Leadership for a brave new world. She is a firm believer in continuous learning and improvement. Her motto, "Be the Difference. Make the Difference," has served as her North Star in everything she does, whether in the workplace or wider society.

Joy has a wealth of senior-level corporate management experience, and continued involvement with various organisations at Board level. She holds fellowships with the Institute of Directors (IoD), the Institute of Leadership and Management (TILM), and the Chartered Management Institute (CMI). She is a Member of the Association of Corporate Governance Practitioners and Member of the Association for Business Psychology (ABP)

Joy has worked with world-leading brands, including Vodafone, 3M, Sony, RBS and Credit Lyonnais. The multi-award-winning Inemmo Leadership Development Solutions, was launched in 2005 following Joy's role as Group Director Operations within the FTSE 250 firm Taylor Nelson Sofres. Joy is currently a Non-Executive Director and Vice Chair of the Plane Saver Credit Union, and guest lecturer at the University of West London. She has been a Trustee Board Member of The Institute of Leadership, and now serves as an Independent Director on their Nominations and Succession Committee.

As an author, Joy empowers her readers to adopt modern leadership techniques as well as innovative ways of thinking and working in order to achieve leadership excellence. Her book "From Alpha to Zen: Leadership for a Brave New World" helps her growing worldwide readership in their journey to become the kind of leader who inspires those around them.

As executive coach, Joy supports current and future leaders in adopting modern leadership techniques as well as innovative ways of working, to achieve leadership excellence.



Atiya Sheikh, CBP MGP MlOD

Atiya is an exceptional Leadership Development Consultant who works with managers on a wide range of solutions to help them achieve critical change through their people. As Business Psychologist, and Director of the multi-award-winning Inemmo Leadership Development Solutions, she strategically supports clients to drive the improvement of both management and leadership capability, ensuring the development of solutions that are aligned to deliver the strategic goals of the organisation.

Atiya's current role followed successful careers in Accountancy and Market Research. In Market Research, she brought Professional and Financial Services industry perspective to studies ensuring that research was designed and delivered to produce actionable insights that address clients' underlying business challenges. She delivered brand focused insight consultancy to industry leading clients including The London Stock Exchange, Barclays, Ernst & Young, KPMG, Morgan Stanley, UBS, Credit Suisse and RBS. In addition to her role as Director at Inemmo Leadership Development Solutions, and Lumina Learning Partner for East & West Africa, Atiya is currently a Non-Executive Director of the LHP.

Atiya is a Member of the Association of Business Psychology, a Member of the Chartered Management Institute (CMI), the Institute of Directors (IoD) and Chartered Quality Institute (CQI), Market Research Society (MRS), Association of Corporate Governance Practitioners (ACGP) and the ACCA.

Atiya is a CTA Certified Executive Coach (ICF), a TNA Brain Coach (Applied Neuroscience and Brain Health), a Certified Facilitator of the Sedona Method and Practitioner of Lumina Learning Psychometrics. She also facilitates Lumina Practitioner qualification programmes in the use of the suite of Lumina Learning Psychometrics. Atiya is a Certified Lead Auditor for ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems, BS OHSAS 18001 Occupational Health & Safety and Social Systems.



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