



Strathmore Business School

## Tanzania Leadership Academy



# Note from the Dean



It is my honor to present to you Strathmore Business School's Tanzania Leadership Academy (TLA).

Tanzania Leadership Academy is a unique learning community with participation from major corporations, service firms and dynamic new ventures based in Tanzania.

Started in 2013 through the Effective Director Program in Dar es salaam, TLA carries forward the Leadership and Management tradition and heritage of Strathmore Business School (SBS). This learning platform emphasizes general management skills and includes an immersion in business thinking where participants learn from leading scholars and from each other.

From inception, TLA is fronting path-breaking ideas with lasting impact on the theory and practice of management. Through TLA, SBS has trained leaders who are helping to shape the world of business in Tanzania and beyond. This is our objective; to convey knowledge with enduring impact and to influence and educate leaders.

As you read through this brochure, we hope you will discover ideas, and inspiration. You will learn about our exceptional TLA programs and our distinguished faculty.

To say the least, our faculty members are known for their commitment to teaching and groundbreaking, practical research. Blue chip companies have built on their research and elected some of them to their boards. Many practicing managers have also sought them out as consultants and used their concepts to build and lead successful businesses.

In conclusion, I have a profound sense of joy that we

have advanced Strathmore Business School's proud legacy of transformational educational experiences. We are also happy to use this opportunity to build on the strong foundation of great Tanzanian business leaders and visionaries.

I recognize that we stand at a unique moment in time, and I am energized by the challenges that lie ahead. With business education at an inflection point, we will strive to equip current and future Tanzanian Business leaders with the competence and character to address emerging global business and social challenges.

I thank the leaders of TLA member companies for having heeded the call and I urge and welcome leaders of other Tanzanian companies to join this great community.

Yours Sincerely,

*Dr. George Njenga*

# About Tanzania Leadership Academy

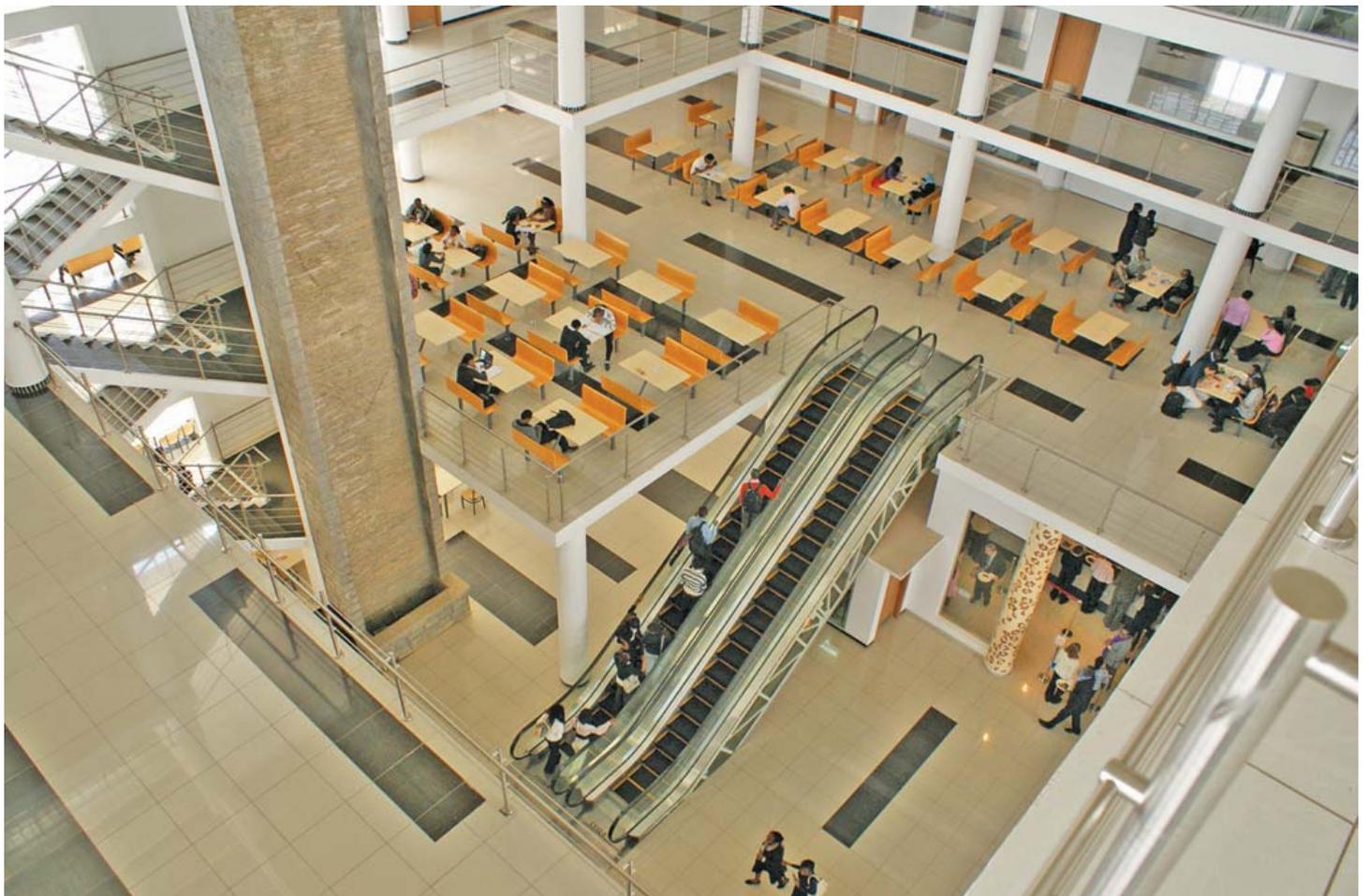
The Tanzania Leadership Academy (TLA) is an off-shoot of the Executive Education Department of Strathmore Business School. TLA is administered and managed by the Special Projects Department which is mandated to seek out new approaches and solutions of driving the mission and vision of the business school.

TLA currently has four program offerings; Strategy and the CEO Program (SCP), the Executive Director (TED), the Senior Management Leadership Development Program (SMLDP) and the Management Development Program (MDP). The programs combine exemplary education with global reach, thought leadership with great teaching, rigorous coursework with shared experiences and valued traditions with innovation. SBS faculty and coaches focus on each participant's lifelong success as a principled leader of business and society.

We welcome applications from established or emerging executives who have been recommended by their respective organisations for leadership development. Enrollment details for both programs are highlighted in respective sections of this brochure. Once accepted,

participants will be immersed in a leadership training program that challenges their assumptions, disrupts their ordinary ways of doing business, and introduces them to new and unexpected ways of thinking.

Our overarching aim is to provide a transformational experience which includes; the way of learning, the comprehensive curriculum, the excellent faculty team, the experiences of remarkable leaders, and the lifelong business and social connections. We hope that TLA alumni will return to their organisations with fresh ideas, new business skills and networks and a greater capacity for addressing the challenges their companies face. In this manner we believe that our alumni will amicably contribute to making Africa a better place for current and future generations.



# TED Program

## Introduction

Being a board director was once a sinecure, an easy role to play in the twilight of one's career. These days it is a position undergoing intense scrutiny and change with great demands attached. At the end of the day, members of the board of directors carry the final responsibility for the success or failure of the organisation.

The Effective Director (TED) is an exclusive program from Strathmore Business School, aimed squarely at current and future directors. The board of directors is a critical instrument of governance, and plays a key role in economic development in both the private and public sectors. TED is a path-breaking program that covers the work of the board and the contribution of individual directors. It is delivered by a high-powered team of local and international faculty, combining leading-edge research with practical board experience.

## Why TED?

This program helps all board members, new and old, and aims to provide a refreshing, lively and interactive forum for genuine learning about this most important of positions.

## For Whom?

Board Directors



"The Effective Director should be promoted as a must for all publicly listed companies' boards of directors."

Martin Oduor - Otieno,  
Former CEO - KCB Group  
The Effective Director, 2009

# Senior Management Leadership Development Program



"The Academy had a transformational impact on my senior management team with specific emphasis on executive coaching.

The results were visible through the improved individual and organizational performance."

Juma Kisaame - Chief Executive Officer,  
DFCU Bank

## Introduction

SMLDP is a dynamic, high profile leadership and management program targeted at top level senior managers and executives of various organisations in Tanzania and is designed to accelerate the executive leadership process by transforming the way its participants think, manage globally, view competition and solve problems.

## Why SMLDP

SMLDP participants will possess the capacity to understand the big picture, envision what is on the horizon and formulate proactive and competitive responses. SMLDP will provide you with the rare opportunity to step back from your day-to-day responsibilities and acquire up-to-the-minute knowledge and skills required of today's challenging and tough times

## Program Delivery

The program consists of a combination of two one-week modules delivered over a 6-month period. Through relevant case studies, interactive classroom exercises, small group discussions, video clips and exposure to the latest research, participants will acquire skills that can be immediately applied to enhance individual and business performance. The program will be taught by a pool of both local and international faculty and practitioners. Senior executives will also interact and receive coaching from our professional business coaches.

## Key Focus Areas

- Art of Negotiation
- Influencing and Driving Change
- Change Management
- Leadership and Corporate Accountability
- Performance Management for Effective Management
- Business Ethics
- Society Driven Innovation
- Inclusive Business Models
- Developing Financially Inclusive Strategies
- Boardroom Dynamics
- Aligning Sustainability with Corporate Performance
- Corporate Impact Investing

# Management Development Program (MDP)

## Introduction

MDP is designed for managers who wish to broaden their knowledge and understanding of critical management issues, and boost their leadership skills. The program also strives to build the participants' personal skills in order to enable them achieve an immediate and measurable improvement in their contribution to their organisations.

## Why MDP

The program is designed for individuals who will assume the cross-functional responsibilities of company leadership; MDP presents an integrated view of the fundamentals of management. Leveraging advanced strategies and techniques, participants will learn how to excel in decision-making, execution, and leadership.

## Program Delivery

The program consists of a combination of two one-week modules delivered over a 6-month period. In between the modules, participants will be in contact with a professional business coach for purposes of executing their Leadership Project. This unique program structure allows participants to broaden their knowledge in an intensive learning environment while putting into practice the learning skill and knowledge acquired in the modules.

## Key Focus Areas

- Effective Strategy Execution
- Change Management
- Self & Team Leadership
- Society Driven Innovation
- Performance Management
- Implementing Inclusive Strategies
- Analysis of Business Problems
- Accounting Framework
- Organizational Communication
- Operations Excellence
- Business Ethics
- Developing Winning Business proposals



## Your Return on Investment

Research has found that while training intervention with managers increased manager productivity by 22 %, adding a one-to-one coaching intervention after the training pushed productivity to 88 %.

## Why Join the Tanzania Leadership Academy

Participants will:

- Receive business coaching allowing them to achieve their set organisational/personal goals.
- Broaden their managerial and strategic decision analysis skills
- Sharpen their ability to tackle management challenges
- Improve organisational performance in their present positions
- Sharpen their team management skills
- Get an opportunity to exchange ideas with other professionals and network
- Join the executive SBS alumni network

Uongozi Wenye Tija

Contacts

For more information on how to join the consortium, write to [mnnko@strathmore.edu](mailto:mnnko@strathmore.edu) or [gkariuki@strathmore.edu](mailto:gkariuki@strathmore.edu) or call +255 786 600 665

Visit our website, [www.sbs.strathmore.edu](http://www.sbs.strathmore.edu) for more information.

## Core Faculty



**Dr. Edward Mungai**  
Entrepreneurship  
Strathmore Business School



**Dr. Freddie Acosta**  
Management of Information Systems  
& Business Innovation  
Strathmore Business School



**Prof. Lluís Renart**  
Marketing  
IESE Business School



**Prof. Antonio Davila**  
Entrepreneurship, Accounting & Control  
IESE Business School



**Dr. Reuben Marwanga**  
Investment Analysis  
& Operations Management  
Strathmore University



**Prof. Alejandro Lago**  
Operations Management  
IESE Business School



**Geoffrey Injeni**  
Finance & Accounting  
Strathmore University



**Dr. George Njenga**  
Leadership & Business Ethics  
Strathmore Business School



**Prof. David Sperling**  
Management Communication  
Business Ethics & Corporate Governance  
Strathmore University



**Paul Ouma**  
Entrepreneurship  
Strathmore Business School



**Prof. Yih-teen Lee**  
Managing People in Organisations  
IESE Business School



**Prof. Javier Santomá**  
Financial Management  
IESE Business School



**Patricia Murugami**  
Leadership  
Strathmore Business School



**Dr. Robert Mudida**  
Economics & Finance  
Strathmore Business School



**Dr. Fred Ogolla**  
Strategy  
Strathmore Business School



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