



Professional Certificate in Value-Driven Leadership

Manchester, England U.K.

5th – 9th June 2023

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.

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

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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, to help you lead more effectively and drive sustained success for your organisation and truly become a leader of significance.

Who should attend

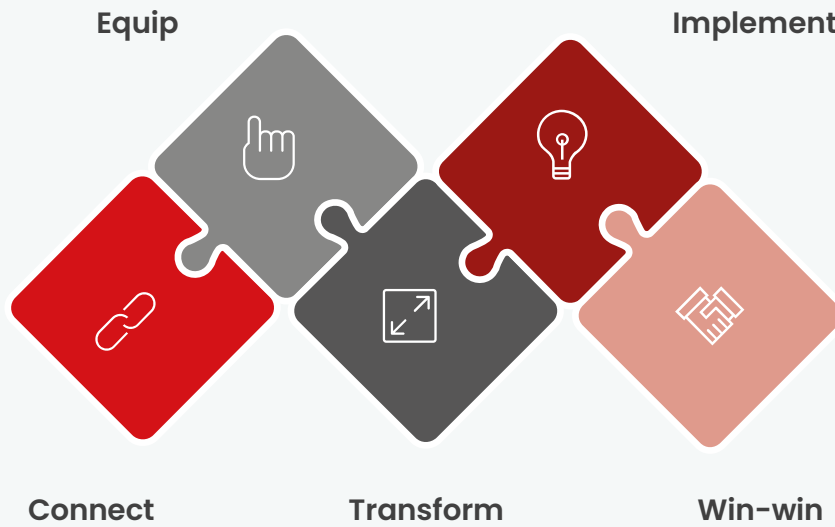
C-Suite Managers, Heads of Divisions, Executive and Non-Executive Board Members as well as those outstanding prospects being fast-tracked into leadership.

What you will gain

The highly interactive, 5-Day Professional Certificate in Value-Driven Leadership programme is designed from a leader's perspective, focussing 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.





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

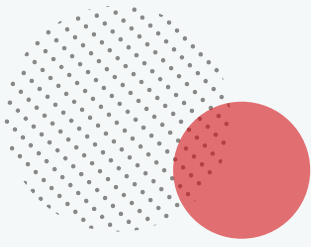
Develop a personal leadership philosophy and presence that reflect greater confidence and capabilities.

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.



Inemmo's Unique Value Proposition

01

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 behaviours 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 Spark Psychometric Portrait – value US\$180.00.**

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 5-Day Professional Certificate in Value-Driven Leadership will be awarded **32 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

Professional Recognition through the world-renowned Institute of Leadership & Management – including prestigious post-nominal letters at the appropriate level – AInstLM, MInstLM, or FInstLM

This programme has also been recognised by the world-renowned, **Institute of Leadership & Management** which represents in excess of 30,000 leaders and managers - the authoritative voice in a community of global leaders. Delegates who successfully complete the inemmo 5-Day Professional Certificate in Value-Driven Leadership will also receive **one year's membership to the Institute of Leadership & Management**. As a member you will keep learning and **stay abreast of current leadership research and best practice with exclusive podcasts, webinars & events, EDGE Journal, and News & Views.**

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.

Timings*

5-Day Professional Certificate in Value-Driven Leadership

Monday 5th – Friday 9th June 2023

The programme will commence each day at 8:30 AM.

Days 1-4 will conclude at 4:30 PM and the 5th day, at 2:30 PM.

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

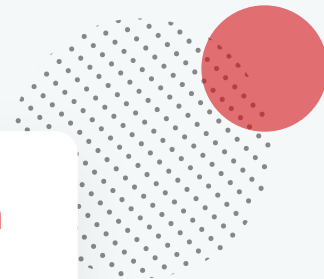
Drinks Reception, Sun 4th June, 6:30pm

**Timings subject to change*

Fee per delegate*

US\$2,575.00

All fees quoted are net of withholding and any other local taxes (if any) and bank charges.



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

“

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.



RefuSHE

Fidelis Muia, Director of Financial Operations , RefuSHE, Kenya

Perception and Reality – Exploring Lumina Spark Psychometrics

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

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

'I' the Leader – Part 1 – Emotional Intelligence and Resilience

"Leadership's First Commandment: Know Thyself."

- Exploring self-awareness 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

The Effective Leader

"What you do has far greater impact than what you say."

- Leadership Behaviour / Style Approaches
- The 'Manager Vs. Leader' Roles
- Managing Talent from A Strategic Perspective
- Responsibility and accountability in leadership
- Behaviours and characteristics that underpin effective leaders

Effective Organisational Culture

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

- Exploring how organisation type, purpose, vision, values, and culture impact the leadership role
- Factors that shape an organisation's culture
- Exploring Cameron & Quinn View of Culture
- Cultural Expression – Mission, Vision, Values
- Establishing and fostering a culture of responsibility and accountability among your employees

People, Performance & Leadership Potential

"Even zero has value when it's on the right side of the number."

- Increasing your Value to the Organisation
- Inside an Organisation - People Performance & Leadership Potential
- Exchange of Expectations
- Team Dynamics – techniques to build synergy and collaboration

'I' the Leader – Part 2 – Your Lumina Spark 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 Spark Portrait.
- Lumina Spark provides an accurate, personalised Portrait focusing on increased self-awareness and practical development points to assess and improve communication, teamwork and leadership.
- Lumina Spark is the next generation of psychometric tools that help individuals gain a deeper understanding of themselves, their values and potential weaknesses.

Effective Decision Making and Problem Solving

"Think outside your comfort zones!"

- Decision-making Styles
- High performing executives understand the importance of effective and timely decisions whether managing internal operations or in strategic planning.
- Evaluating and applying a structured approach to generate solutions to organisational issues such as project management, quality problems, performance, people and productivity issues
- The application of whole-brain thinking to the brainstorming, decision-making and problem-solving process

Ethical Leadership

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

- Exploring your organisation's values
- Knowing and aligning your personal values - Effective leaders follow their personal values and those of their organisation
- Recognising and addressing ethical dilemmas
- Ethical and adaptive leadership - Adaptive leaders understand and claim authority. They exercise it in ethical and authentic ways
- Why awareness, vulnerability, empathy, and compassion, are critical for business leaders in times of crisis

The Leader as Coach

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

- Explore ways of developing effective coaching skills such as listening, building credibility and trust, and showing empathy.
- Gain insight into, and understanding of coaching dynamics to build confidence
- Coaching vs. Mentoring

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

Effective Organisational Change Management

"70 percent of change programs fail to achieve their goals."

- Initiating, Implementing and Normalising Change – the right change management plan will support a smooth transition from the current to a future state and ensure your employees embrace the change journey
- Effective Delegation that establishes responsibilities and accountabilities to ensure success achievement of objectives

Succession Planning

"Few events carry greater risk to shareholder value than a change of leadership."

- The benefits of promoting from within
- Exploring effective succession planning activities that will have a positive impact on performance management
- Assessing your talent pipeline and closing leadership gaps to ensure sustainability and effective transitions
- Ensuring that key positions will remain filled with competent performers, to save money on external recruitment and training.

Creating Long-term Value

"Uncertainty is the friend of the buyer of long-term value."

- Explore ways of staying focused on creating value and grounded in long-term purpose. Using the power of organisational culture to enhance work performance.
- Culture as a complex multi-level phenomenon.
- Aligning leadership culture with business strategy

Effective SWOT Analysis

"Pessimism leads to weakness, optimism to power."

- Exploring and analysing products/services, processes, customers, distribution, finance and administration
- **STRENGTHS:** Internally focussed - Exploring competitive advantage (unique value proposition), organisational capabilities, areas of expertise, and advantages in price, value and quality
- **WEAKNESSES:** Internally focussed - Weaknesses in the organisation's value proposition, capabilities, financial performance, suppliers, employee morale/retention, leadership
- **OPPORTUNITIES:** Externally focussed - Exploring potential market developments and partnerships, competitor vulnerabilities, global influences, technological advances
- **THREATS:** Externally focussed – Exploring issues around potential new regulations, environmental issues, competitor movement, market demand, technologies, challenges around current plans, economic issues. Identifying ways to mitigate potential threats

Exploring Personal and Business Resilience

"We can't solve problems by using the same kind of thinking we used when we created them."

- In today's increasingly complex business environment, not all organisations will survive. Those that do will use digital innovation to rethink business models, redefine agility, adapt and rise to become stronger than ever before and realise a new era of opportunity. We will share insights from our thought leaders to help unlock resilience for the long term and explore how this is currently being addressed in your organisation.
- Personal resilience is about the way we manage stress and the challenges. It is about being able to make positive adjustments in the face of adversity and to maintain our mental health during recovery. It is about using the learnings to positively impact future results – Using the Lumina Emotion model as a basis, we will introduce you to the aspects of personal resilience and will help you to understand your own emotional intelligence and how stress affects you.

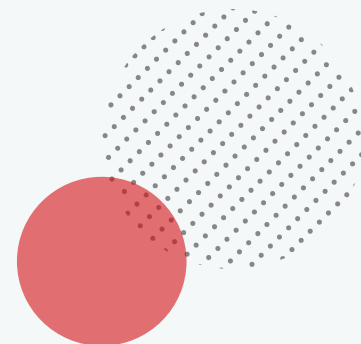
Review and Assessment

Indicator of readiness based on the evaluation of a case study

- Review of the 4-day programme with the opportunity to ask questions
- Delegates present case study aimed at highlighting solutions to identified business issues.

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

Your Facilitators



Joy Maitland, FloD FCMI FInstLM

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 & Management (The ILM), 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 MCMI 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 focussed 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.



Dr Karl George, MBE

Karl George MBE is a thought leader and internationally established consultant in governance. Karl is a visiting professor and has a honorary doctorate, is an established author and conference speaker. He is a Partner and head of Governance at the leading professional services firm RSM. Creator of The tgf Governance Code, The RACE Equality Code and the Effective Board Member Programmes. He works with boards and senior executives in the private, public, and voluntary sectors and has over twenty-five years' combined experience in accountancy, business, and strategic development. Karl a qualified accountant and Fellow of the global international body for governance practitioners ICSA: The Chartered Governance Institute. He has developed a unique governance framework and quality mark that was endorsed by the late Sir Adrian Cadbury. Karl's latest book Governance 3.0 provides an international perspective on modern governance and amongst his other books, The Effective Board Member talks about whatever every board member should know.

Karl has held several board positions across a number of sectors over the last two decades and is a current board member of the Greater Birmingham Chambers of Commerce and Chair of the West Midlands Branch of ICSA. An experienced chair and committee member, Karl has led organisations through mergers, developing and redefining corporate strategy to completely redesigning governance structures and has acted as a consultant to chairs and CEOs of companies of all sizes. The Effective Board Member Programmes written by Karl, have been delivered across the world including through partners such as The Professional Footballers' Association (PFA), PricewaterhouseCoopers (PwC) and RSM UK.



Charles May, FF.ISP

Charles is an international consultant, trainer/coach and speaker who is widely recognised for his expertise in talent management and organisation consulting. He is Co-author of 'Are you VUCA ready?' He has a varied international business background covering Sales & Marketing, Project Management, Human Resources and Strategy Development. He is passionate in helping teams to celebrate each member's unique contribution to create exponential dynamics.

The impact of VUCA in our world today creates real challenges for organisations large and small to navigate their way to becoming comfortable with being uncomfortable. This requires ongoing leadership development since one's strong traits could in fact be one's Achilles heel. Charles has worked with companies in the UK, EU, Middle East, Turkey, North & South Africa, Egypt, Ukraine and Azerbaijan

In most cases, strategic decisions affect the overall business model, requiring comprehensive business planning and monitoring of a complex ecosystem. Charles brings a pragmatic approach to strategy implementation. He helps teams adapt to changing conditions and works with senior management on critical decision-making to inspire transformative action that provides the foundation for future success.

As a coach, Charles helps his clients understand and appreciate their uniqueness, so they can step into it, make better decisions, improve their personal and professional relationships and realise their ambitions.

Inemmo Limited

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