

# ADVANCED LEADERSHIP DEVELOPMENT AND PEOPLE MANAGEMENT SKILLS



International School  
*Of* Management

— UNLOCKING KNOWLEDGE —

# A Word About Change, A World About To Change



*"Nobody can go back and start a new beginning, but anyone can start today and make a new ending."  
(Maria Robinson)*

This all time and inalienable truth stands for everyone, every being and every company out there in this world.

Recent events following the economic down-turn witnessed by most developed and developing countries, despite the dramatic consequences, have left positive food for thought on the way we are dealing with capital and resources nowadays. This reminds us that all the choices we take have repercussions on others whether on a financial or more importantly a human standpoint.

## Not only about where you go...

Many tend to think that all that matters are performances, result of a long exposure to financial capital and focused thinking. Companies have since being washed up with the philosophy deriving from the uses of means justified by the ending.

As a matter of fact, should we have paid more attention to the unfolding of economic cycles, maybe a lot could have been avoided.

While giants of various industries have been dragged out to face their decisions, it is with no doubt that we can affirm the following fact; people are now well aware that capital driven ambitions was and will no longer be enough to maintain sustainability to a given business model.

And it is now, now that things are taking place, now that we stand up for our values on grounds that represent the basis and foundations of our children's world. Together new possibilities can be reached and a legacy not only left behind, but a goal to reach and go forward to.

Decades of beliefs gone wrong? Actually not; but just diverse interests and the human element out of sight.

Not only where you go, but who you are going with and the journey you have been through.

Corporate culture must re-main the roots and gather core values brought up through time. Management and leadership must make central their human capital.

# Message from the Faculty



Dr Olugbenro Oyekan, FCMI  
PhD, DBA Candidate

We believe that all effective organizational and personal action is based on the ability of people and systems to create congruence within the framework of their organizational lives. We therefore partner with clients to ensure that balance and alignment creates opportunity and innovation to sustain the people and the systems on the long term.

We believe that no one is wrong. Everyone is different and the diversity of ideas and applications create opportunities for sustainability. Therefore the future of organizational and personal sustainability is based on strategies for inclusion.

A great teacher never strives to explain his vision; he simply invites you to stand beside him and see for yourself; for the process of development, personally and organizationally, is a path to congruence. We will seek to help you craft a path that balances who you are with who you can become.

## The International School of Management (ISM) Lagos

The International School of Management (ISM) Lagos is a private non-profit but fast growing business school in Nigeria incorporated by guarantee and approved by the Federal Ministry of Education, as well as the Federal Ministry of Justice, as a postgraduate level academic institution for the provision of further and higher education in all states of Nigeria and the FCT.

Throughout its history, the attainment of personal and organizational congruence has been and remains the primary outcome for partnering with clients.

Using THE RICH PICTURE OF PRACTICE, we concentrate on the creation of balance and alignment in the actions of organizations to improve their bottom line and operational performance through a culture of entrenchment and engagement embed in the employees.

## Our Services

1. Organizational Consultation
2. Executive Leadership Development
3. Human Resource Management Development
4. Instrument Creation
5. Research and Development Strategies
6. Large Scale Project Management Strategies
7. Certification Programs

## Our Partners



**LAUREATE**  
ONLINE EDUCATION

**rdi** learning  
without  
boundaries



# What is at stake?

Leadership is one of the key factors that impacts on an organization's performance and drives the agenda of firms. Therefore senior managers and leaders of organizations are in critical positions to have influence on the directions of divisions, business units and the whole organization.

This leadership development program delves into effective decision making processes, power and influence, altering behaviors, re-casting mindsets, organizational change, personal negotiation styles and investing in & managing relationships for greater impacts.

The programme learning includes inculcating skills that are primordial

and of utmost importance within the mixed sense of urgency that appeared along the economical turmoil that now requires efficient leadership to strive through a "permanent crisis".

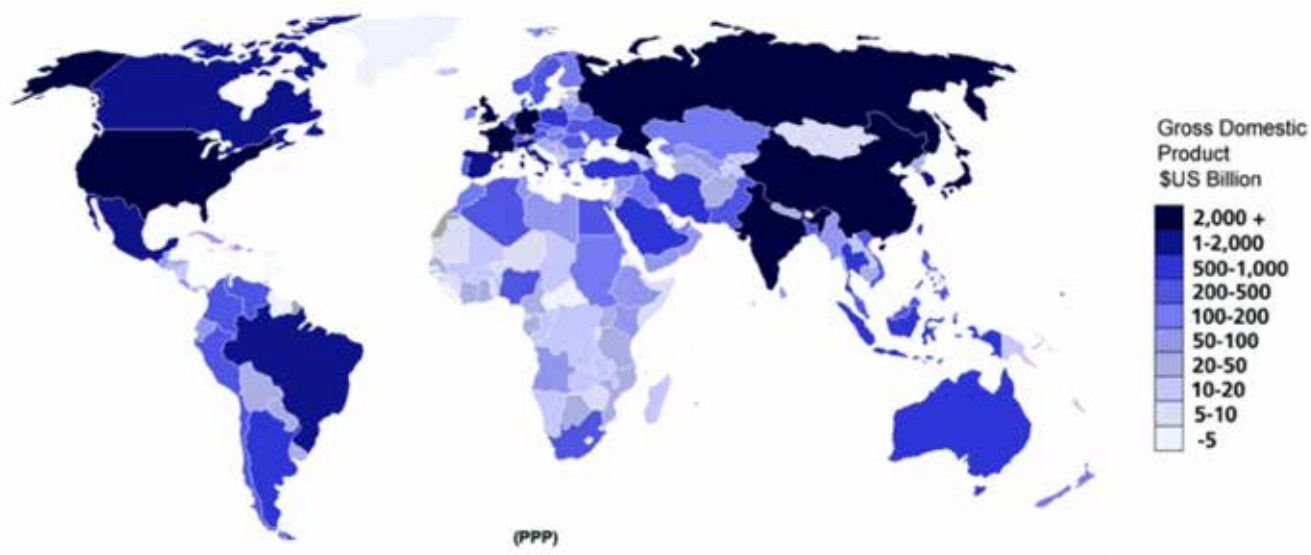
ISM Lagos set up this certified formative course to give new insight on maintainable post crisis adaptive leadership rather than one time effort recovery style that, on the short term, solved the immediate problem of survival but inadvertently left managers on the hook for changing their styles to thrive on the longer term.

When according to analysts, the global economy might face a real risk of 1970s style stagflation, with

resource constraints tighter than ever before, leadership will again be put forward in global strategy and thus pulling human talents to the front of the scene.

In concurrence with personal values and beliefs, we are meant to move on to the state of organizational evolution and benefit with:

- Excellent learning opportunities for professional qualification
- A well defined career development framework
- A competitive knowledge edge
- And the entrustment of a new vision



*It is important for leaders to see the big picture as well while keeping in mind that their work put side by side all together do influence those numbers and while inequalities are still present, it just pinpoints where work and efforts are needed. When change can install strong basis and foundations, those same ameliorations once anchored in mentalities can change the deal in the re-partition of the colors showed above.*

# Schedule of Events

## DAY 1

### Customizing your LEADERSHIP Roles and Styles (Leadership Defined)

- Understanding the six roles of leadership; Commander, Conductor, Team builder, Supervisor and Coach, Motivator and Cheerleader, Promoter and Spokesperson.
- Understanding good leadership behaviors
- Learning the difference between leadership and management
- Defining qualities and Strengths
- Polishing interpersonal skills and communication skills
- Making effective decisions
- Leading by example

### Hitting the sweet spot of SUCCESS (Strategic planning)

- What is strategy and strategic planning?
- Reinforcing the skills of management for the 21st Century organisation
- Bringing together the tools and techniques in an integrated and useable way
- Communicating those tools and techniques to the organizational constituents
- Developing a sense of ownership of the plan
- Convincing the decision makers
- Analyzing your consumers

## DAY 2

### Cutting Edge Creativity of Governance (Power, Politics and Leadership)

- Building and communicating power tactics
- Managing power and politics
- How to approach your political response to major trends occurring outside your territory
- How to refocus people on influence when they focus on power
- How to juggle with multiple power carriers: people, personality, followers, kingmakers, press, observers, lawmakers, families

### Getting work done with Authority (Power of Influence)

- Five styles of Influence
- How meaning is created and how to change it
- How to influence through intentionality
- How to frame the negotiation optimally
- How to change other people's behaviour and win outcomes

### Creating the best people match in the organization (Leadership and Management)

- Structuring work to get consistency without micro management
- Strategies to revive employees from a slump
- Appreciative enquiry exercise to shift a team from complaining to striving for successes.
- Choosing the decision-making style that will render the best results for a particular decision.
- How to help other managers learn all these skills

# Registration & Enquiries

**Duration :** 2 days

**Registration :** N10, 000 (non-refundable)

**Tuition :** N140, 000

**FOR FURTHER ENQUIRIES, PLEASE CONTACT:**

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