AMANI INSTITUTE

Leadership for Growth

Supporting Growing Businesses by Empowering their Leaders

Leadership for Growth

L4G: In a Nutshell

Since 2017, Amani Institute has trained more than 520+ middle and senior managers from more than 150+ businesses in East Africa, India and Brazil, both through open enrollment and in-house versions.

In India, this translates to 150+ managers from 65+ organizations.

L4G is a modular, experiential training & development program, designed to build leadership and management skills of senior and middle managers of small and growing businesses (SGBs).

The program aims to develop the mindsets, skills and knowledge required to create positive impact across three levels: Self, Team, and Organization.

6
Years since inception

520+
Managers

150+
Organizations Worldwide

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About the Program

Core Objectives

This award-winning program has 3 core objectives:

- Developing and retaining managerial talent in growing businesses

- Preparing a strong cadre of next generation leaders equipped to scale their organizations and the economy at large

- Developing mindsets, skills, and knowledge required to create positive impact across three levels: self, others, business.

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Program Pillars

Leading Self

Who am I as a leader?
What is my leadership style?

Leading the Organization

How does my organization create value? How do I help scale my organization?

Leading Others

How can I create an environment where people can thrive?

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Program Structure - Core Elements

A. 4 CORE CLASSROOM MODULES OVER 4 MONTHS AND 1 IMPACT SHOWCASE – BUILD SKILLS AND EXPERTISE
The half-day classroom modules, on average 4 days each month, cover essential managerial skills: strategy, innovation, motivating teams, problem-solving, coaching etc.

B. BUSINESS INNOVATION PROJECT – APPLY ON THE JOB
This is an innovation or business improvement project that participants implement in their organizations and present at the end of the program.

C. PERSONAL LEADERSHIP PRACTICE
This is a self-identified growth area, which the manager will work on further improving during and after the program.

D. COACHING AND PEER LEARNING
Throughout the program, participants will learn from peers in other organizations, sharing insights and best practices across functions and verticals. They will also receive personalized coaching and support from the Amani Institute team.

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Leading Self

Why is it important?

Having strong self-awareness of one's own leadership/ management style as well as knowing one's strengths and development areas is an essential step towards becoming a high-performing business leader. Being able to work effectively with people of other preferences / styles is key not just for managing people, but also when building relationships with clients/customers and other stakeholders.

What is the business value?

Self-aware managers who can flex their style are better at working effectively with teams and clients, which has positive effects on clients as well as team interactions.

In the first pillar of the program, managers will build
self-awareness around their own leadership and management style and will learn new mindsets to develop further as a leader.

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In this module, we will explore:

Leadership and Leadership Mindsets

Differences between leadership, management and authority

Leadership Zones - Circle of Control & Stretch Zone

Understanding Yourself & Your Team Better - Using the Myers Briggs Type Indicator - MBTI

Managing Emotions

Leading Others

Why is it important?

Being able to create trust among clients and team members, to communicate effectively internally as well as externally and knowing how to create a motivational environment at work are all key success factors for an effective manager.

What is the business value?

Managers who are good at leading others have positive effects on employee engagement and retention, as well as customer satisfaction.

The second pillar gives managers some key skills, tools, and frameworks required to lead others and create an environment where people can thrive at work.

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In this module, we will explore:

Building Trust

Delegation

Motivation

Conflict Management

Giving & Receiving Feedback

Coaching Skills / People Development

Leading the Organization

Why is it important?

Having a human-centric approach while solving problems or when developing new products is a major success factor in innovation. Also being able to fully understand the business model of the company and how it creates value is essential for any manager involved in managing (parts of) the business. Finally, the ability to think in a systemic and analytical way makes an important difference in a growing organization.

What is the business value?

Having more customer and user centric products, processes, and services can be a differentiator in any industry or market and is an important element of overall business growth.
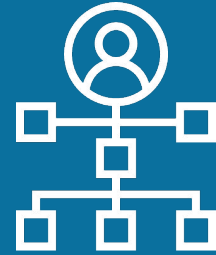
The third pillar covers key skills, tools and frameworks required to take the business to the next level.

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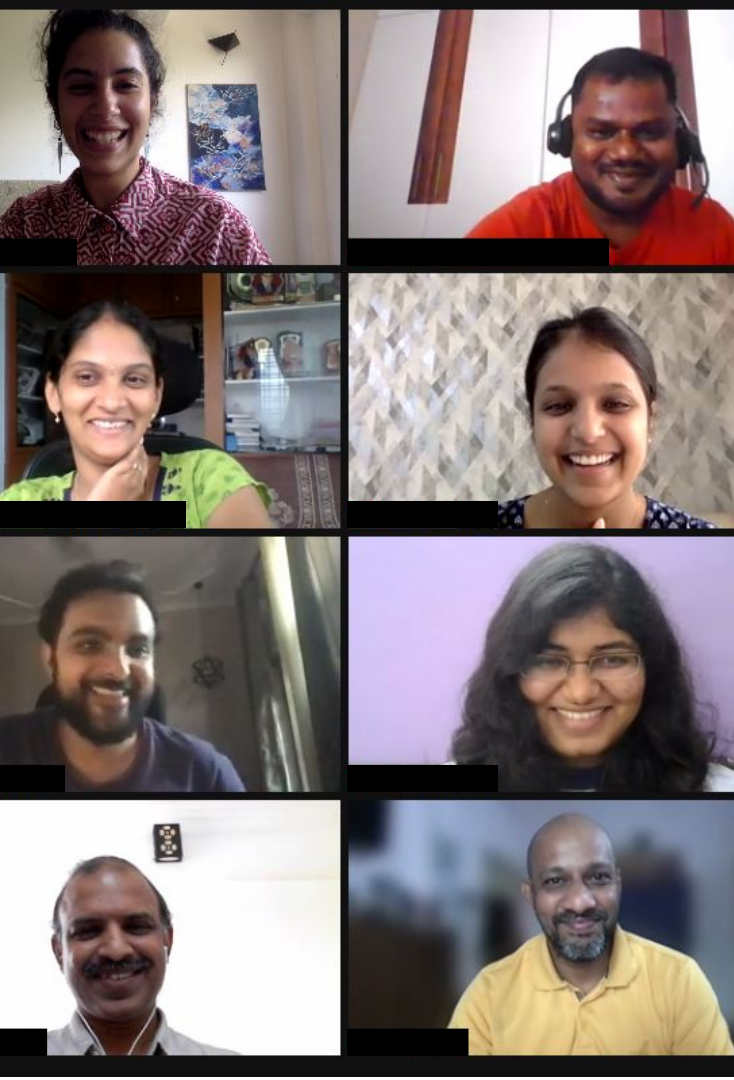
In this module, we will explore:

Innovation & Problem Solving

Business Model Canvas

Stakeholder Analysis & Influencing

Adaptive Leadership

Systems Thinking

Making Effective Presentations

PRACTICE ELEMENT #1

Business Innovation Project

Why is it important?

The Business Innovation Project is designed so that participants will practice the frameworks and skills they learn, by applying them to a business innovation project that is linked to their functional role and has been agreed upon with their manager.

What is the business value?

The business innovation project will solve either a current business issue and/or will allow for innovation to take place and thus create value for the business.
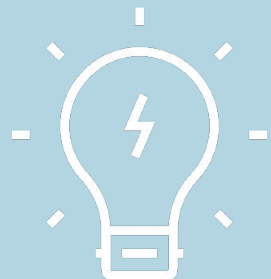
A key element of the Leading the Organization pillar is the "Business Innovation Project". The goal of the project is to apply what was learnt in class, while simultaneously generating value for the organisation.

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PRACTICE ELEMENT #2
Personal Leadership Practice

Why is it important?

Learning only creates value when it is applied. The Personal Leadership Practice is an opportunity for the participants to develop the skill of leading oneself.

What is the business value?

This component of the program will allow the participant to identify an area – skill or mindset – that they want to strengthen. By focusing on the development of this area through SMART goals, the participant will have grown into becoming a better leader for the organization.
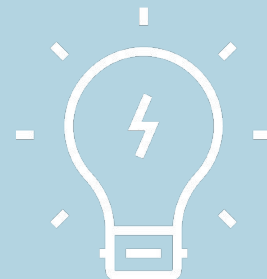
A key practice element of the Leading Self pillar is the "Personal Leadership Practice". The goal of the practice is to strengthen the participant's leadership and management abilities.

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Program Benefits

EMPLOYER

As an employer, you can expect:
1. Immediate business results.
2. An efficient manager development solution that doesn't disrupt the business.
3. A local option to learn global best practices, at affordable prices.
4. A solution to retention challenges with more engaged employees.

MANAGER

Your manager will:
1. Gain essential business and leadership skills including strategy, systems thinking, innovation, team development.
2. Take advantage of a highly interactive, hands-on curriculum designed to transfer their new skills to their day-to-day job.
3. Implement a business innovation project that will create a direct positive impact on your business.
4. Develop a peer network.

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Participation Commitment

EMPLOYER

- Allow participant to attend all the Modules In person and online. (15 live sessions spread across 5 months; 50% of which are Saturdays)

- Offer support, feedback and guidance, particularly around the implementation of the business innovation project.

- Participate in program evaluation surveys.

MANAGER

- Attend all Modules - In person and online. (15 live sessions spread across 5 months; 50% of which are Saturdays)

- Complete assignments and projects

- Participate in program evaluation surveys.

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Facilitator Profiles

Loy Nelson, Program Manager at Amani Institute, India
- 14+ years in Social Sector with expertise in Child Rights and Gender
- ICF CCE certified Emotional Intelligence Coach
- State Govt Consultant with UNICEF for Strategic Planning, Roadmap, Content Design and Training
- Facilitated customized training of trainers for Iraq Leadership Fellows, designed content for UN Women Afghanistan

Eeshta Malhotra, Programs and Communications Manager at Amani Institute, India
- 8+ years volunteering and collaborating in the social sector, specifically the learning / education space.
- In-depth experience as a Design Thinking facilitator and Workshop Creator
- Facilitated custom-design programs for Rockefeller Foundation, SEWA Bharat, International Innovation Corps, Uninhibited
- Moonlights as a theatre artist and is a core team member of Women Walk at Midnight in Delhi

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Client Feedback

"One of the key drivers that helps an organization prepare for its future is to have competent next-gen leaders. I enrolled myself into the program along with one of my direct reportees, & I can already see that we are able to employ the frameworks, tools, and tips we learnt to the day-to-day situations at work."
- Tamilmurugan, Director - Quality at Zifo R&D Solutions

"Amani has equipped me with the skills, tools, and strategies that have helped me lead my team with confidence, mobilize others to push boundaries, and solve business problems."
- Anubrata Basu, Assistant Vice President at Sambodhi

"Overall, L4G has helped me lay the foundation for developing leadership skills and a culture of innovation within my team and across the organization."
- Tushar Gaware, Co-founder and Lead (Central Production & Quality) at S4S Technologies

Program Dates

Dates

- Module 1 Leading Self: 4th, 5th November
  In person (Bangalore)
- Module 2 Leading the Business Part 1: 18th, 19th November, 2nd, 3rd December
  Online
- Module 3 Leading the Business Part 2: 16th, 17th December, 13th, 14th January 2023
  Online
- Module 4 Leading Others: 3rd, 4th, 18th, 18th February
  Online
- Module 5 Impact Showcase: 10th March
  In person (Bangalore)

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Program Fees

Fees

- Cost per Participant: 60,000 INR
    - 5 or more Participants: 15% discount
    - 3 or 4 Participants: 10% discount

Note:

These rates are subsidized thanks to financial support from the Argidius Foundation
These rates do not include the travel costs of the participants
Taxes as applicable will be charged extra

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