

AUTHENTIC LEADER[®]

A mindset development programme.

2018





Our Course Is Faithfully Designed To Transform People, Society And The World.

The Authentic Leader Development Programme (ALDP) is a distinctive, self-reflective, individual-centred and evolutionary leadership training programme with an ambitious objective, lead students to reach the highest level of leadership consciousness.

OVERVIEW

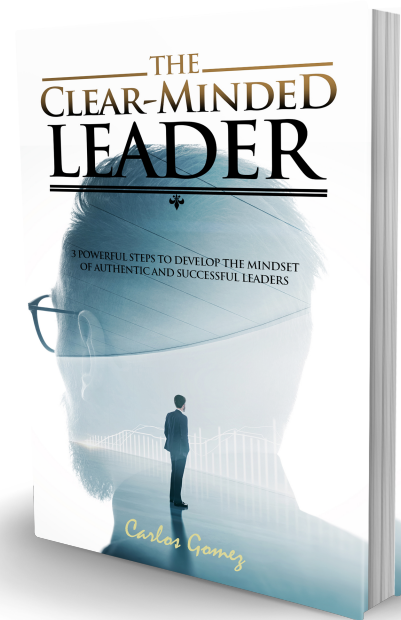
ALDP is based on research evidence, theoretical writings and practical experience and it uses science-based approaches that helps to build the core mindset and emotional intelligence ability needed to understand and operate proactively, effectively and authentically in fast-moving, and uncertain environments.

ALDP is comprehensive; it can be flexible and easily customised. It can also be adapted for both emergent and structured learning in a self-managed or facilitated learning environment.

Programme Design

ALDP is the training programme inspired on the book *The Clear-Minded Leader*. It includes concepts and elements from neuroscience, mindfulness, emotional intelligence and Authentic leadership, organised in a systematic process that begins with self-discovery and aim to self-mastery through continuous self-development. It is delivered in 4 modules:

- Module 1. Knowing yourself
- Module 2. Leading yourself
- Module 3. Leading others
- Module 4. Authentic Leader in action



Our Approach

ALDP focuses on the development of 4 meta-abilities: (1) Self-knowledge, (2) cognitive skills, (3) emotional resilience and (4) personal drive.

There is a phase of discomfort, where inappropriate attitude and behaviours can be examined and "unlearned"; followed by a focused "shift" which moves the individual towards the most appropriate of objectives; and then the understanding of how these abilities are applied in the context of an organisational agenda. Naturally, this programme implies a significant change in the attitudes and behaviour of participants as it challenges current beliefs.



CML™

Personalised Online Training.

A step-by-step process to begin your transformational journey to authentic leadership

Benefits

- Gain recognition from the Institute of Leadership & Management ILM, Europe's foremost professional body in the field of leadership and management
- Free ILM student membership for six months, which gives access to 1000s of e-learning resources.
- Network with other future leaders – build your profile
- Membership access for 14 days to The CML™ *Personalised online training*.
- Gain CPD points (arranged with your organisation)

Outcomes

This process will help participants to:

- Have a conscious understanding and master their personal dynamics as well as the dynamics of the organisation or team they lead.
- Create the capacity for emotional self-mastery
- Develop inner strength for difficult situations that test their honesty and integrity
- Decrease their discomfort with disruptive change
- Cultivate greater resilience and sustainable wellbeing for them and their teams
- Discover their intrinsic motivators
- Strengthen achievement drive and commitment towards their goals
- Develop more inner strength and resilience for difficult situations
- Increase their capacity to foster highly productive relationships based on trust and kindness

Module 1

Programme Curriculum

Day 1. Morning and afternoon Sessions



INTRODUCTION.
A Leadership Crisis



AUTHENTIC LEADERSHIP
Authentic Leadership Decoded



SELF-AWARENESS.
Discover your authentic self. Self-identity and defining who you are.



SELF-ORIENTATION.
Understanding your purpose and designing an aligned life-plan.



SELF-ASSESSMENT.
Individual leadership self-assessment

Module 2



MENTAL CONDITIONING.
Authenticity and Effectiveness Mindset



SELF-CONTROL.
Building emotional Intelligence: self-regulation and self-motivation



SELF-DEVELOPMENT.
Shift to Value-based Decision-Making



SELF-DEVELOPMENT.
Build the mindset and mental habits of great leaders



SELF-DEVELOPMENT.
The Total Engagement Model

Module 3

Programme Curriculum

Day 2. Morning and afternoon Sessions



EXTERNAL COHETION.
Build a Tale organisation



EFFECTIVE INFLUENTIAL LEADERSHIP.
Leading from inside out and the building of trust



MAINTAINING TEAM ALIGNMENT.
Communicate, Connect, Accomplish (Guest Speaker)



TEAM DEVELOPMENT.
Understanding People's Developmental Needs



TEAM MASTERY.
Measuring team performance

Module 4



EFFECTIVE ACTION
Techniques to beat the damaging habits and get it all done.



WILL POWER.
CultivatingThe most needed mindset shifts



EFFECTIVE SELF-DISCIPLINE
Staying Challenged and persisting



RESILIENCE
Building emotional resilience



Closing ceremony and networking event

"Authenticity is the alignment of head, mouth, heart, and feet - thinking, saying, feeling, and doing the same thing - consistently. This builds trust, and followers love leaders they can trust."

Authentic Leader® Development Programme helps you to maximise your potentials by guiding you through a personal and unique leadership experience. Realising your goals both in your professional and personal life starts with identifying the key areas that motivate and also the ones that hold you back from time to time.

It is essential that you recognise your personal traits and values first and synchronise your short- and long term goals with it as the second step. True success in your profession starts from within and cannot be separated from a success in your personal life. As opposed to most traditional leadership programmes that offer you external tools and skills, Bmita's programme concentrates on how to explore those within. Through the exclusive combination of theory and practice, you will be able to identify your strengths and weaknesses and learn techniques on how to improve them permanently.

One of the most important qualities of a successful leader is trust. True leaders are trusted by their employers, customers and colleagues; which makes them inevitably more successful. Gaining trust, however, does not depend on perfectionism or seniority. It solely depends on authenticity; a quality that cannot be learnt but explored. Our ALDP has been designed to guide you through this journey and make it a personal and yet comprehensive experience.

The programme will enable you to act with confidence under pressure as an individual and as a leader of your team; will provide you with the flexibility to adapt to various scenarios faster and at ease; to form constructive feedback to others and to implement those from others in your leadership style and to create a balance in your professional and personal life by primarily focusing on your goals.

Start your development journey today!

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others".

Jack Welch



**Gilbert Ambani. Chief Information Officer, Juhudi Kilimo,
CIO 100 Global winners list 2013**

"The course is very practical and refers to the current challenges we are facing as leaders and is able to address some of the areas that we do not get from the tools and the skills we get out of the ordinary curriculum courses like MBAs and BScs".



**Domina Feruzi. Head of Government Banking National
Microfinance Bank PLC**

"I learnt a lot from this course. I did not know much about Authentic Leadership and how it can bring you closer to your team. I am sure it will assist me and my organisation to come closer to our employees".



Paul Pasaka. Head of IT, Uganda Telecom

"It has been just the beginning of a journey, it will take a while... but I am very sure it will add value, thus, I would encourage other leaders to take this on. It is a complete mindset change".



**Kimunya Mugo . Leadership Author and Speaker, Lead By
Choice**

"I go out from this course feeling energized, knowing that I have a role to play in leadership in this continent and beyond that I have learnt so much about myself and what I need to do to help others and take them to the next level".



Powell Grey Maimba. CEO, Engen Kenya

"The programme has been great, we started by looking at ourselves, reflecting on our personal lives and see how that applies to our business lives".



To find out more about this programme or book a place, go to www.bmitagroup.com or email info@bmitagroup.com

Programmes, dates and faculty are subject to change.

Bmita GROUP
2 View Crescent
Tivoli Road
N8 8RW
LONDON
UNITED KINGDOM
www.bmitagroup.com

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