
LEADERSHIP LIBERIA

TRANSFORM | INNOVATE | EXCEL



Leadership  Innovation  Excellence

IMPORTANT DATES:

- Application Deadline: September 13, 2017
- Applicants Notified: September 20, 2017
- Program Begins: October 3, 2017

WHY LinX LEADERSHIP PROGRAM?

We Develop Leaders

We take a group of participants who live and work in Liberia and help them develop leadership and management skills through structured programming, including; Training, Experiential learning, Casework and Group Interaction. The benefits to the company is localized training, focus on application of these skills immediately, and exposure of potential leaders to a variety of management and leadership skills in the corporate setting.

We Impart Knowledge

We provide training and hands-on opportunities, in order that managers and supervisors can cultivate transformative skills and experience in developing and implementing leading edge strategies used and practiced by experts across the corporate diaspora. They learn about the major issues in the key sectors, industries and companies in the Liberian economy, globally and develop networks for life-time achievement.

We Match Great People with Great Skills

We provide a variety of skills to incorporate into challenging situations, engage and inspire middle managers with real solutions for innovation and transformation.

We Inspire Change in Liberian Corporate Culture and Performance

We identify, design and execute short-term cross functional projects that have positive and enduring effects on companies operating in Liberia imbruing in managers a sense of commitment and dedication to improving the company and ultimately the bottom line. .

LinX has a LEADERSHIP PROGRAM for LIBERIA

LinX offers Liberia a unique Leadership Program. It provides a training program that is designed to increase the knowledge-base I of local companies. . We move past academic training to supporting inquiry, management, and critical thinking. Participants develop leadership skills and the ability to communicate and participate in team and cross-functional environments. Through wide exposure to diverse corporate environments participants learn how to bring about success at work and strengthen the roles they play in the corporations in which they are a part.

PROGRAM DETAILS

- Duration: 5 months (including project)
- Application Deadline: September 13, 2017
- Program begins October 3, 2017
- Project begins December and is presented in February 2018
- Number of Participants: Maximum of 15 per session
- Cost for the program: \$1,200
- Selection Criteria: Company-recommended mid-management individual(s) with strong commitment to developing new leadership skills
- Scholarships/Sponsorships: Company/Individual sponsored

KEY FEATURES / OUTCOMES

- Expert Facilitation
- Lectures by Business Leaders
- Group Work & Issue Exploration
- Analytic Exercises focused Leadership Development
- Case Studies based on Local Content and Context
- Network Building

OBJECTIVES

- Empower potential leaders to gain a knowledge-base focused on individual success that is ultimately tied to the success of the company.
- Adopt characteristics of leadership that incorporates success beyond the individual and targets the company as a whole.
- Promote ownership in team-building.
- Learn how to resolve conflict and negotiate for win-win solutions
- Case studies focused on what makes successful organizations and managers.
- Positively impact the bottom-line through consistent, deliberate, and innovative actions
- Integrate project management skills focused on resources such as time, people, and money.
- Incorporate a culture of ethics and accountability.

COURSE OUTLINE

TIER ONE – THE BASICS (4 WEEKS)

Understand “the Understanding”

- Culture Norms – Liberia vs Western
- Culture – Corporate Culture
- Company dynamics – Organizational Development
- Set and manage expectations of colleagues and team members.
- Presentation skills

Communication Basics

- Your communication style
- Adapt communication style and manage behaviour for more productive work relationships.

- Who are internal customers?
- Listen, ask questions, and interpret nonverbal messages more effectively.
- Map out workflow between colleagues and limiting factors in productivity
- Analyze current workflow and identify how to improve efficiency.

Professionalism and Professional Growth

- Code of Conduct
- Ethics
- How to ensure success beyond your current position

TIER TWO

What is Leadership?

- Characteristics of a Leader
- Defining leadership in the Liberia context
- Labor laws and policies
- Company Policies, strategy, and business model – why it is important to learn and be able to communicate
- Explore Confidentiality, competition and building credibility and trust as a leader
- Measuring leadership through empowerment, innovation and productivity
- Creating work plans and other tools

TIER THREE – Developing the Manager Within

- How your management style reflects company values
- Impacting the bottom line – understanding tools such as budgets, strategic plan management and monitoring and working the plan
 - Profitability in the Private Sector
- Bringing about change in yourself to impact company goals
- Business Case Studies
- Implementation plans
- Evaluation – by your company
- Evaluation - by your staff
- Introduce “Paramount”/”Capstone” Project

TIER FOUR

Innovation

- Create a written case study
- Present and Defend
- Peer Review
- Selection of best presentation

APPLICATION SUBMISSION:

Email LinX@africabioenterprises.com

OR mail to:

Africabio Enterprises, Inc.
 LinX Leadership Program
 12th Street & Payne Avenue, Sinkor
 Monrovia, Liberia, W. Africa

ADMISSIONS REQUIREMENTS

Applicants

The ideal candidate for this program will be in a supervisory or management role at a company with profit responsibilities. To participate, you must be interested in growing the company as well as developing your professional goals. You must be interested in becoming a change agent and willing to help your company transform to impact the bottom-line.

In order to apply you must:

1. Submit an application and be selected either by your company or willing to pay fees out-of-pocket.
2. Have access to email and internet for communication with facilitators, instructors, and peers.
3. Have specific targets provided by your company with set goals or be able to create a case for improving the inner-workings of your company to impact the overall goals.

LANGUAGE

The program will be conducted in English. Proficiency in English will be measured through the application process. Candidates should have a working knowledge of English.

PREREQUISITES

This program requires reading, writing and internet research skills. Along with the application, candidates are required to submit a writing sample. The essay should focus on what they can contribute to the program and hope to achieve through the program.