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# LEADERSHIP LIBERIA

TRANSFORM | INNOVATE | EXCEL

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Leadership  Innovation  Excellence

## IMPORTANT DATES:

- Application Deadline: August 31, 2021
- Applicant Notification: September 10, 2021
- Program Start Date: September 14, 2021

# 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 are localized training, immediate application of learned skills, and exposure of leaders to a variety of advanced management and leadership skills sets in the corporate setting.

## *We Impart Knowledge*

We provide training and hands-on opportunities, in order for managers and supervisors to cultivate transformative skills and gain experience in developing and implementing leading edge strategies. These tools are used and practiced by experts across many corporate entities. Managers learn about the major issues in the key sectors, and companies in the local Liberian and global economy, as well as develop networks for life-time achievement.

## *We Match Great People with Great Skills*

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

## *We Inspire Change in Liberian Corporate Culture to Improve Manager Performance*

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

## LinX LEADERSHIP PROGRAM for LIBERIA

LinX offers Liberia a unique Leadership Program. It provides a training program that is designed to increase the knowledge base of companies in Liberia. 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 their corporations.

## PROGRAM DETAILS

- Duration: 12 weeks
- Cost for the program: \$1000
- Application Deadline: August 31, 2021
- Program begins September 14, 2021
- Number of Participants: Maximum of 12 per session
- 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 leaders to gain a knowledge base focused on individual success that is tied to company success.
- 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
- Focus managers on successful case studies that make organizations successful.
- Impact company bottom-line positively 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.
- Strengthen business writing skills

## COURSE OUTLINE

### TIER ONE – THE BASICS

#### *Understand “the Context”*

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

#### *Communication Basics*

- Determine and apply your communication style
- Adapt your communication style and manage behavior for more productive work relationships.
- Emotional Intelligence – recognize, understand and manage your emotions in a professional setting.

- 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.
- Develop effective presentation skills oral & written.

#### *Professionalism and Professional Growth*

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

### TIER TWO –THE CORE OF LEADERSHIP

#### *What is Leadership?*

- Characteristics of a Leader
- Define leadership in the Liberia context
- Company policies, strategy, and business model – why they are important to learn and be able to communicate
- Ensuring management is tied to corporate governance
- Explore confidentiality, competition, and building credibility and trust as a leader
- Measure leadership through empowerment, innovation and productivity
- Create work plans and other tools
- Capstone Project – Introduction

## TIER THREE – Developing the Manager Within

### *Climbing to the Next Level of Leadership*

- How your management style reflects company values
- Impact the bottom line – understand and professionally use tools such as budgets, strategic plan management and monitoring
- Profitability in the Private Sector
- Bringing about change in yourself to impact company goals
- Analyze and apply business case studies
- Developing and using implementation plans
- Participant Evaluation – by their company
- Participant Evaluation - by their staff

## CAPSTONE PROJECT – Multi-industry Group

### *From Innovation to Contextual Application*

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

### APPLICATION SUBMISSION:

Email [LinX@africabioenterprises.com](mailto:LinX@africabioenterprises.com)

OR deliver to:

Africabio Enterprises, Inc.  
LinX Leadership Program  
River Plaza - 320 United Nations Drive Vaitown  
Monrovia, Liberia, W. Africa

## ADMISSION REQUIREMENTS

### Applicants

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

### To apply:

1. Submit an application and be selected either by your company or willing to pay course fees of \$1,000 United States dollars 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. The candidate should have a working knowledge of English.

### PREREQUISITES

This program requires reading, writing and internet research skills. Along with the application, the candidate is 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.