



THE IoDT LEADERSHIP MASTERCCLASS

PROPOSAL

| Who We Are;

The Institute of Directors in Tanzania (IoDT) is the champion of corporate governance in Tanzania and the leading authority in corporate training with a growing-client portfolio, standing as the leading directors' and senior executives' focus group in Tanzania, the IoDT undertakes to propagate, promote and enhance corporate governance as a practice in Tanzania.

With more than 10 years of practice, The IoDT has successfully trained and certified more than 2500 directors across the country and conducted board induction, leadership and management training with the major public and private institution in the country.

The Institute have been providing leadership and management training for organization only; training that is tailored for specific organization. And the feedback shows that, this training has benefited more than 80 prestigious public and private institutions in Tanzania to thrive in the today's competitive corporate world.

Given the importance of leadership in corporate governance and the challenges facing the field of Leadership and management, it has necessitated the Institute of Directors in Tanzania to open its most effective program in leadership and management to allow individuals leaders and aspired leaders (from diverse organizations) who wish to become the distinct and successful leaders to benefit from it. This pro- gram has been designed to help leaders to excel in any challenging opportunities that leaders might face. It's the kind of training that every self-respecting strategic leader should attend.



The Leadership masterclass: Course Overview

According to Korn Ferry “Only 14% of leaders can be considered Enterprise Leaders, because most leaders remain tied to the traditional view of leadership and they haven’t yet cultivated the skills and mindsets needed to handle the three key challenges facing businesses today:

- Transforming the business while maintaining strong performance (Performing while transforming)
- Leading the enterprise and the ecosystem (Leading across the ecosystem as well as the enterprise)
- Delivering for people, planet and profit (Resolving the tension between profit and purpose)

The Leadership masterclass is the one of kind and possibly the most effective and practical program one can find, designed to equip managers, corporate and business leaders with the Perform-transform capabilities, Agile leadership mindsets and Enterprise impact focus; including employees, customers, partners, communities, and the environment — not a narrow focus on performance metrics, which are must to handle the three key challenges facing leaders/mangers today.



This Programme is targeted at current serving as and aspired: Mid-level managers (department manager, general manager, branch manager, department director, Store managers, regional director, Finance manager); Accounting officers; Senior Executives; Senior Management; Audit Partners/Managers; Governance Consultants and corporate leaders across.

It is a 4-day Course comprising five modules which aim at transforming the Tanzanian leaders and managers into an impactful and strategic leader who can thrive in the era of competitive business environment at the stage of his/her career where he is required to display knowledge and expertise in relation to:



Leadership outlook and ethics, Supervision of the organization's financial performance and risk management, engender shared leadership, Role definition and adoption, cultivating inter-departmental synergy, Strategic thinking & Planning, build a positive workplace, Building Great Leaders, Design and Building, strategy development and its execution



"The key is not the will to win. Everybody has that. It is the will to prepare to win that is important."

— Bobby Knight —

Why you should attend

- **Practical knowledge;** addressing real life challenges facing Tanzanian leadership.
- **Experience sharing;** the profound trainer does not just train out of blue but share their own best practical experience and knowledge acquired through many years of practice.
- **Facilitators both national and international** do practical training with real life examples.
- **Networking opportunity;** get to meet and connect with like-minded peers from other organizations and develop the kind of network you might need to get as far as you might get. Gain valuable insights from different industry sectors Receive feedback from people of a similar seniority and experience level
- We provide **after training continuous consultation** in any area of management and corporate governance

The broad objectives and expected outcomes

- The main objective of this comprehensive leadership development assignment will be to help the managers to.
- Acquire Big Picture thinking perspective.
- Become business leaders who possess critical leadership skills.
- Master critical management and leadership techniques while developing competency in both disciplines.
- Create a desired leadership culture based on performance and not loyalty.

- Learn how to make tough business decisions as a key balancing act between doing things right and doing the right thing in a performance driven environment.
- Learn how to develop effective teams through appropriate leadership influence techniques rather than autocracy (hostile leadership).
- Apply appropriate role modelling through personal accountability and ownership to produce sustained results.
- Empower and grow the next generation of leadership through a deliberate succession planning approach.

These will go a long way towards:

- **Cultivating inter-departmental synergy:** Explore the principles that drive team work while overcoming possible team dysfunctions.
- **Role definition and adoption:** Acquire a better understanding of the common vision to provide guidance for improved and efficient management operation for the long-term.
- **Engender shared leadership:** Lay emphasis on joint but differentiated responsibility.

Modules;

Module I: Intro: Program Opening Note.

Module II: Foundations – Keys to Twenty First Century Leadership.

- Session I:* First Thoughts: Effective Management, Leadership & Governance.
- Session II:* The Leadership Challenge.
- Session III:* Essentials of a Strategic Leader.
- Session IV:* Leadership Redefined & it's Future.
- Session V:* Principles & Practices of Ethical-Leadership – Essentials who possess critical leadership skills.

Module III: Practical Wisdom & Tactical Excellence

- Session I:* Making it Stick: Maximizing the impact of What you Say & Do.
- Session II:* Making it Stick: Effective Meetings & Coordination.
- Session III:* Effective Project Management & Business Negotiations Essentials.
- Session IV:* Change Management Essentials.
- Session V:* Emotional Intelligence
- Session VI:* Conflict & Stress Management

- Essentials:* Leadership to deal with Predictable Crises.
- Session VII:* Talent Development Essentials: Coaching; Mentorship & Counselling.
- Session VIII:* Time Management Essentials.
- Session IX:* Personal Branding; social media & Etiquette for Leaders Essentials.
- Session X:* Leadership Energy: A Sound Leader in a Sound Body

Module IV: Outro: Program Closing Thoughts

Inspire Teach
Leadership
Motivate

Module V: Team Building



Literature

A folder containing notes, practical hints and tips will be supplied to the participants for on-course perusal and post- course review/reference.

Methodology

The Course will utilize interactive methodology. The facilitators will present and introduce material plus instruments on the respective subject matter so as to ignite discussions and exchanges during plenary and breakaway groups.

Financial Proposal

The Leadership Masterclass – Best Western Hotel – Dodoma from 22nd to 25th April 2025. The Course Fee is TZS 1,650,000/= (One Million Six Hundred Fifty Thousand Only) per participant. This fee covers tuition and materials – hard copies, conference for 4 days and lunch, tea breaks and refreshments.



Brief Bios of the course facilitators

Mr. Said Baraka Kambi – The Team Leader



Said is the CEO of the Institute of Directors Tanzania (IoDT). He is Member of the National Advisory & Coordinating Committee on Generation Equality Forum (GEF) Implementation on Women's Economic Justice and Rights. He is founder, former Chair and vice-Chair of Africa Corporate Governance Network (ACGN) a network of national corporate governance organizations. Said is a certified corporate governance trainer by Global Corporate Governance Forum – GCGF/International Finance Corporation (IFC). He holds MBA (Finance) from the University of Dar es salaam.

He has over 30 years' experience in financial services and training sector. His dedication to governance has earned him a reputation as a bold leader with a keen focus to create, facilitate and administer training programmes, and consultancy. Said assists client organizations to design and implement the right architecture and culture (structures, processes & relationship dynamics) to face challenges and ensure governance, culture and operations are aligned to support a well-defined purpose. He uses those interventions plus mentorship and coaching to drive stronger and more consistent value to clients and their markets

Col (rtd.) Joseph L. Simbakalia



Col (rtd.) Joseph L. Simbakalia is the past Director General of Tanzania Export Processing Zones Authority (EPZA), Member of the Joint Task Force ("JTF") and past Regional Commissioner of Mtwara and Kigoma. He boasts several years' experience in the civil service. He is a Registered Professional Engineer (ERB – Tanzania) and a Chartered Engineer (UK), Certified Director by the Commonwealth Association for Good Corporate Governance (CAGCG) since 2002, successfully completed the Training of Trainers of Directors' Course of Corporate Governance under the auspices of CAGCG in 2003. He has facilitated Directors' Courses at the Kenya Centre for Corporate Governance and the Leadership and Corporate Governance for SADC Development Finance Institutions in 2005. He was a Speaker/Presenter at the 3rd Pan-African Consultative Forum in Corporate Governance held in Dakar Senegal. He also serves on a number of boards of public and private sector entities.

Joel Nanauka



Joel is a speaker, corporate trainer for peak performance, business and management consultant, and author for personal Development books. He is among the technical committee members appointed by the National Economic Empowerment Council (NEEC) under Prime Minister's office to prepare entrepreneurship training guideline for small, medium and large enterprises. Joel is trained in Business Management from university of Dar es Salaam, Leadership in Kabarak University - (Kenya), International development, Project Management from Knowledge Woods Institute India and Economic Diplomacy from Centre of

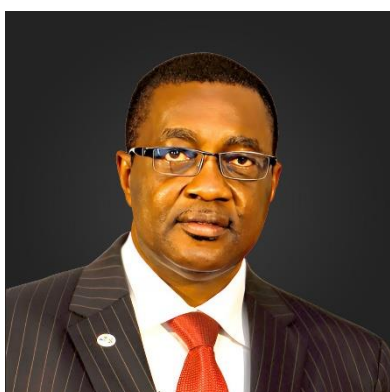
foreign relations (CFR) and has once worked with United Nations Education, Scientific and Cultural Organization (UNESCO) in strategic programming in Education, Communication & Information.

Dr. Chris Mauki



Dr. Chris is a facilitator and trainer from Dar es Salaam Tanzania, he has an experience of more than 15 years in training, facilitation and coaching. Dr. Chris holds a PhD and a Post-Doctoral in Social, Relationships and Counseling Psychology both from the University of Pretoria, South Africa. Dr. Chris has trained corporate and non-corporate institutions such as Vodacom Tanzania, Vodacom Mozambique, Vodacom Ghana, Safaricom, Puma energy, TCC, USAID, US Embassy, British High Commission, CDC, Peace corps, Danish refugee Council etc.

Amb. P. Kallaghe



Amb. P. Kallaghe Currently conducts specialized tailor-made executive training sessions on International Protocol and corporate etiquettes matters for a number of Business organizations and Banks in Tanzania seeking to enhance their soft skills competence. He has over 34 years of working with the government, he worked in the President's office as special assistant to the President on Foreign Affairs, Director of Government Communications and Deputy Private Secretary to President Benjamin W. Mkapa. He also served as Ambassador to the Republic of Ireland, Tanzania's High Commissioner to United Kingdom and

Canada. He worked as the senior Directing Staff at the Tanzania National Defense College. He also advises on strengthening relations between corporates and government (Government relations) and Communication strategies.

Amb. Modest Jonathan Mero



Modest Jonathan Mero, Ambassador Extra Ordinary and Plenipotentiary Permanent Representative of Tanzania to UN & WTO In Geneva, UN Vienna and New York 2013 - 2019; retired from civil service in December 2019. Currently independent consultant in Business Strategies, international trade, global issues and advisory services. Experience: Google the name.

Victoria Chale



Victoria is an encourager and champion of people with 24 years' experience in corporate human resource management, administration, training, facilitation and consulting. She began her consultancy journey in 2008 after co-founding People Dynamics Ltd, a boutique HR consultancy based in Dar es Salaam. She also work independently, and as an associate for several HR consultancy firms in Tanzania, occasionally partnering with overseas firms. Over the years, she have supported large corporates, mid-sized and small businesses (locally-based and multinational, across different sectors), Tanzanian and

international non-governmental organisations, government agencies and public institutions with their human resource management and capacity building needs. In the process, She have acquired a broad and diverse experience and established a positive track record of successful projects. Prior to venturing out on her own she was employed as Director of Human Resources for CRDB Bank and Head of Human Resources for Citibank Tanzania.

Philip H. Filikunjombe, PhDnc



Dr. Philip Filikunjombe holds a PhD in Cyber Law from the Open University of Tanzania, an LLM in Information Technology and Telecom Law from Strathclyde University, and an LLM in Security and Strategic Studies from National Defence College in Tanzania. He is currently the Director of Legal Services at the Tanzania Communications Regulatory Authority (TCRA), serving as Secretary to the Board and chief legal adviser. Previously, he was the Head of Enforcement and Compliance and a Principal Legal Officer at TCRA. Dr. Filikunjombe has taught law at Tumaini University-Iringa, St. Augustine University-Mwanza, and

the Open University of Tanzania. His expertise includes ICT policy, cyber law, and communications sector regulation.

Eng. Kenneth Nindie



Kenneth has over fifteen years of working experience in the areas of Technical Audit, Project management, Monitoring and Evaluation of development projects and programmes. He has been involved in a number of Technical Committees for review of various projects, preparation of manuals and guidelines. Has facilitated in a number of training and capacity building sessions on Project Management, contracts Management and Technical Audits of Construction Projects.

He holds a Master of Project Management (MPM), Registered Professional Engineer by Engineers Registration Board (ERB), Associate Member of Association of Certified Fraud Examiners (ACFE), Member of Project Management Institute, Member of Institute of Internal Auditors and Certified Director by IoDTz.

Angelo M. Francis



Mr Angelo M. Francis (fondly known as Mwl Angelo) is a Co-Founder and Director of AfyaLife, a Health and Nutritional Company located in Dar Es Salaam Tanzania. The company mainly focuses on helping and empowering individuals, companies and institutions, as well as farmers on the best way of eating healthy and maintaining a wellness lifestyle. Mr. Angelo is a healthy-cooking expert, a business analyst and a captivating communicator who inspires millions of people to eat and live well while fulfilling their life's purpose. He is a certified Holistic Health Coach and Nutritionist. He received his training as a Health Coach from the Institute

for Integrative Nutrition through its cutting-edge Health Coach Training Program, and is also a hands-on Agripreneur.

He also pursued Business Administration where he focused on accounts and finance. In a nutshell, Mr. Angelo wears many hats and has a consolidated experience of over 10 years in the fields of Administration, Finance and Accounting, Organic Agriculture & Agripreneurship as well as in healthy cooking. Coming from a very humble background he self-educated to achieve all the required experience needed to be successful in the corporate world and beyond. He is currently pursuing yet another course on Nutrition and Diet, while researching more on food and human health. He is well grounded in the field of practical health organic farming, having done an intensive study and research on the fields of human nutrition, spiritual and healthy lifestyle.

Goodhope Heaven



Goodhope Heaven, also known as "Mshambuliaji," is a dedicated sales trainer, team-building consultant, and business strategist renowned for helping sales teams, businesses, and entrepreneurs grow their sales through training and consultation. He is best known in Tanzania for starting the "MIMIKWANZA" movement, which promotes the ethos of self-investment to bring one's best self to all engagements. Goodhope's expertise in bottom-line marketing allows him to organize large groups into impactful experiences, serving brands like CRDB, NMB, ABSA, and Coca-Cola. At GHC, he works closely with

companies to enhance sales and marketing strategies, customizing sales approaches and training processes.

Our selected credentials

Set out below is a selection of clients for whom we have performed leadership Course across different sectors within the country;

