

SBD INSTITUTE

Training | Research | Consulting



LEADERSHIP & MANAGEMENT DEVELOPMENT ACADEMY™

Building Leaders. Strengthening Managers. Driving Organisational Performance.

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About the Academy

The SBD Institute Leadership & Management Development Academy™ is a structured capability platform designed to develop leaders at all levels of an organisation — from first-time managers to senior executives.

Organisations today face a critical challenge: many professionals are promoted into leadership roles without the necessary skills to lead people, manage performance, and drive results. This often leads to:

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| — Weak team performance and poor execution | — Low employee engagement and communication breakdowns |
| — Inconsistent execution of organisational strategy | — Leadership capability gaps across all levels |

The Academy addresses these challenges through a comprehensive portfolio of leadership programmes, management training, and performance development interventions.

Our Leadership Philosophy

We Believe

- Leadership is a skill that must be developed intentionally
- Managers drive day-to-day organisational performance
- Strong leadership creates high-performing teams
- Behaviour change — not theory — drives real results
- Leadership development must be practical and measurable

Our Programmes Are Designed To

- Build real, applied leadership capability
- Improve team performance and engagement
- Strengthen execution and accountability
- Develop confident and effective leaders at every level

Programme Portfolio Overview

Ten specialist programmes covering every stage of the leadership journey — from first-time managers to senior executives leading strategy and transformation:

01 First-Time Managers Excellence Programme™ <i>From Individual Contributor to Confident People Leader</i> For: New Managers, Team Leaders, Supervisors	02 High-Impact Leadership Programme™ <i>Leading Teams. Driving Performance. Delivering Results.</i> For: Middle Managers, Department Heads
03 Strategic Leadership for Executives™ <i>Leading Beyond Operations into Strategy</i> For: Senior Executives, Directors	04 Women in Leadership Excellence Programme™ <i>Building Confident and Influential Women Leaders</i> For: Women Leaders, Emerging Female Executives
05 Emotional Intelligence & Leadership Programme™ <i>Leading Self. Leading Others.</i> For: Managers, Team Leaders, Executives	06 Performance Management & Accountability Programme™ <i>Driving Results Through People</i> For: Managers, Supervisors, HR Teams
07 Communication & Influence for Leaders™ <i>Leading Through Effective Communication</i> For: Managers, Executives, Team Leaders	08 Coaching & Mentorship for Leaders™ <i>Developing People Through Leadership</i> For: Managers, Senior Leaders
09 Leading High-Performance Teams Programme™ <i>Building Cohesive and Productive Teams</i> For: Team Leaders, Managers	10 Change Leadership & Organisational Transformation Programme™ <i>Leading Through Change and Uncertainty</i> For: Executives, Managers, Transformation Teams

Programme Details

01	First-Time Managers Excellence Programme™ <i>From Individual Contributor to Confident People Leader</i>	
PROG.	Ideal For: New Managers, Team Leaders, Supervisors	
	FOCUS AREAS — Leadership mindset shift from peer to leader — Managing former peers confidently — Performance management fundamentals — Communication and feedback skills — Emotional intelligence in leadership	IDEAL FOR — New Managers — Team Leaders — Supervisors

02	High-Impact Leadership Programme™ <i>Leading Teams. Driving Performance. Delivering Results.</i>	
PROG.	Ideal For: Middle Managers, Department Heads	
	FOCUS AREAS — Leadership effectiveness and presence — Decision-making under pressure — Team alignment and engagement — Performance culture development — Managing change and uncertainty	IDEAL FOR — Middle Managers — Department Heads

03

Strategic Leadership for Executives™*Leading Beyond Operations into Strategy***PROG.**

Ideal For: Senior Executives, Directors

FOCUS AREAS

- Strategic thinking and planning
- Organisational alignment and execution
- Executive decision-making frameworks
- Leadership influence at the top
- Long-term value creation

IDEAL FOR

- Senior Executives
- Directors

04

Women in Leadership Excellence Programme™*Building Confident and Influential Women Leaders***PROG.**

Ideal For: Women Leaders, Emerging Female Executives

FOCUS AREAS

- Executive presence and confidence
- Influence and persuasion
- Negotiation and assertive communication
- Career growth strategies
- Leadership positioning and visibility

IDEAL FOR

- Women Leaders
- Emerging Female Executives

05

Emotional Intelligence & Leadership Programme™*Leading Self. Leading Others.***PROG.**

Ideal For: Managers, Team Leaders, Executives

FOCUS AREAS

- Self-awareness and self-management
- Social awareness and empathy
- Relationship management skills
- Managing pressure, conflict, and stress

IDEAL FOR

- Managers
- Team Leaders
- Executives

06

Performance Management & Accountability Programme™*Driving Results Through People***PROG.**

Ideal For: Managers, Supervisors, HR Teams

FOCUS AREAS

- Setting clear KPIs and expectations
- Monitoring and tracking performance
- Feedback, coaching, and development conversations
- Managing underperformance constructively

IDEAL FOR

- Managers
- Supervisors
- HR Teams

07

Communication & Influence for Leaders™*Leading Through Effective Communication***PROG.**

Ideal For: Managers, Executives, Team Leaders

FOCUS AREAS

- Executive communication and presence
- Leading effective meetings
- Influencing stakeholders without authority
- Navigating difficult conversations

IDEAL FOR

- Managers
- Executives
- Team Leaders

08

Coaching & Mentorship for Leaders™*Developing People Through Leadership***PROG.**

Ideal For: Managers, Senior Leaders

FOCUS AREAS

- Coaching techniques and frameworks
- Mentorship models and structures
- Developing team members purposefully
- Performance improvement through coaching

IDEAL FOR

- Managers
- Senior Leaders

09

Leading High-Performance Teams Programme™*Building Cohesive and Productive Teams***PROG.**

Ideal For: Team Leaders, Managers

FOCUS AREAS

- Team dynamics and cohesion
- Collaboration, trust, and psychological safety
- Conflict resolution and team health
- Accountability systems within teams

IDEAL FOR

- Team Leaders
- Managers

10

Change Leadership & Organisational Transformation Programme™*Leading Through Change and Uncertainty***PROG.**

Ideal For: Executives, Managers, Transformation Teams

FOCUS AREAS

- Change management frameworks
- Leading through uncertainty and ambiguity
- Managing resistance effectively
- Driving and sustaining transformation

IDEAL FOR

- Executives
- Managers
- Transformation Teams

Advisory & Consulting Services

Beyond structured programmes, the Academy provides leadership and organisational consulting to strengthen systems and accelerate performance:

Leadership Development Strategy	– Leadership pipeline development – Competency framework design – Succession planning
Organisational Performance Consulting	– Performance diagnostics – Productivity improvement – Team effectiveness
Culture Transformation	– Behavioural change programmes – Values alignment – Leadership alignment
Coaching & Executive Advisory	– Executive coaching – Leadership mentoring – Performance coaching

Delivery Approach

How We Deliver

- Interactive workshops with real-world application
- Leadership simulations and scenario-based learning
- Case studies grounded in African business context
- Peer learning and coaching conversations
- Action planning and implementation commitments

Programme Principles

- Practical — grounded in real leadership realities
- Behaviour-focused — driving actual change
- Results-driven — linked to measurable performance
- Context-specific — tailored to your organisation

Programme Formats

In-Person Training	Executive Masterclasses	Virtual Learning	Hybrid Programmes	Leadership Retreats
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Why the Leadership & Management Development Academy

Organisations that invest in leadership development achieve sustainable improvements across every level of performance and engagement:

Stronger Leadership Pipeline Capable leaders ready for every level of the organisation	Improved Team Performance Higher-performing teams driven by effective managers	Higher Employee Engagement Leaders who develop and motivate their people	Better Strategy Execution Leadership that translates direction into results	Sustainable Organisational Growth Institutions built on capable, confident leaders
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The SBD Institute Leadership & Management Development Academy™ is a comprehensive platform for developing leaders at all levels, strengthening management capability, and driving organisational performance through practical, results-oriented leadership development.

*Leadership is the single greatest driver of organisational success.
And leadership capability must be built — it does not happen by accident.*

The SBD Institute Leadership & Management Development Academy™
partners with organisations to build capable leaders, strengthen management systems, and deliver sustained performance.

Building Leaders. Strengthening Organisations. Driving Results.

Contact Us

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