



# Management Development Programme

4-6 Months

Blended Learning

In-House or Open

A comprehensive learning program crafted to boost your managers' skills in effectively guiding their teams toward significant growth. This program equips them with practical tools to enhance on-the-job performance and hands-on experience in skillfully managing their teams.

**Designed For**  
Middle managers, new managers, & supervisors

[www.africanmanagers.org/mdp](http://www.africanmanagers.org/mdp)

## About this Programme

Empower your organization's rising stars with AMI's Management Development Programme (MDP), a transformative journey tailored for highly ambitious professionals. Designed to mold individuals into exceptional managerial leaders, the MDP equips participants with the essential skills needed to propel teams and drive growth. Through immersive learning labs, targeted online courses, and hands-on application, this program addresses the crucial need for capable leaders who can navigate challenges, motivate teams, and steer the organization toward enduring success

### Experience the MDP in these two ways

#### 1. In-House Programme:

Exclusive Internal Cohort: Our In-House Programme brings your team together, whether virtually or in-person, for a focused learning experience. Benefit from a dedicated internal cohort that fosters team synergy and promotes knowledge sharing.

#### 2. Open Programme:

Global Networking and Learning: Your teams can join our Open Programme virtually to connect with diverse peers across the continent. Led by expert facilitators, this platform offers a structured curriculum, actionable insights, and valuable networking opportunities

## Learning Journey Phases

1

Empowering your People

2

Building Great Teams

3

Dealing with Challenges

## Learning Journey Components



### On-Demand Learning:

Gain access to a library of on-demand courses, customized to your learning path. Experience supported and personalized learning journeys through video-based courses, downloadable tools, and user-friendly web and mobile platforms.



### Live Interactive Sessions:

Immerse yourself in dynamic learning experiences with live in-person or virtual sessions. Engage in hands-on learning during cohort-based "Learning Labs," where you'll benefit from peer interaction, role-playing, and experiential learning.



### Practical Application:

Transform theory into action through on-the-job learning. Tackle real-world challenges with "Change Challenges" and "Action Learning Projects." Receive valuable feedback and support from Accountability Partners, ensuring practical implementation and growth.

## Key Outcomes



Enhanced performance in essential managerial competencies, such as task execution, communication, motivation, empowerment, conflict resolution, and constructive feedback.



Increased motivation and enthusiasm among managers in their professional roles.



Development of practical tools and skills that enhance overall effectiveness and productivity, including time and energy management, goal-setting, and efficient planning.



Transformation of managers into empowered leaders capable of inspiring, guiding, and energizing their teams.

# The Learning Journey

Phases	Objective
<b>1 Empowering your People</b>	<ul style="list-style-type: none"><li>• Address challenges in motivating and task completion</li><li>• Redefine managerial approaches for empowerment</li><li>• Enhance communication skills</li><li>• Learn to influence without authority</li><li>• Foster ownership and accountability in teams</li></ul>
<b>2 Dealing with Challenges</b>	<ul style="list-style-type: none"><li>• Tackle issues when tasks aren't executed as expected</li><li>• Develop effective questioning techniques</li><li>• Master providing constructive feedback</li><li>• Navigate difficult conversations</li><li>• Explore motivation and time management strategies</li></ul>
<b>3 Building Great Teams</b>	<ul style="list-style-type: none"><li>• Cultivate positive team environments</li><li>• Develop trust within teams</li><li>• Hone coaching skills</li><li>• Promote effective team dynamics</li><li>• Embrace a growth mindset for continuous learning</li></ul>

## The AMI Advantage(s)



### Learning Approach

- People-centred
- Modern & Practical
- Builds lasting habits
- Proven to work in the market
- Research-backed



### Built for Africa

- African Case Studies & Course Content
- Top African facilitators
- Experiences and technology built for Africa's "On-the-Go" Professional
- Multi-Language capability



### 10 Years in the Market

- World-class standards & reporting
- Experience-driven learning design
- Client & learner success support across Africa
- Experiences built for the African Market

## Proven Results

AMI's workplace learning programmes have led to the following results for recent participants and companies who enroll employees:

**73%**

report increased company revenue

**100%**

apply what they learn at work

**96%**

feel better equipped to tackle work challenges

**82%**

report improvements in the company's key performance metric

66 Sometimes as managers we take on too much. I've learnt how to work better with the team and hold people accountable for their work. I can already see some difference. The team is more active and engaged.

~ John Nsubuga, Global Human Resource Manager, Fenix International



## Enabling Africa's ambitious leaders, managers & teams to thrive.

AMI enables ambitious businesses across Africa to thrive, through practical tools and training. We equip entrepreneurs with tools to build their business, help companies train their teams and run work readiness programmes for young people starting their careers. AMI programmes combine online and mobile tools with interactive workshops and on-the-job practice and support.



### Who We've Worked With



## Contact Us

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## To learn more about AMI's 2022 Workplace Learning Programmes

Visit our website:  
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