

# **Influential Leadership for Public and Corporate Leaders**

2<sup>nd</sup> – 6<sup>th</sup> December 2013

Lagoon Beach Hotel, Cape Town, South Africa

## **REPORT**

YOUTUBE: [http://youtu.be/lxaOp\\_VuzBk](http://youtu.be/lxaOp_VuzBk)

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## 1. INTRODUCTION

Dear partner,

The December 2013 intake of Influential Leadership Programme (ILP) brought together leaders from public and corporate sectors from the republics of Namibia, Nigeria, Republic of Congo and South Africa.

We have the honor and privilege of having high profile professional women and men who have put on hold their activities to be as our dedicated participants. We had a total of 10 dynamic “students”, all hungry to be equipped with practical tools to influence their environment.

One of the days was dedicated to visit City of Cape Town, where City officials presented to the delegates the ***Overview of City of Cape Town’s Economic Development Department and State of Cape Town’s Economy.***

On the last day, the team was hosted by Wesgro, where the graduation ceremony took place.

This *5-day programme* was very interactive, participatory and packed with lots of practical works, daily assignments and presentations. To qualify for graduation, each participant had to prepare and present a final report. At the end, all participants who completed their tasks have graduated.

Please be sure to watch the video and selected testimonials too!

We look forward to welcoming you and your team at one of 2014 intakes.

Yours truly  
Madelein Mkunu  
Anchor Facilitator

## 2. MEET THE PARTICIPANTS



| Names                  | Organisation  | Country               |
|------------------------|---|-----------------------|
| Ailly Shigwedha        | Namibia Student Financial Assistance Fund             | Namibia               |
| Aletta Eises           | Namibia Student Financial Assistance Fund             | Namibia               |
| Catherine Koopman      | Namibia Student Financial Assistance Fund             | Namibia               |
| Chinedum F Emeruem     | Private   | Nigeria/ South Africa |
| Gail Hendricks-Roberts | Siziza Ukhanyo  | South Africa          |
| Helena - Nego Kangunga | Namibia Student Financial Assistance Fund             | Namibia               |
| Jean Claude Moundanga  | Ministère des Affaires Foncières et du Domaine Public | Republic of Congo     |
| John Mkunu             | Private   | South Africa          |
| Leon Placide Kalenda   | Private   | South Africa          |
| Odette Ickua           | Namibia Student Financial Assistance Fund             | Namibia               |

## 3. TOPICS COVERED

Core topics covered included:

- Introduction to Influential Leadership, *Madelein Mkunu*

- Personal Development for Leaders, *Madelein Mkuu*
- Sacrificial Leadership, *Harry Azima*
- Leadership Excellence, *Batembu Lugulwana*
- Corporate / Good Governance, *Evelyn Suarez*
- Public Participation and Politics, *Batembu Lugulwana*

#### 4. FACILITATORS AND PRESENTERS

Only highly qualified and experienced facilitators are selected for ILP. These facilitators are individuals that have proven to be of high level of ethics, moral, integrity and of great character.

*The Influential Leadership Programme* (ILP) is delivered by Leadership experts from across Africa including retired diplomats, Government Officials, academic Individuals as well as successful business and professional leaders.

|   |  |   |   |  |   |
|---|--|---|---|--|---|
|    |        |               |                        |  | <p><b>Carlo Vizzi</b><br/>Manager,<br/>Business<br/>Support &amp;<br/>Skills<br/>Development<br/>Economic<br/>Development<br/>Dept.<br/>City of Cape<br/>Town</p> |
| <p><b>Madelein Mkuu</b><br/>Founder &amp; President<br/>Leading Women of Africa</p> | <p><b>Batembu Lugulwana</b><br/>Leadership &amp;<br/>Corporate Governance<br/>Expert</p> | <p><b>Harry Azima</b><br/>Chairman Small and<br/>Medium Enterprises<br/>Federation (SASMEF)</p> | <p><b>Evelyn Suarez</b><br/>Private sector advisor:<br/>U.S. Government on<br/>customs administration</p> | <p><b>Gadija Kasu</b><br/>Director, Kasu Interiors,<br/>ILP Alumni</p>               |   |

#### 5. FINAL REPORTS

At the end of intensive 5 days of training, delegates were able to understand that influential leadership is a call for great visionaries to create a conducive environment for the growth of their organization, their Nation and their people.

For their final report, participants were tasked to summarise the key learning points and prepare a presentation on a successful strategy execution and an operational plan that will help them and their respective organisations in pursuing its vision.

The following presentations represent evidence of great achievement during the 5-day training.

##### Ailly Shigwedha

##### Summary

This course is about self-development and how to become an influential leader. The course highlighted the following aspects for me:

- ▶ Having a strong self-confidence and a positive attitude is crucial for personal development and for leadership
- ▶ Having excellent interpersonal skills
- ▶ Enhancing your communication skills
- ▶ Developing ones leadership skills – appreciating others, acknowledging mistakes when wrong

- ▶ Control worry and stress – high price of worry is your health
- ▶ Leading is a constant learning process
- ▶ Lead 'without a title – lead within and the vision must be inclusive
- ▶ Sacrificial leader – this is essential in order to become an influential leader
- ▶ David story – five stones
- ▶ Politicians and Public servants are two sides of the same coin – they are inter depended
- ▶ Uniqueness of South African democracy– public participation
- ▶ Good governance
- ▶ International trading laws

**Knowledge is not powerful until it becomes applied knowledge! Lead to leave a legacy!**

**An outline of the Operational Plan to achieve the objective:**

- ▶ Development and Implementation of Human Resources policies and procedures i.e Wellness Policy
- ▶ Identify all the relevant HR policies which must be developed and implemented
- ▶ Priority – to develop the most important first
- ▶ Set up meetings with different departments in order to get additional inputs
- ▶ Get the manpower required
- ▶ Empower the subordinates by getting them involved in the developing of the policies
- ▶ Delegate different policies to each of them and make them accountable
- ▶ Get them trained on how to develop the policies
- ▶ Specific to Wellness – set up peer educators within the workplace
- ▶ Liaise with external service provider to provide the necessary services
- ▶ Ensure that necessary feedback is given
- ▶ Have a programme to support rehabilitated employees – extend this to the immediate family
- ▶ Expand this to the community – social responsibility incentive

**Aletta A Eises**

Aletta has made the following commitment toward her professional development.

**Vision:** To finalize the annual awarding of students in an effective and efficient manner.

**Core values:** Respect, Discipline, Commitment, Professionalism, Integrity

**Mission:** Human resource, Technical resources, Strategic plan, Annual plan, selection procedures  
Clear criteria

**Application preparation process before final awarding:**

- Collect and acknowledge- November – 10 December
- Scanning 10 December – 30 December
- Preparing for selection 3 January- 20 February

**Selection Committee**

- Sitting one- 3 January
- Sitting two- 23 January

**Final awarding:**

## 23 February-15 March

- Printing of award letters and signing of contracts
- Forward award documents to payments and conclude award process successfully

### Catherine Koopman

From personal to professional development, this is what Catherine had to say:

#### 1. Personal Development

Personal Development throughout the week's attendance was fundamental. Pertinent areas among other equally important areas are summarized as follows:

**Relationships** – Awareness that healthy relationships should be regarded as utmost important and should be nurtured;

**Networking** - is one of the 5 “giant facade” stones to carry in everyone's professional career pocket.

**Team work** - is the only option to lucratively achieve Organizational goals and objectives;

**Equip** – To develop and empower others should be a lifestyle, as this is the secret to success and accomplishing goals purposefully. To identify others strengths and allow team members to lead is a real reflection on leadership abilities.

Attitude determines altitude, a familiar statement which is many times misunderstood.

Leadership should be underlined with the action word (verb) LEAD. “Exemplary Leadership” became the theme together with the slogan “applied knowledge is power” throughout the course as it was relevant in every presentation and group discussion. Leadership starts with self, if one cannot lead self, he (she) cannot lead others.

REAL and profound leadership is a personal sacrifice that harvest excellent and everlasting REWARDS (legacy), which includes:

- ❖ Complete harmony between Spirit, Soul and Body
- ❖ Daily peace that surpasses all understanding
- ❖ Holistic prosperity of which riches is only one small component

LEADERS SHOULD LEAD WITH TOUGH MINDS, SOFT HEARTS, UPRIGHT CHARACTER AND SKILLFULL HANDS (*motto of African Leadership Institute*)

#### 2. Professional Development

The Namibia Students Financial Assistance Fund (NSFAF) Secretariat is established by an Act of Parliament Act, 2000 (Act No. 26 of 2000). The main object of the Fund is to provide financial assistance to students studying or doing researches at approved institutions.

Since 1997 the Secretariat was operating as a division within the Ministry of Education until May 2013 when the Board in accordance with the provision of the Act established the Secretariat. At the time of establishing the Secretariat in May 2013, it was felt that the Secretariat can be an independent unit of the Ministry of Education but managed by the Board

#### VISION:

The Namibia Student Financial Assistance Fund is “to provide Namibia with proactive, innovative, creative and competent human resources by accessing students to quality education programmes at quality and accredited tertiary

institutions through sustainable and equitable funding thereby not only empowering the citizens of the country but also contribute significantly towards the economic development.

**MISSION:**

The mission of the Fund is to produce, in line with Vision 2030, through loans and grants, the national critical mass of men and women with relevant knowledge, skills and competencies for both public and private sectors in Namibia.

**CORE VALUES:**

**Efficiency:** Simplified application process, improved communication and information tools by wider use of ICT.

**Excellence:** Strive for the highest quality in all our services and activities.

**Inclusiveness:** Value the contribution of each member and subscribe to teamwork, joint responsibility and ownership.

**Transparency:** Expect responsibility and accountability from each member and value open decision making processes.

**Integrity:** Value each member of our community and support honesty, dedication, professionalism and the fair treatment of all.

**Team work:** Continuously work together as a team to achieve our strategic objectives and hold ourselves accountable for our team outputs.

**Chinedum F Emeruem**

For Mr Emerum, he has summarized his learning points as follow:

- Some people are born leaders naturally imbued with leadership qualities, while others could also become leaders through training, such as the ILP. Even in the case of the former, one would still need some training to fully realize the purpose one was born for.
- An influential leader is always prepared to make personal sacrifices for greater causes. A good example is Madiba who was prepared to die without regret, if it would bring about freedom and the end of racial discrimination amongst all South Africans.
- An influential leader is one who is not only fair and firm in dealing with his/her followers, but must also be seen as such. However, the leader should also be considerate and compassionate as well, while being firm.
- A well negotiated and communicated vision will have a very good chance of acceptability to, and ownership by all stakeholders, hence a good chance of being realised. The achievement of such an objective will require strong and principled leadership, with sufficient courage to push boundaries where and when necessary.
- Such a Leader must have a positive attitude towards himself/herself and others, acknowledging the inputs of the followers and show appreciation for their achievements no matter how small.

Most importantly, the knowledge acquired from the ILP course, if well applied, will help us to become better human beings equipped with the ability to manage inevitable changes in our lives, and influence our environment and ultimately leave worthy legacies

**Practical application**

The lessons I have learnt from the ILP course have revealed the following short term and long term visions for me:

**Short Term Vision (Immediate):**

To become a better Husband to my wife, a better father to my children, a better subordinate to my superiors at work, a better leader to my professional team colleagues, a better resident in South Africa, and a better citizen of Nigeria.

To achieve the above, I will apply all the critical skills we have been taught as follows:

- I will be more tolerant of other peoples' mistakes, more appreciative, and less judgemental.



- I will improve my communication and be a better listener.
- In spite of all above, I will not stop pushing boundaries but will be more tactical.

**Long Term Vision:**

To build a lasting reputation for quality service in my Architectural profession, while mentoring as many aspiring Architects as possible and nurture them to the highest standards of the profession.

**Gail Hendricks-Roberts**

Gail is concerned about the future of her Country.

A paradigm shift in leading our people within the African context is so important in creating a mind shift that encourage people to achieve greatness.

Politicians should lead by example, capacitate and empower their citizens to the fullest so as to develop the country.

Unfortunately, in Africa, pragmatism is practiced throughout by way of dictatorship and following the leader who is corrupt and selfish! People are kept uninformed, and in the dark while politicians are implementing and exercising unjust measures which would benefit but a few.

Africa needs sacrificial leaders!

**John Mkunu**

**Summary**

The concept of leading with influence is born with the purpose to create a brain new generation of today and tomorrow visionaries leading with a purpose for a purpose. It is important to put the people at the centre of their own development and build a society where mankind live in harmony and prosper together.

Such leaders can inspire confidence in their people, encouraging them into extraordinarily brave actions that will usher in a new day.

**Confidence requires a positive self image**

From Dr.Kenneth Kaunda, the first President of Zambia to Julius Nyerere, Nelson Mandela, Sam Nuyoma and many more, they have created the right kind of environment that enhances leadership emergence and the result has proven to be spectacular. Inspired by what these heroes and other people have demonstrated can be done, today's new leaders and people can marshal confidence as they gear up to lead change towards a developed and more human continent. Leaders who have integrity are able to withstand pressures of manipulations and other temptations and remain true to their conscience. They have the inner security to place the interest of their nation above their own Personal integrity is a necessary foundation for corporate integrity. Individuals who have integrity can come together and build a corporate culture of integrity

One cannot represent the people when they are involved in corruption, scandals and unable to show good judgment in matters of national interest such as border disputes, women rapes, human rights violations etc.

A common characteristic of sacrificial leaders is that they have been captivated by a cause bigger than themselves. They are usually committed to causes that they considered worth dying for.

**Conclusion**

"A politician is a person who says one thing, does the opposite, and fails to acknowledge the contradiction.

A leader is a person who does the right thing, no matter the consequences "

## Strategic execution

### ► Mindset Transformation

Mindset transformation requires that individuals and groups first recognize the need for change. This begins with an awareness of current mindsets.

People need to be helped with awareness of the way they think and their perspective on particular issues.

This is the core of transformation that new leaders need to undergo. There are other mindset shifts that are necessary for ensuring effective leadership. Africa's future at the present context depends on leaders who are making the transition from:

| FROM                              | TO   |
|-----------------------------------|--|
| Corruption                        | Integrity                                    |
| Lack of confidence and initiative | Confident original , constructive creativity |
| Limited supply mindset            | Abundance mindset                            |
| Favoritism                        | Meritocracy                                  |
| mediocrity                        | Excellence                                   |
| Ethnocentrism                     | Inter – ethnic communality                   |
|                                   |  |

### Leon Placide Kalenda

From the Bible to practical tools of leadership, Pastor Leon has found the ILP to be one of the most equipping programmes for every leader in every sphere of life.

### Acknowledgement

We would like to thank God for this opportunity giving to us to learn about influential leadership.

We thank Madelein and other lecturers for making it possible to broaden our knowledge about leadership.

### Leadership

Leadership is all about dealing with challenges. It is all about find practical solutions to problems faced by people and society. Leaving a legacy is what leadership is all about.

We cannot lead without core values, those fundamental and underlying standards that guide and direct everything we do. That is a genius leadership. Those values are based on religious, ethical, cultural and belief systems.

Those core values define our identity as a leader and he will fight to promote transparency, peace, collaboration, love, unity and to defend and respect people rights.

Leadership is all about sacrificing our interests for the benefit of others., it all about giving back to the community what we possess so it can brig forth better ideas for change, transformation and contribute for economic development.

Excellence in leadership must be a continuous approach.

Leadership is not a privileged status or position, but it must be understood as being servant hood. Humility must be the character of genius leader. Leading is anticipating situations, and being prepared for change.

### Application

We are a church organisation (redeemed church)

**Vision:** our vision is to help people to connect to God by preaching the word of God across the world and helping the needy people. It is well known that our society is facing many socio-economic problems; So, returning to God, is the key for change and effective leadership.

**Purpose**

Our purpose is to know God, to glorify God, and to make all nations disciples of our Lord Jesus Christ(matthew28:19-20). This is leaving legacy as leader.

**How to achieve this purpose?**

By worship God in our attitude and lifestyle, by imitating his character in our daily life, by edifying the body of Christ, by faithfully teaching the word of God to equip believers for ministry, by promoting the unity in the body of Christ through regular fellowship and evangelization and finally by faithfully sharing the gospel.

**Strategies for vision implementation:**

- Use of media and social media with programmes that promote Christian values, integrity, honesty, love, peace etc
- organise seminars, conventions and networking with others churches
- outreach evangelism
- publications and distributions of Christian books and pamphlets
- youth empowerment with bible principles to fight hiv, drugs, prostitution, etc

|                               |
|-------------------------------|
| <b>Helena - Nego Kangunga</b> |
|-------------------------------|

**1. A summary of learning points covered during the training**

The training mainly focuses on influential leadership, a leader to be an exemplary, and inspiring. Integrity plays a major role in readership. An influential leader can always be inclusive, lead with a vision, and with a purpose for a purpose. A good should lead with a power to influence others.

Five pillars hat can help leaders to develop themselves include: people skills, improve the relationship with people, enhance communication skills, develop leadership skills and control worry and stress.

A leader should have self-confidence.

Public participation and policies are very essential in leadership.

It should also be noted that politics and good governance play a major role in leadership. Good governance entails accountability, transparency, equitable, effective and efficiencies and integrity.

In a nutshell, a good leader contributes to the productivity of an organization as well as to the country as a whole.

**2. A presentation of a pathway to a Successful Strategy Execution and an Operational Plan that will help me and my organization in pursuing its vision based on the summary**

**Vision:** Fast-track award process and to maintain transparency in the process.

**Mission:** To strategies award process in an effective way, i.e. human/financial/human capital, etc.

**Goal:** To finalize award process in an effective and efficient way by the end of March 2014.

**Issues needing immediate attention:**

- budgetary allocations vs. current expenditures
- budget: current expenditures vs. new awards
- current gap based on already trained students,

- critical areas needed in the country
- Develop criteria for selection
- Train staffs on all procedures for awarding as well as on self-management skills
- Empower staffs on all areas of awards
- Set-up schedules for the selections and to be communicated to the stakeholders
- Timely communicate feedback to the beneficiaries, and strictly signing their contracts as per stipulated time (within 90 days).
- Engage in institution of higher education
- Strategies awards in an effective way.
- Efficient use of financial resources
- Regularly meetings i.e. challenges encountered during the process
- Process monitoring
- Regularly feedback (up or downward)
- Regularly coaching of staff members

In conclusion, a Successful Strategy Execution and an operational Plan will improve the service delivery of the Award Department and the Namibia Students Financial Assistance Fund as a whole. Additionally, it will contribute to the success of the national goal, Vision 2030.

## 6. TESTIMONIALS

*“This interesting course has left me with one impressive lesson: that you don’t need a title in order for you to lead. I would recommend it to all young acquiring leaders who want to make a difference in their private and professional life”.*

**Ailly Shigwedha**

*“I will like to Invite specially women of Africa out there to come get the tools and skills they need not only for their self empowerment and development but also of their communities. My message and contribution to professional Namibian’s women will be to inform them about this great opportunity and encourage them to attend the ILP”.* **Aletta A Eises**

*“I have learn that this course is a great platform for Congolese private and public sectors administrators to come and learn how to reinforce their abilities , skills and character to lead their companies and boost their economic growth and development. This course is a model for African leaders to be or become all in one: pragmatic, inclusive, leading with humility, and equip with spiritual values”* **Jean Claude Moundaga**

*“This course was a life learning skills experience which helps me to become a better leader of tomorrow. It helps guide you in your relationship with yourself, society and your working environment by equipping you with practical ammunitions to make a difference in your leadership ‘style”.* **Chinedum F Emeruem**

## 7. EVALUATION AND ANALYSIS

# INFLUENTIAL LEADERSHIP PROGRAMME CAPE TOWN, SOUTH AFRICA 2-6 December 2013

### INFLUENTIAL LEADERSHIP PROGRAMME

CAPE TOWN, SOUTH AFRICA 2-6 December 2013

| 10 Participants | Training Evaluation         |            |            |                              |            |             |            |            |                              | Administrative Evaluation |  |
|-----------------|-----------------------------|------------|------------|------------------------------|------------|-------------|------------|------------|------------------------------|---------------------------|--|
|                 | A.<br>Content and Lecturers |            |            | B.<br>Presentational Methods |            | C.<br>Value |            |            | D.<br>Administrative Support |                           |  |
| #               | Q1                          | Q2         | Q3         | Q1                           | Q2         | Q1          | Q2         | Q3         | Q1                           | Q2                        |  |
| 1               | 4                           | 5          | 5          | 4                            | 5          | 4           | 4          | 4          | 5                            | 4                         |  |
| 2               | 5                           | 5          | 4          | 4                            | 4          | 5           | 5          | 4          | 5                            | 5                         |  |
| 3               | 5                           | 5          | 5          | 5                            | 4          | 5           | 5          | 5          | 4                            | 5                         |  |
| 4               | 5                           | 5          | 5          | 5                            | 4          | 5           | 5          | 5          | 5                            | 5                         |  |
| 5               | 5                           | 4          | 5          | 4                            | 5          | 5           | 5          | 5          | 5                            | 5                         |  |
| 6               | 5                           | 5          | 5          | 5                            | 5          | 5           | 5          | 5          | 5                            | 5                         |  |
| 7               | 4                           | 4          | 4          | 4                            | 4          | 4           | 4          | 4          | 5                            | 5                         |  |
| 8               | 4                           | 4          | 5          | 4                            | 4          | 5           | 5          | 5          | 5                            | 5                         |  |
| 9               | 5                           | 4          | 5          | 4                            | 4          | 5           | 5          | 5          | 5                            | 5                         |  |
| 10              | 5                           | 5          | 5          | 5                            | 5          | 5           | 5          | 5          | 5                            | 5                         |  |
| <i>Average:</i> | <i>4.7</i>                  | <i>4.6</i> | <i>4.8</i> | <i>4.3</i>                   | <i>4.4</i> | <i>4.8</i>  | <i>4.8</i> | <i>4.7</i> | <i>4.1</i>                   | <i>4.7</i>                |  |

### Questions

#### A. Content and Lecturers

- 1 The topics covered were appropriate for the overall theme of Influential leadership
- 2 Lecturers were knowledgeable, skilled and competent
- 3 Lecturers encouraged discussion and participation and contributed effectively to workshop sessions

#### B. Presentational Methods

- 1 The mix of presentational methods (lectures, workshops, case studies, etc.) was broadly appropriate
- 2 Interactions and Discussions were useful in making the training insightful and informative

#### C. Value

- 1 The knowledge/skills learned during the workshop will be useful for your job , business and your overall development.
- 2 You would recommend the training to others

3 Overall, you were satisfied with the training

**D. Administrative Support**

1 Meeting rooms and audio-visual equipment were satisfactory

2 Logistical Arrangements and correspondence from the ILP office were satisfactory

## ABOUT INFLUENTIAL LEADERSHIP PROGRAMME

Our journey on the *Influential Leadership Programme* in the African context can be summed up as a complete mindset shift exercise described as the core of transformation that leaders need to undergo in pursuit of excellence at socio-economic and political levels.

*The Influential Leadership Programme (ILP)* is designed to catalyse real and practical change in the life of individuals by deeply developing their influential leadership capacity.

*The Influential Leadership Programme (ILP)* equips them with practical tools to understand their full potential and leadership role in their family, career, business and political environment.

*The Influential Leadership Programme* equips business, professional, political and aspiring leaders with the theoretical and practical Influential leadership tools to fulfil their various roles and responsibilities.

This short, intensive, practical and interactive programme is designed to cover the multifaceted dimensions of leadership within the social, professional, business and political spheres.

We offer two categories of ILP Courses

- **Influential Leadership for Corporate and Public Sectors Leaders**
- **Influential Leadership for Personal Assistants and Executive Administrators**

More details of our courses can be found at [www.madeleinmkunu.com](http://www.madeleinmkunu.com)

**JOIN US!**

**FOR MORE DETAILS, PLEASE CONTACT**

Tel: + 27 21 551 9929 - Mobile: + 27 74 077 1659

E-mail: [info@influentialleadership.co.za](mailto:info@influentialleadership.co.za)