



CEED

CERTIFICATION EDGE
EXECUTIVE DEVELOPMENT

ACADEMY

The Middle Manager Development Program



Date: 6th July – 8th July
2021
(3-DAY INTENSIVE
TRAINING)
9:00am – 4:00pm daily

Powered by  **CERTIFICATION
EDGE**

WE ARE A COMPANY DRIVEN BY EXCELLENCE



WHO WE ARE

CEED ACADEMY is an executive development academy that provides young and experienced leaders and managers with all round management education required for originality and provocative thinking. We challenge conventional ways of doing business and empower people to make the world a better place by pushing for more.

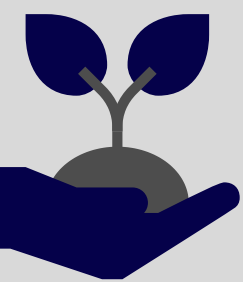
Since its inception, CEED Academy has established itself as a market leader and innovator in the development and implementation of training programs. With seasoned professionals and thought leaders, we leverage broad experiences and bring industry knowledge to enable organizations maximize profitability, leverage growth opportunities, facilitate innovative service provision and translate data into strategic insights.

A division of CEED Academy wholly owned by the group is Certification Edge. Certification Edge provides knowledge and certification preparation trainings for professionals who desire to build cross border capabilities.

OUR CERTIFICATIONS



COURSE DESCRIPTION



Most middle level managers yearn to be transformational leaders. However many of them do not have the knowledge or skill to make such a vital transition.

CEED Academy's The Middle Manager Development Program teaches and helps managers to develop skills and gain knowledge in order to make the transition less stressful.

This course is designed to develop participants with managerial competency fostered to ensure the company's overall success.

It will give you the skills to display transformational leadership behaviours; real insights into your own and other's personalities, behaviours and attitudes; appreciate your organisation's culture; understand the developmental stages of your team and the corresponding team leadership style required from you; how to proactively engage and motivate your staff and manage change as well as yourself effectively.

LEARNER'S LEARNING OUTCOME

This course is designed to assist Middle Managers in making that vital transition. It explores and teaches mastery of the knowledge and skills that will move them to next level of competence – from professional to inspiring leader.

Upon completing this course, you will be able to:

- 01 Learn all the core skills of highly effective leadership as well as management
- 02 Outline essential people skills and team building skills
- 03 Explore the importance of accountability and taking ownership of your role
- 04 Have a framework for managing change and increase organizational agility
- 05 Link decisions with business strategy and project-manage strategic initiatives
- 06 Understand the importance of emotional intelligence in the workplace



COURSE CONTENT

MOVING FROM MANAGEMENT TO LEADERSHIP

- Principles of Self Leadership & Management
- 21st Century Leadership Requirements
- Leadership and Emotional Intelligence (EI)

PEOPLE SKILLS ESSENTIALS

- Effective Workplace Habits
- Effective Business Communication

ACCOUNTABILITY, COMMITMENT & OWNERSHIP

- Defining Accountability and Responsibility
- Developing a Sense of Ownership

ALIGNMENT: LINKING STRATEGY TO OPERATIONS

- Effective Business Management Essentials
- Strategy Analysis & Execution

DEVELOPING AN AGILE MINDSET

- Agile Organisations

TEAM BUILDING SKILLS

- Conflict Management
- Stress Management

MANAGING AND MOTIVATING YOUR STAFF

- Principles of Effective Delegation
- Result-driven Leadership
- Principles of Mission Leadership
- Performance Management



TRAINING METHODOLOGY



This training programme will use a range of approaches to learning, including experiential group activities, individual exercises, mini-case studies, role plays and syndicate discussions. Graphical materials and stimulating explanations will be used to introduce underlying models.

A key part of the learning process is sharing the different experiences you and your fellow participants bring, as well as experimenting with novel – and sometimes challenging – techniques. A number of questionnaires that measure your leadership, personality and team preferences will be used to increase your awareness and the unique contribution you make to the organisation.

ORGANISATIONAL IMPACT

The organisation will benefit from having middle managers who are:

- Motivated and confident to move up to the next level
- Part of a clear and strategic succession plan
- Able to avoid the common pitfalls at the more senior level through greater understanding of corporate culture and organisational politics
- Equipped to make significant contributions to moving the organisation in desired direction and navigate teams through complex situations
- Thinking and acting like leaders who are able to handle our increasingly VUCA operating environment

PERSONAL IMPACT

After attending this training course, you will :

- Gain new insights into your leadership, personality and team preferences and learn how to display both cognitive and behavioural flexibility
- Be able to 'read' other's behaviour and use that understanding in creating a motivating environment for your staff
- Understand your own and others' preferred team roles and how to motivate your staff
- Be able to influence upwards in the organisation by displaying a high level of political skill
- Be able to plan and lead change and your own career path

WHO SHOULD ATTEND?

This training seminar on The Middle Manager Development Programme is designed for:

- Those who have some experience at supervisor / professional level and are ready to take on a wider role
- Those who want to make the transition from competent professional to inspirational leader
- Those who need a deeper understanding of what drives individual behaviour and group dynamics
- Those about to embark on leading a change programme within their organisation



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COURSE METHODOLOGY

- **Formal lectures**
- **Case studies**
- **Group exercises**
- **Experience sharing**
- **Role playing**

TRAINING FEE & DURATION

- **Our training fee per participant is Two Hundred and Fifty Thousand naira (N250,000) only.**
- **Enjoy 20% discount (N50,000 off) when you register between now and 20th June 2021**
- **The training duration is for 3 days.**

PAYMENT DETAILS

- **Certification Edge**
1015531680
Zenith Bank

LEAD FACILITATOR

AJIBOLA BAMIDELE,
GPHR, ACIPM, PMI-PMP, PMI-PBA,
PMI-RMP, PHRI, SPHRI, SHRM-
SCP, CBAP , PMI-ACP



Ajibola Bamidele is the Group Managing Partner with Kaizen Blitz Consulting, Country Manager with Certification Edge, and the present founder of The Maverick Leadership Center, a not-for-profit organization. An astute HR professional, trainer, sales coach, and entrepreneur. He revolutionized HR certification in Nigeria, by coaching over 1000 practitioners in the space of five years to earn one of HR certification Institute global badge. A rigorous entrepreneur with strong grit, passionate for human change and transformation. An author of two books Thrive or die and Sell or you are sold. A consultant to several start-ups.

He organizes and coordinates training programs, both “in-company” and public. He also organizes monthly professional training for executives from different industries in Nigeria and annually in the U.S.A

Ajibola is a Project Management Professional (PMP), Risk Management Professional (RMP), Certified Business Analyst, Certified Agile Practitioner, Certified HR Practitioner with the Human Resource Certification Institute, and a Senior Certified Professional with Society of Human Resources Management, He is an associate member with Chartered Institute of Personnel Management, Nigeria Institute of Management, National Institute of Marketing, and Institute of Chartered Economist of Nigeria, the Nigeria Institute of Purchasing and Supply. He has a Master's degree in Managerial Psychology from the University of Ibadan and also an Alumnus of the Haggai Leadership Institute.

OUR PAST PARTICIPANTS COME FROM ORGANIZATIONS SUCH AS

