



CIRMI

Women in Transformative Leadership Programme



Systemic Thinking

Practical Action

Women In Transformative Leadership Program (WTLP)

The Women In Transformative Leadership Program (WTLP) is a rigorous 4-week online course designed specifically for women leaders in Kenya and East Africa who are ready to move beyond conventional leadership development and embrace a systemic approach to their growth and impact. Drawing on three decades of experience with the Decalogue Management Methodology™ and informed by the deepest insights from Deming, Goldratt, and complex systems thinking, this program equips you to understand yourself as a leader within an interconnected system, identify the constraints that limit your effectiveness, and lead with authenticity, influence, and purpose.



"Women leaders face unique challenges—not because of any deficiency, but because they are navigating systems designed without them in mind. This program gives you the tools to see those systems clearly, understand your own power within them, and lead transformative change from a place of profound self-knowledge."

Angela Montgomery

Author, *The Human Constraint* and *From Silos to Network*

To deal with the dynamic challenges of leading teams and organisations, leaders must figure out their strengths, preferences, aspirations and the impact they are seeking to make.

Women Transforming Leadership provides a learning environment for women to develop their own leadership blueprint and identity. They learn to lead in a way that embraces their unique qualities, rather than adopting a particular 'leadership style'.

The programme blends business skills and self-awareness opportunities with reflection and networking to inspire you to transform into an increasingly effective leader and advance your career. We do this by focusing on self-acceptance, self-development and self-management. Throughout the programme, you will explore how your leadership blueprint can not only transform your approach personally and professionally, but also inspire change and transformation more broadly within your organisation.

Topics Covered

- 1 Leadership Identity**
Explore how your personal journey informs your leadership style. Understand the mental models that have shaped you and learn to distinguish between the strategies that served you and those that now constrain you.
- 2 Power and Influence**
Identify and harness your unique sources of power—from expertise and relationships to history and networks. Learn to build influence that is authentic to you and effective in your context.
- 3 Managing Difficult Conversations**
Equip yourself with strategies to turn difficult conversations into opportunities for strategic advancement and positive outcomes. Understand resistance as data, not personal rejection.
- 4 Negotiations**
Develop the confidence and skills to navigate negotiations systemically. Move beyond adversarial bargaining to joint problem-solving that creates value for all parties.
- 5 Team and Trust**
Discover how to foster high-functioning team dynamics and build foundations of trust and collaboration. Learn to build networks of commitment, not just hierarchies of compliance.
- 6 Leadership Presence and Strategic Narratives**
Cultivate a compelling leadership presence that enables you to inspire and connect with others. Craft your strategic narrative—the story of where you've been, where you're going, and why others should join you.
- 7 Resilience**
Strengthen your resilience by understanding it systemically. Move beyond "self-care" as individual burden to creating conditions—for yourself and your team—that enable sustainable high performance.
- 8 Mindful Leadership**
Learn principles of mindful leadership to thrive in your role. Understand the connection between inner clarity and outer effectiveness, and develop practices that keep you engaged, focused, and present.

Who Should Attend

This program is designed for women at pivotal moments in their leadership journey who are ready to accelerate their impact.

- 1. High-Potential Women Leaders** Women identified for more senior roles in the future, ready to build the capabilities and confidence for that leap.
- 2. Mid-Level Managers** Women who have recently transitioned into leadership roles or find themselves leading teams they were once part of.
- 3. Experienced Managers** Seasoned mid-level leaders being positioned for senior management roles, needing to develop a broader strategic perspective.
- 4. Entrepreneurs and Business Owners** Women building and scaling their own ventures, ready to lead with greater clarity and impact.
- 5. Functional Leaders** Women leading teams, functions, or projects who want to deepen their leadership effectiveness.
- 6. Board Members and Non-Executive Directors** Women seeking to bring transformative leadership to governance roles.

The GSE Advantage: Why This Program is Different

Focused on seeing the business leadership as an interconnected system of processes.

Traditional Change Management	The GSE Approach
Focus on fixing perceived deficiencies or "leaning in" to existing structures.	Sees the organization as a system —helps you understand the systemic forces shaping your experience and identify where your real leverage lies.
Teaches negotiation tactics to navigate a "man's world."	Reveals the underlying conflicts —helps you create win-win solutions that transform the system, not just survive it.
Encourages finding your voice within existing frameworks.	Equips you to build networks of commitment —creating new frameworks where your voice naturally carries influence.
Treats work-life balance as an individual challenge.	Understands the whole system —helps you see how organizational constraints create the "double bind" and how to address them systemically.
Case studies from Western multinationals.	Rich, relevant cases drawn from Kenyan and East African women leaders across sectors.
One-size-fits-all leadership models.	Your unique leadership blueprint —based on your history, your context, and your aspirations.

Your Learning Journey: 4 Weeks to Transformative Leadership

You will progress through four interconnected modules, each building on the last. Every week combines conceptual frameworks, Decalogue tools, and practical application to your real-world leadership challenges. The program is designed to be completed in 2-4 hours per week, with flexible access to materials and live mentor huddles.

Week 1: Leadership Identity—Finding Your Authentic Self in a Complex System

Core Question: *Who are you as a leader, and how does your unique journey inform the impact you can make?*

This week establishes the foundational lens: transformative leadership begins with deep self-knowledge. You'll explore how your personal history, values, and mental models shape your leadership style, and learn to distinguish between the leader you have been and the leader you want to become.

Weekly Topics & Key Takeaways:

	Topic	Key Integrated Case Study	Key Takeaways
1	Your Leadership Journey: Mapping the Past That Shapes Your Present	Nairobi Tech Leader Case: A Kenyan woman who rose from software developer to department head in a male-dominated fintech firm realizes her survival strategies (perfectionism, overwork) are now limiting her leadership.	<ol style="list-style-type: none"> 1. Your leadership style is shaped by your history—the strategies that helped you survive may now constrain you. 2. The concept of "mental models" from The Human Constraint: assumptions become invisible boundaries. 3. Self-awareness is not indulgence—it is the foundation of all effective leadership.
2	The Double Bind: Understanding Systemic Forces	Regional Bank Example: A new branch manager at a tier-2 bank in Mombasa faces the classic dilemma: assert authority and risk being	<ol style="list-style-type: none"> 1. The "double bind" is not personal—it is a systemic phenomenon. 2. Understanding the system you're in is the first step to transforming it. 3. Deming's insight: the system, not individual effort, determines most

	Shaping Women Leaders	seen as "aggressive," or be collaborative and risk being seen as "not leadership material."	outcomes.
3	The Conflict Cloud: Diagnosing Your Core Leadership Challenge	Family Business Example: The daughter of a founder of a successful logistics company in Thika is appointed operations manager. Long-serving employees, who remember her as a child, are not taking her seriously.	<ol style="list-style-type: none"> 1. Surface-level problems ("they don't respect me") mask deeper conflicts ("I must assert authority AND maintain relationships"). 2. The Conflict Cloud process, from the Decalogue tradition, reveals the hidden assumptions creating the blockage. 3. A clearly defined conflict points directly to the solution—an "injection" that breaks the logjam.

	Week 1 Deliverables	Key Activities
1	Map Your Leadership Identity: Using the tools from this week	<ol style="list-style-type: none"> 1. Reflect on your leadership journey—what events and choices shaped you? 2. Identify the mental models that have helped you and those that now constrain you 3. Use the Conflict Cloud to diagnose one persistent leadership challenge 4. Submit your diagnosis for mentor feedback
2	Required Reading & Resources	<ol style="list-style-type: none"> 1. "Understanding the Constraints We Carry" (The Human Constraint: How Business Leaders Can Embed Continuous Innovation, Conflict Resolution, and Problem Solving Into Daily Practice — Angela Montgomery) 2. "Introduction to Systemic Thinking" (Deming and Goldratt: The Theory of Constraints and the System of Profound Knowledge — Oded Cohen & Domenico Lepore) 3. Decalogue Methodology™ Guide to the Conflict Cloud 4. Case Study: "Finding Her Voice: A Kenyan Woman Leader's Journey"

Week 2: Power and Influence—Leading with Authority and Authenticity

Core Question: *What is your unique source of power, and how can you wield it to create meaningful change?*

Building on your self-understanding, this week explores the nature of power and influence in organizations. You'll discover that power is not a fixed quantity to be seized, but a systemic property to be understood and mobilized. Drawing on Decalogue tools, you'll learn to build influence that is both authentic and effective.

Weekly Topics & Key Takeaways:

	Topic	Key Integrated Case Study	Key Takeaways
1	Sources of Power: Beyond Position and Authority	Kenyan NGO Case: A program manager at an international NGO with large Kenya operations has deep expertise and relationships but no formal authority over the country director. She needs to influence a strategic shift she knows is critical.	<ol style="list-style-type: none"> 1. Power flows from multiple sources—expertise, relationships, history, networks, not just formal position. 2. The leader's job is to understand where power lives in the system, not just where the org chart says it should be. 3. From Sechel: seeing the organization as a network reveals hidden sources of influence.
2	Building Your Unrefusable Offer: Creating Win-Win Outcomes	Manufacturing Example: A new production manager at a flower farm in Naivasha is direct and task-focused. He believes he's being clear and efficient. His team experiences him as cold and critical. He is unaware of the "negative branches" his behavior creates.	<ol style="list-style-type: none"> 1. The "Unrefusable Offer" framework helps you design proposals that resolve the other party's core conflict. 2. Influence is not about convincing—it's about understanding what the other person truly needs. 3. A win for one is not sustainable; a win for the system is unrefusable.
3	The Future Reality Tree: Mapping the Impact of Your Leadership	Professional Services Case: A newly promoted associate director at a Nairobi consulting firm wants to implement a new mentorship approach for junior women. She needs to show leadership what the positive outcomes will be.	<ol style="list-style-type: none"> 1. The Future Reality Tree maps the logical consequences of your proposed actions. 2. Anticipating positive outcomes builds confidence in your leadership. 3. A clear picture of the future you're creating helps others see what you see.

	Week 2 Deliverables	Key Activities
1	Develop Your Influence Strategy: For a key stakeholder or initiative:	<ol style="list-style-type: none"> 1. Map the sources of power available to you 2. Identify the core conflict of the person you need to influence 3. Draft an "unrefusable offer" that resolves their conflict while advancing your goals 4. Build a Future Reality Tree showing the positive outcomes of your approach

		5. Submit for mentor and peer feedback
2	Required Reading & Resources	<ol style="list-style-type: none"> 1. "Power and Influence in Networks" (Sechel: Logic, Language and Tools to Manage Any Organization as a Network — Domenico Lepore) 2. "Influence and Alignment" (Moving the Chains: An Operational Solution for Embracing Complexity in the Digital Age — Domenico Lepore) 3. Decalogue Methodology™ Guide to the Unrefusable Offer and Future Reality Tree 4. Case Study: "Influence Without Authority: A Nairobi Success Story"



"To be able to complete a course like the Women In Transformative Leadership Program, which is specifically tailored to support and empower women in leadership at a school like GSE, was an opportunity that I couldn't refuse. The program helped me to delve into the sort of leader I am and work toward getting people on board to achieve change in my workplace—while staying true to myself."

Lilly Kimaru
Head of Marketing, Nairobi

Week 3: Managing Difficult Conversations and Negotiations—Turning Conflict into Breakthrough

Core Question: *How do you navigate conflict and negotiation in ways that strengthen relationships and create lasting value?*

Many women leaders find that difficult conversations and negotiations are where their progress stalls. This week provides a systemic framework for understanding conflict as data about constraints, and for approaching negotiation as a process of joint problem-solving rather than adversarial bargaining.

Weekly Topics & Key Takeaways:

	Topic	Key Integrated Case Study	Key Takeaways
1	Conflict as Data: What Resistance Reveals About the System	Healthcare Example: A new quality improvement manager at a public hospital in Nairobi faces resistance from long-serving nurses when implementing new protocols. The resistance feels personal.	<ol style="list-style-type: none"> 1. Resistance is not personal—it is data about constraints in the system. 2. From Quality, Involvement, Flow: what looks like "people problems" is almost always system problems. 3. The "negative branch" tool helps you anticipate why people might resist before you act.
2	Negotiation as Joint Problem-Solving	Agribusiness Example: A team leader at a large tea exporter in Kericho must negotiate resources with three other department heads, each protecting their own turf. Previous negotiations have been zero-sum and frustrating.	<ol style="list-style-type: none"> 1. Traditional negotiation treats conflict as a battle to be won. 2. Systemic negotiation asks: what is the constraint that makes this a conflict? 3. When you address the underlying constraint, win-win becomes possible.
3	The Prerequisite Tree: Overcoming Obstacles Before They Arise	Tech Startup Example: A female founder of a Nairobi fintech startup needs to negotiate with potential investors who don't take her seriously. She must identify every obstacle between her current reality and a successful outcome.	<ol style="list-style-type: none"> 1. The Prerequisite Tree identifies every obstacle standing between you and your goal. 2. For each obstacle, you must identify an intermediate objective and the conditions for achieving it. 3. When obstacles are identified in advance, negotiation becomes predictable.

	Week 3 Deliverables	Key Activities
1	Prepare for a Critical Conversation or Negotiation:	<ol style="list-style-type: none"> 1. Identify the upcoming difficult conversation or negotiation you face 2. Map the stakeholders and their likely concerns (negative branches) 3. Identify the obstacles between you and your desired outcome 4. Build a Prerequisite Tree showing the intermediate objectives needed to overcome each obstacle 5. Draft your negotiation approach based on joint problem-solving 6. Submit for mentor feedback
2	Required Reading & Resources	<ol style="list-style-type: none"> 1. "Conflict and System Dynamics" (From Silos to Network," adapted) 2. "Collaboration and Flow" (From Silos to Network: A New Kind of Science for Management — Angela

Week 4: Leadership Presence, Resilience, and Your Transformative Blueprint

Core Question: *How do you sustain yourself as a leader and create a blueprint for your ongoing transformation?*

The final week synthesizes everything into a coherent personal leadership framework. You'll explore what it means to lead with presence and authenticity, build resilience that is systemic rather than heroic, and create your own Transformative Leadership Blueprint for the years ahead.

Weekly Topics & Key Takeaways:

	Topic	Key Integrated Case Study	Key Takeaways
1	Leadership Presence and Strategic Narrative	Public Sector Example: A newly appointed permanent secretary in a Kenyan ministry must inspire her team and communicate a compelling vision to stakeholders. She knows her technical expertise but struggles with presence.	<ol style="list-style-type: none"> 1. Presence is not about performing—it's about being fully in the room, connected to your purpose. 2. Your strategic narrative connects your personal journey to your organization's future. 3. From Sechel: the right language creates clarity and alignment.
2	Resilience as a Systemic Practice	Financial Services Example: A regional manager at a bank with branches across East Africa is burning out. She's been told to "practice self-care," but the demands don't stop.	<ol style="list-style-type: none"> 1. Individual resilience is not enough when the system is broken. 2. True resilience comes from understanding where the system's demands are unreasonable and addressing them systemically. 3. From The Human Constraint: protecting yourself is not selfish—it is strategic.
3	Team and Trust: Building Networks of Commitment	Social Enterprise Example: A woman leading a Kenyan social enterprise expanding into new counties must build a team that can operate with autonomy and alignment.	<ol style="list-style-type: none"> 1. Trust in a network is different from trust in a hierarchy—it's built on clarity, not control. 2. The leader's job is to create the conditions for trust to emerge, not to demand it. 3. From Moving the Chains: flow happens when people understand how their work connects to the whole.
4	Your Transformative Leadership Blueprint	Synthesis Session: Using all the tools from the program, you will create your personal blueprint for transformative leadership.	<ol style="list-style-type: none"> 1. Your blueprint integrates: your identity and journey, your sources of power, your approach to conflict and negotiation, your strategic narrative, and your resilience practices. 2. The blueprint is not static—it is a living document you will evolve. 3. The first 90 days after the program are critical—you will leave with clear "Day 1" actions.

	Week 4 Deliverables	Key Activities
1	Complete Your Transformative Leadership Blueprint: Submit a comprehensive personal leadership plan including:	<ol style="list-style-type: none"> 1. Your leadership identity and journey reflection 2. Your key mental models to watch and evolve 3. Your sources of power and influence strategy 4. Your approach to conflict and negotiation 5. Your strategic narrative 6. Your resilience practices 7. Your team and trust-building principles 8. First 90-day implementation calendar 9. Key metrics for tracking your leadership growth
2	Required Reading & Resources	<ol style="list-style-type: none"> 1. "Sustainable Leadership" (Moving the Chains: An Operational Solution for Embracing Complexity in the Digital Age — Domenico Lepore) 1. "Resilience and Transformation" (The Human Constraint — Angela Montgomery) 1. "The Leader as Network Builder" (From Silos to Network — Angela Montgomery) 2. Decalogue Methodology™ Toolkit summary 3. Template: Transformative Leadership Blueprint

Tangible Outputs

By the end of this program, you will have:

1. A complete **Transformative Leadership Blueprint** for your ongoing development
2. **A portfolio of Decalogue tools** (Conflict Cloud, Future Reality Tree, Prerequisite Tree, Transition Tree, Unrefusable Offer, Negative Branch) that you can use for the rest of your career
3. **A personal leadership narrative** that authentically communicates who you are and where you're leading
4. **A network of women leaders** facing similar challenges across East Africa
5. **Access to the global Decalogue Network** of systemic leaders
6. **Certificate of Completion** from the Graduate School of Entrepreneurs

Learning Methods

This program is designed for women leaders with demanding schedules. Each week combines:

	Method	Description
1	Interactive Video Lectures	Short, focused videos introducing key concepts with real-world East African examples, delivered by GSE faculty with decades of experience.
2	Case Study Analysis	Rich cases drawn from Kenyan and regional women leaders, analyzed through Decalogue frameworks.
3	Self-Assessment Diagnostics	Tools to understand your mental models, leadership assumptions, and development areas
4	Weekly Mentor Huddles	Live small-group sessions with experienced practitioners to workshop your specific challenges in a supportive environment.
5	Peer Learning Circles	Small group discussions with fellow women leaders facing similar challenges across industries.
6	Personal Reflection	Structured time to integrate learning and connect it to your unique context.
7	Practical Application	Each week's deliverable builds toward your final Transformative Leadership Blueprint.

What You'll Take Away

You will progress through four interconnected modules, each building on the last. Every week combines conceptual frameworks with practical application to your real-world change challenge.

Core Capabilities

	Capability	You Will Be Able To...
1	Systemic Diagnosis	See yourself and your team as an interconnected system and identify the real constraints to your effectiveness
2	Self-Awareness	Understand the mental models that limit you and the assumptions that drive your behavior
3	Network-Based Team Development	Build teams that function as networks, not silos, creating flow and adaptability
4	Constraint Identification	Find the leverage points where small changes create big improvements
5	Quality, Involvement, and Flow	Create the conditions where excellence emerges naturally
6	Sustained Leadership Growth	Establish practices for ongoing leadership development based on continuous learning

Learning Requirements & Assessment

To earn the New Leader Development Program (NLDP), you must:

1. Complete all module work in all week sessions by stated deadlines.
2. Actively participate in course discussions, reflections, and mentor huddles.
3. Demonstrate core content mastery by satisfactorily completing all module quizzes for the NLDP-based courses.
4. Submit a passing Capstone Project presentation that demonstrates application of both TOC and core business skills.
5. Earn a passing score on the integrated four-part exam.

The Women In Transformative Leadership Program Key Facilitators

Our faculty brings together decades of experience in systemic management, the Decalogue Methodology™, and leadership development across five continents. They are not just academics—they are practitioners who have worked with leaders and organizations around the world to build systemic capability.



Domenico Lepore

Co-creator of the Decalogue Management Methodology™

Domenico Lepore is a physicist, management thinker, and co-creator of the Decalogue Management Methodology™. For over 30 years, he has worked with organizations across Europe, North America, and Africa to embed systemic thinking into daily practice. His books, including *Moving the Chains and Sechel*, have transformed how leaders understand complexity and constraint. A former student and collaborator of Dr. W. Edwards Deming, Domenico brings unparalleled depth to the question of what it means to lead in complex systems.

[Domenico Lepore](https://ca.linkedin.com/in/domenicolepore) (<https://ca.linkedin.com/in/domenicolepore>)



Angela Montgomery

Co-creator of the Decalogue Management Methodology™

Angela Montgomery is a cognitive scientist, organizational consultant, and author who has spent three decades helping leaders build organizations that function as networks rather than hierarchies. Her work integrates insights from cognitive science, complexity theory, and the Theory of Constraints into practical tools for daily leadership. Angela's books are studied by leaders around the world who seek to build organizations that are both humane and high-performing. Her particular focus on the "human constraint"—the mental models that limit what we can see and do—is central to this program's approach to women's leadership.

[Angela Montgomery](https://ca.linkedin.com/in/angelamontgomeryphd) (<https://ca.linkedin.com/in/angelamontgomeryphd>)



Giovanni Siepe

Senior Decalogue Management Methodology™ Practitioner

Dr. Giovanni Siepe is a management consultant and practitioner of the Decalogue Management Methodology™ with extensive experience across Europe and Africa. He specializes in helping CEOs and leadership teams apply systemic thinking to strategy execution, organisational design, and performance improvement. Giovanni brings a pragmatic, results-oriented approach to CEO development, grounded in decades of hands-on consulting experience.

[Giovanni Siepe](https://ca.linkedin.com/in/dr-giovanni-siepe-86263416) (<https://ca.linkedin.com/in/dr-giovanni-siepe-86263416>)

The GSE Experience

Beyond the Classroom

Your journey with GSE does not end after four weeks. When you join the Women In Transformative Leadership Program, you become part of something larger—a community of women leaders committed to transforming themselves, their organizations, and their communities.

What you can expect:

- 1 **Deep personal engagement:** Small cohort sizes ensure that every participant receives individualized attention and feedback in a supportive environment.
- 2 **Practical tools you use immediately:** Every concept is paired with a tool you can apply to your real challenges, starting Day 1.
- 3 **Peer learning that lasts:** The connections you build with fellow women leaders facing similar challenges become a lasting network of support and advocacy.
- 4 **Faculty accessibility:** Our faculty are not distant experts—they are practitioners who engage directly with your questions and challenges.

A Supportive Environment

We understand that women's leadership development requires more than just content—it requires a container where you can be vulnerable, ask honest questions, and explore your doubts without judgment.

The WTLP is designed to provide that container: small groups, skilled facilitators, and a cohort of women who will become your trusted peers.



A Global Network: The Decalogue Network

When you complete the Women In Transformative Leadership Program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management.

The network includes:

1. **Practitioners across five continents** who apply Decalogue tools in diverse contexts
2. **Ongoing learning opportunities** including advanced programs, workshops, and peer gatherings
3. **Access to new research and tools** as they are developed
4. **A community of support** when you face your toughest leadership challenges
5. **Connections to women leaders** around the world facing similar journeys

Leaders in the Decalogue Network include CEOs of multinational corporations, founders of high-growth startups, public sector leaders, and social entrepreneurs. What unites them is a shared commitment to building organizations that are both effective and humane.



Next Steps

When you complete the Women In Transformative Leadership Program, you gain access to the Decalogue Network—a global community of leaders, practitioners, and organizations committed to systemic management.

For Individuals

If you are ready to transform your leadership and join a community of women leaders committed to making a difference, we invite you to apply.

- Prepare your application including a brief personal statement about your leadership journey and what you hope to achieve
- Submit your application by the deadline
- Join an information session (optional) to meet faculty, hear from alumnae, and ask questions
- Complete your enrollment and begin your pre-program preparation, including access to pre-reading and self-assessment tools



"This program changed my perspective on my career and completely obliterated any assumptions I had about the limitations of what I can and cannot achieve. The tools I gained—particularly the Conflict Cloud and the Unrefusable Offer—have become part of how I lead every single day."

Rachel Awour
WTLP Alumna 2025

For Organisations

If you are interested in developing your female leaders or creating a custom program for your organization, please contact our Corporate Partnerships team.

- Volume booking discounts available
- Custom programs tailored to your specific context
- In-house options for leadership teams
- Measurable impact on your leadership pipeline

CONTACT US

Programmes for Organisations

Develop Your Female Leadership Pipeline

Evidence indicates that greater diversity in senior management significantly enhances organizational performance, creativity, and resilience. The Women In Transformative Leadership Program is an effective way to invest in the success of your female leaders and your organization

Our bespoke solutions include:

1. **Customized curriculum** addressing your organization's specific strategic challenges
2. **Industry-specific case studies** drawn from your sector
3. **In-person or blended delivery** options
4. **Leadership team alignment** sessions
5. **Ongoing coaching and support** for participants



Bespoke Business Solutions: Custom Programs for Your Organization's Unique Context

Every organization is different, and we know that each requires unique interventions to address particular challenges and opportunities. We integrate a range of components into a bespoke and powerful learning experience to deliver your desired outcomes.

Our bespoke solutions include:

1. **Customized curriculum** addressing your organization's specific strategic challenges
2. **Industry-specific case studies** drawn from your sector
3. **In-person or blended delivery** options
4. **Leadership team alignment** sessions
5. **Ongoing coaching and support** for participants

We have collaborated on executive education solutions for organizations across Africa, including:

- Financial services institutions
- Manufacturing and agribusiness companies
- Technology and fintech firms
- Professional services organizations
- Public sector agencies
- Non-governmental organizations
- Family businesses preparing for next-generation leadership

Learn in a way that suits your organization. Whether you prefer short or intensive programs, interactive workshops or online modules, we provide a variety of options to suit your needs and can adapt any of our programs accordingly.

For more information about bespoke solutions for your organization, please contact: africa@crystalperk.com