

The African Leadership Program

....brought to you by the
AiC's Institute for
Professional
Development



The African Investment
Corporation

“Helping to develop a nation through the
development of its people”

What is the African Investment Corporation (AiC)?

- Overview
- Services



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Overview: The AiC

Our Vision

To decelerate the depletion of intellectual capital (“brain drain”) throughout Africa

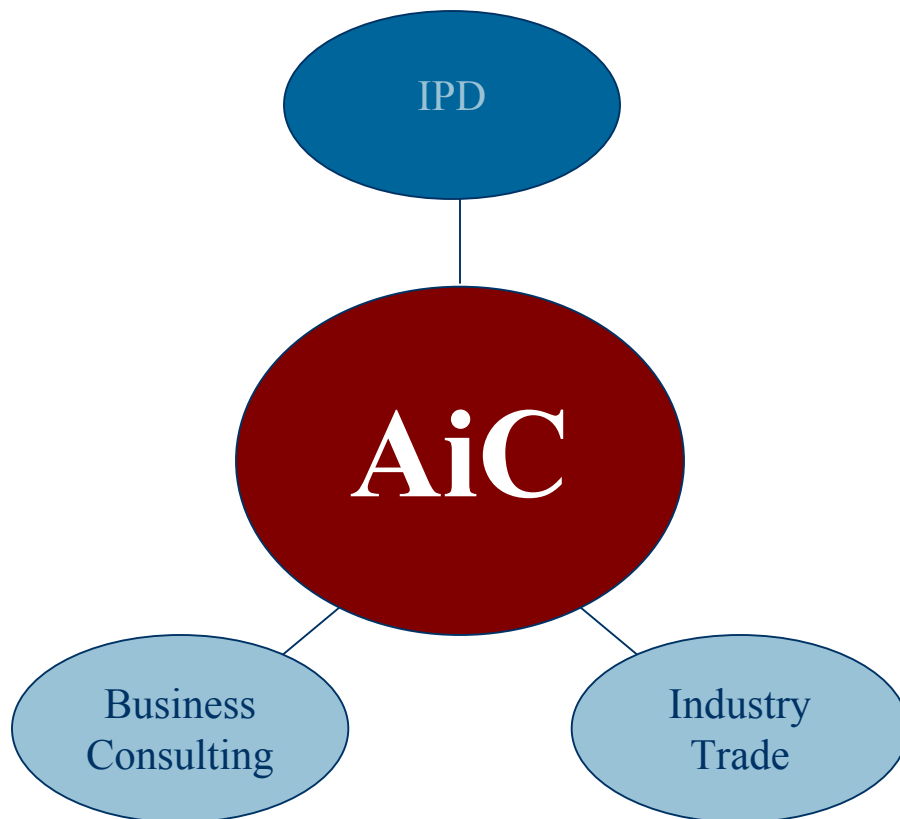
Our Mission

Through education, training, business enhancement solutions, and global industry trade, The AiC assists in the development and economic sustainability of Africa and its resources, both human and capital.

FOR MORE INFORMATION . . .

Please visit our web site at africaninvestcorp.com

Services: The AiC



The AiC serves as a development axis for three main areas:

1. Institute for Professional Development (IPD)
2. Business Consulting
3. Industry Trade

The Institute for Professional Development (IPD)

The IPD is the hub for professional development. Through a partnership with *Georgetown University's Center for Professional Development* in the US, The IPD offers a wide range of professional business training and job placement services to organizations and professionals.

Through enriched business courses, The IPD achieves the following:

- Building contemporary human capacity that will drive and sustain economic development
- Being the “One stop shop” for professional training and continuous education
- Decelerating the “brain drain” by identifying, training, and placing African business professionals
- Encouraging entrepreneurship in the production of finished goods

The African Leadership Program (ALP)

- Overview
- Goals
- Benefits



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What is the ALP?

The **African Leadership Program** is a program offered through AiC's Institute for Professional Development. It is a rigorous, one-week program designed to enhance the individual, interpersonal, and institutional skills of leaders. Participants acquire the tools and techniques to better inspire, motivate, and build for better global leadership.

The coursework for this program is delivered by Georgetown University's Center for Professional Development and is based on Georgetown's Executive Leadership Program.

Included in the program are networking opportunities and events to compliment the classroom experience.

FOR MORE INFORMATION . . .

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Main Goals of the ALP

The primary goal of the program is to equip African leaders in both the government and private sectors with the tools needed to address, lead and manage change in a global context.

Other goals:

- Cultivate healthy, effective organizations, units, and teams
- Understand how to develop a power base and use that power to influence others, and achieve set objectives
- Master the foundation of business practice including planning, growing, managing, analyzing, and budgeting

Main Benefits of the ALP

The inherent benefit of the African Leadership Program is to increase the economic viability and sustainability of business and professional development in Africa.

Other benefits:

- Enable Africa's participation in the Global economy through visionary leadership and commitment to economic development
- Foster an environment of intellectual discourse and pooled intellectual capital
- Initiate the capacity-building processes, human and manufacturing, in Sub-Saharan Africa

Program Description & Events

- Workshop
Organization
- Additional Benefits



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What can you expect on a typical day of the ALP?

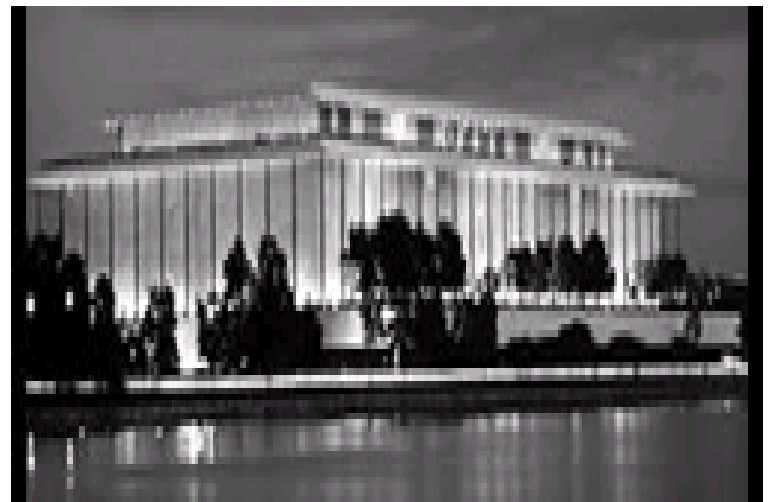
Some day classes will correspond with evening events.

Example: Thursday: Motivating People	
<i>Day Class:</i>	<i>Evening Event:</i>
Module IV: Leading and Motivating People Seminar topics: <ul style="list-style-type: none">▪ Mastering employee relations▪ Workplace ethics—individual & organizational▪ Human resources management	<i>Workshop conducted by Afric-Search, a company specializing in HR consulting and career placement for African Professionals.</i>

Are there additional features to this program?

Absolutely, there are two main events during the week: (1) Excursion to the Kennedy Center and (2) Concluding Dinner

The Kennedy Center is the one of the most famous cultural attractions in Washington, D.C. Only respected artistic, musical, or dance programs are featured at this exquisite, historic venue.



Closing Reception Dinner



The Hilton Ballroom serves as the perfect venue for an elegant dinner. It is easily accessible to all participants as it is located the hotel,

On Saturday evening, The African Investment Corporation will host a closing ceremony dinner to honor the certified participants of the ALP. Additionally, we will honor our sponsors, speakers, ambassadors, and other special guests.

Accommodations Provided During the Program

- Transportation
- Lodging
- Meals



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Transportation

- Shuttle service to and from airport: Washington Reagan National Airport (DCA) Sundays before and after program dates
- Daily transportation between hotel and Georgetown University for program courses
- Transportation from hotel to the Kennedy Center for cultural excursion

Hilton Hotel Embassy Row

- All participants will be lodged at the luxurious Hilton Embassy Row. This is an ideal location in the heart of Washington, D.C.
- Conveniently located just 15 minutes away from Georgetown University
- Metro accessible for those participants willing to take advantage of all the city has to offer



Meals

- Daily continental breakfast provided by the hotel
- Lunch provided in between lectures at Georgetown University
- Dinners provided at event evenings or excursions

Registration & Costs

- Registration Checklist
- Important Information
- Costs



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Registration Checklist

- Complete the registration form online
- Make wire transfer of registration fee (\$150)
- Make wire transfer of program fee (\$5000)*
- Receive official letter of registration confirmation from Georgetown University
- Obtain visa using letter of confirmation

* You may make one wire transfer of \$5150 to cover all involved costs.

TO REGISTER ONLINE . . .

Please visit our web site at africaninvestcorp.com

Important Registration Information

DATES TO REMEMBER:

Session	Registration Deadline (application and registration fee)	Full Payment Due (program fee of \$5000)
1: May 24 th – 29 th	May 1 st	May 8 th
2: June 7 th – June 12 th	May 15 th	May 22 nd

ALL SESSIONS MUST BE PRE-PAID IN FULL. ALL PARTICIPANTS ARE RESPONSIBLE FOR THEIR OWN VISAS AND FLIGHT ARRANGEMENTS. FLIGHTS SHOULD BE SCHEDULED TO ARRIVE AND DEPART FROM WASHINGTON REAGAN NATIONAL AIRPORT (DCA) ON SUNDAY, MAY 23 AND SUNDAY, 30 FOR SESSION 1 AND SUNDAY, JUNE 6 AND SUNDAY, JUNE 13 FOR SESSION 2.

TO REGISTER ONLINE . . .

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What do the costs cover?

Cost: \$5,000 per participant– This fee covers all areas specified

- ✓ Tuition for courses
- ✓ Hotel (8 days, 7 nights)
- ✓ Food (daily breakfast, lunch, and 2 dinners)
- ✓ Local transport
- ✓ Kennedy Center Excursion
- ✓ Concluding Dinner
- ✓ 2 Networking Events and Workshops

Detailed Daily Schedule: Course & Events



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Monday: courses and events

WELCOME DAY	
<i>Morning Course:</i>	<i>Evening Event:</i>
<p>Module I: Leadership as Vision and Strategy</p> <p>This module recognizes the role of the individual in relation to the organization, its vision, and its mission. It requires executives to not only envision the organization's mission and vision, but the challenges, opportunities, and roadblocks to achieving them. Subsequently, executives must learn to master change so as to move toward a culture of teamwork and collaboration. They will be changing individuals, as well as the organization, with resources, technology, knowledge, and a more detailed approach to solving problems in the workplace. Major topics in this module include the following:</p> <p>Leadership and vision Creativity and problem solving Strategic thinking Technology and knowledge management</p>	<p><i>Welcome reception.</i></p>

Tuesday: courses and events

LEADERSHIP CHANGE	
<i>Morning Course:</i>	<i>Evening Event:</i>
<p>Module II: Leading and Executing Change</p> <p>Leading and executing organizational change requires clarity of vision and mission, coupled with the ability to develop strategic direction that can be translated into action. This module will provide executives the concepts and tools to develop mission, vision, and strategic direction in complex and turbulent environments. It will present the tenets of change management and build awareness that difficult environments present barriers to change that can lead to organizational rigidities. The importance of problem solving skills, resource allocation, and the use of information technology to breakthrough barriers will be highlighted. Effective leadership also requires creativity and innovation to accomplish vision and mission outside the parameters of traditional thinking and overcome barriers to change. Although we are all born with creative potential, our creativity is often suppressed because society and organizations are more likely to reward conformity than creativity. The module will help participants reclaim and enhance their creativity. The following topics will be explored in this module:</p> <p>Creative process Tools and techniques for overcoming blocks to creativity Unleashing creative potential Practicing innovation within the evolving organization</p>	<p><i>Corresponding workshop with details TBA.</i></p>

Wednesday: courses and events

POLITICS AND CONFLICT	
<i>Morning Course:</i>	<i>Evening Event:</i>
<p>Module III: Managing Institutional Politics and Conflict</p> <p>The objective of this module is to help improve personal effectiveness as a leader by learning the tools of negotiation and conflict resolution. Skills to be developed in the seminar include preparation for a negotiation, understanding common negotiator mistakes and how to eliminate them, conflict resolution, and developing approaches for multi-issue and multi-party negotiations. Most importantly, the ability to negotiate successfully depends on building a power base and being persuasive. Becoming more persuasive influences how conflicts between team members and between employees and their managers are managed. Because unproductive conflict saps people of their energy, creativity, and patience, it is imperative that people learn to effectively manage conflict. Thus, in this module, participants will also learn to determine the causes of the conflict in the workplace, identify methods to reduce and resolve conflicts, and learn to use productive conflict to increase the effectiveness of problem solving, decision-making, negotiation, and influence. Seminar topics include:</p> <p>Power and politics Communication and persuasion Conflict resolution Negotiation</p>	<p><i>Cultural excursion to the Kennedy Center.</i></p>

Thursday: courses and events

MOTIVATING PEOPLE

Morning Course:

Module IV: Leading and Motivating People

This module identifies and provides concepts and tools to help resolve the critical issues and broad strategic questions that leaders face in managing human capital in challenging organizational environments. It helps participants develop basic human resource management skills that will achieve high commitment among employees in an efficient and effective way, while accomplishing the mission and vision of the organization. Major topics in this module include methods of employee motivation, employee opportunities for voice and due process, workplace ethics, and leveraging diverse demographics to create an inclusive and welcoming organizational atmosphere. The module topics include:

Mastering employee relations / workplace ethics (individual and organizational)
Human resources management

Evening Event:

Workshop conducted by Afric-Search. They provide HR consulting and career placement for African Professionals.

Friday: courses and events

BUSINESS FOUNDATION	
<i>Morning Course:</i>	<i>Evening Event:</i>
<p>Module V: Building an Effective Business Foundation</p> <p>Effective planning, analysis, management, and control techniques enable executives to pay more attention to building effective teams, getting productive work completed in a timely way, and increasing workplace satisfaction, not to mention the satisfaction of the organization's clients and other stakeholders who will receive greater attention and service. Major topics covered in this module include:</p> <p>Designing and managing service operations with efficiency and high quality Marketing, innovation, and "customer" service Resource and cost management Team building</p>	<p><i>Free to explore America's capital. An agenda of local events will be provided.</i></p>

Faculty Biographies

Esteemed members
of the faculty at
Georgetown
University



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Paul Almeida, Ph.D

- Dr. Almeida is Associate Professor in the McDonough School of Business at Georgetown University, where he teaches courses in knowledge management and strategy. He studies the development and exploitation of technological knowledge in firms and through strategic alliances. He is especially interested in the relationship between knowledge development and the competitiveness of firms, high technology regions, and countries. He has been awarded the Joseph F. Le Moine Award for Graduate and Undergraduate Teaching Excellence, Best Professor Award for Executive Programs at Georgetown University, and was listed as one of the Best Professors at the McDonough School by Business Week magazine. Professor Almeida's recent publications include: "The Localization of Knowledge and the Mobility of Engineers in Regional Networks" in *Management Science*. He has also published articles in the *Strategic Management Journal*; and *Small Business Economics* and contributed articles to several scholarly books. He is currently co-editing a volume on "Managing Knowledge in the 21st Century". His paper, "Learning and Contributing: Foreign Multinationals in the U.S. Semiconductor Industry," won the Best Paper Award in Technology and Innovation Management by the Academy of Management. Professor Almeida earned his doctorate from the Wharton School at the University of Pennsylvania.

Robert J. Bies, Ph.D.

- Dr. Bies is Professor of Management in the McDonough School of Business at Georgetown University, where he specializes in organizational behavior. His current research focuses on leadership and the delivery of bad news, paranoia and revenge in the workplace, conflict management, privacy, and organizational justice. He works with executives on issues involving leadership, creativity, and power and politics in organizations. Professor Bies serves on the editorial boards of the *Journal of Applied Psychology*, the *International Journal of Conflict Management*. His publications include: *The Legalistic Organization*, (co-edited with S.B. Sitkin); *Information Privacy: Looking Forward, Looking Back* (co-edited with M.J. Culnan and M.B. Levy); "Trust and Distrust: New Relationships and Realities," *Academy of Management Review*, "Threats, Bluffs, and Disclaimers in Negotiations," *Organizational Behavior and Human Decision Processes*; and "Coping With a Layoff: A Longitudinal Study of Victims," *Journal of Management*. Professor Bies earned his doctorate from Stanford University.

Brooks Holton, Ph.D.

- Professor Holton specializes in organizational behavior and human resource management. His current research focuses on how organizations acquire, develop and retain human and social capital. He teaches courses in organizational behavior, human resource management and negotiation. He works with executives on issues involving decision making, negotiation, leadership, motivation and strategic human resource management. Professor Holton's recent publications include "Why people stay: Using job embeddedness to predict voluntary turnover," which was a finalist for the Academy of Management Journal Best Paper Award and "How to keep your best employees: The development of an effective retention policy," which was a finalist for the Academy of Management Executive Best Paper Award. His work has appeared in the Journal of Applied Psychology, the International Journal of Conflict Management, the Journal of Managerial Issues, Human Resource Management Journal, Human Resource Management Review, and the Decision Sciences Journal of Innovative Education. He is an ad hoc reviewer for the Academy of Management Journal, the Journal of Management, and the Journal of Business Research. He has taught previously at the Owen Graduate School of Management at Vanderbilt University and the College of Business Administration at Marquette University. While at Marquette University he won the Teaching Excellence Award. He has served as a consultant to many organizations including Citibank, Nordstrom, the United States Air Force and the Tennessee Department of Correction. Professor Holton has presented Executive Education seminars to Northwestern Mutual, Briggs & Stratton, Aurora Health Care and many others.

Karan Powell, Ph.D.

- Karan Powell is President of Powell & Associates, an organization transformation and executive development consulting firm. Dr. Powell has more than 25 years experience in learning, executive and leadership development, knowledge development, and organization performance effectiveness in a variety of business and government settings. These experiences include Vice President and Chief Learning Officer at American Management Systems Inc. (AMS). In this role Dr. Powell developed and implemented the global strategy for AMS's learning and development efforts including the design, launch and management of AMS University, Executive Development including executive coaching, knowledge management, and strategic organization development and change. In addition to corporate clients Dr. Powell designed and implemented Executive Development Programs for the Office of Chief Counsel for Internal Revenue Service offered through Georgetown University.

Jeanine W. Turner, Ph.D.

- Dr. Turner is Assistant Professor of Management in McDonough School of Business at Georgetown University. She is a Member of the Academy of Management, the National Communication Association, and the American Telemedicine Association. Her research interests include implementation and use of communication technologies within organizations, virtual organizations, computer-mediated social support, and telemedicine. She works with organizations on using the communication process in a persuasive way, specifically within the context of executive presentations, business writing, and one-on-one communication. She has a Ph.D. from Ohio State University.
- In addition to program instructors, a Georgetown University academic advisor will also work with participants of the Executive Leadership Program:

Richard F. America

- Professor America specializes in public policy, management, economic development and corporate community relations strategy. His current research is on enterprise development strategy in inner cities and in Africa. He has published on economic development in distressed areas, small and medium enterprise development in Africa, corporate philanthropy in community development, and social marketing and community revitalization. His books include: *Developing the Afro-American Economy*; *Moving Ahead: Black Managers in American Business*; *The Wealth of Races* (Editor); *Paying the Social Debt*; *Philanthropy and Economic Development* (Editor); and *Soul in Management: How African American Managers Thrive in the Competitive Corporate Environment*. In addition, he has published in Harvard Business Review and other management and policy journals. Professor America has consulted on public affairs and economic development. He has also worked for the Small Business Administration, the U.S. Department of Commerce, Bank of America, and Stanford Research Institute. He has been an adjunct lecturer at the McDonough School of Business, and was a Lecturer and Director of Urban Programs at the Business School at the University of California at Berkeley, and Visiting Lecturer at Stanford Business School. Professor America holds an MBA from the Harvard University Graduate School of Business.