

# EXECUTIVE LEADERSHIP DEVELOPMENT



## Introduction

The Leadership Group Limited is a leading executive leadership and governance development professional consultancy which provides interventions to private, public and NGO sectors. Our suite of professional interventions include the following:

- » Leadership and Communication
- » Governance and Board Practice
- » Executive Coaching and Mentorship
- » Strategy and Business Advisory
- » Culture and Change Management

We have a team of highly experienced corporate and former public sector leaders whose knowledge and expertise guarantees essential learning for your senior leadership team.

This brochure focuses on Leadership development and executive coaching and mentorship.

## Executive Leadership Development Programmes

Even though much has been said and published about leadership, executives often find themselves in situations where they struggle to navigate the dynamics of leading teams and organisations. The activity of leading is often complex and difficult to execute effectively without adequate knowledge, skills, expertise and experience. This is where we come in as The Leadership Group.

We design customized leadership development programmes, addressing the internal challenges faced by organizational teams with the objective of supporting delivery of organizational performance goals. Through our programmes we work towards strengthening the capacity of the executive team to lead their organizations much more effectively.

## Leadership Development Programme Design & Delivery

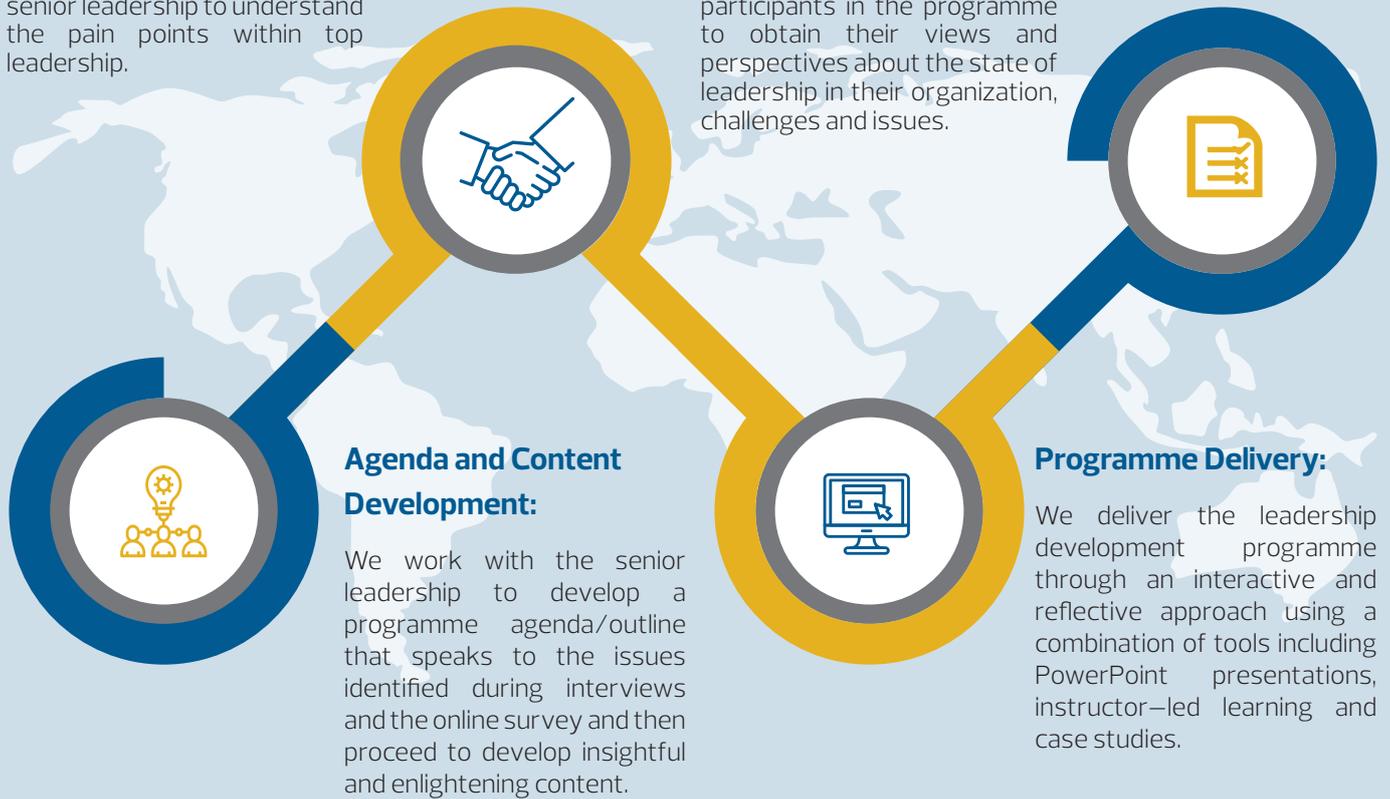
We design custom-made leadership development programmes as follows:

### Executive Interviews:

We hold one-on-one meetings with key members of the senior leadership to understand the pain points within top leadership.

### Leadership Survey:

We conduct an online leadership survey involving prospective participants in the programme to obtain their views and perspectives about the state of leadership in their organization, challenges and issues.



*Our programmes provide participants with practical and immersive leadership experiences*

## Delivery Team



**Dr. Martin Oduor-Otieno**

Leadership Development Expert, Executive Coach and Business Advisor



**Kepha Moreno Bosire**

Consultant in Corporate Affairs, Stakeholder Relations, Communication and Corporate Social Responsibility



**Dr. Percy Opio**

Consultant in ICT, Strategic Leadership and Organizational Strategy

The Leadership Group has access to a pool of experts who are available to support our programmes whenever needed.

## Executive Coaching & Mentorship

The International Coach Federation, ICF, defines coaching as a **“partnership with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”**

The Leadership Group has ICF-accredited executive coaches led by our team Leader, Dr. Martin Oduor-Otieno, available to work with your executive team members in pursuit of leadership excellence.

### Pre-requisites to the Coaching Programme

**Chemistry Meeting:** The Coach will meet with the prospective client and hold general conversations leading to a shared understanding of possible objectives, roles and responsibilities and a timetable of the coaching exercise.

**The Coaching Programme:** The coach will adopt a one-on-one coaching method. One-on-one executive coaching is a combination of a supportive exchange between the coach and client, a rigorous commitment to goals, respect and openness. It provides a rare opportunity for the client to participate in a journey of self-discovery, building awareness, taking responsibility and exploring options.

**Review and Reporting:** The coach will compile and share with the Client (and sponsor where applicable) mid-programme and end-programme review reports clearly indicating: observations made during the coaching process and experience with the coaching client, the progress made in achieving the objectives of the coaching engagement, noted improvements in the client's executive leadership perspectives and disposition and any recommended further interventions.

The coaching programme is illustrated in the diagram below:



Leadership assessments are available as an optional tool should our clients so require.



**Martin Oduor-Otieno, CBS**  
Executive Coach



### Profile of our Executive Coach

**Martin is an ICF-accredited coach with the following coaching credentials:**

#### Academy of Executive Coaching (AoEC), UK

Practitioner Diploma in Executive Coaching

#### International Coach Federation (ICF)

Associate Certified Coach (ACC) credential

#### KAISER Leadership Solution

Leadership Versatility Index Certification

#### Hogan Assessment Systems Inc.

Hogan Assessment Certification – HPI, HDS, MVPI



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