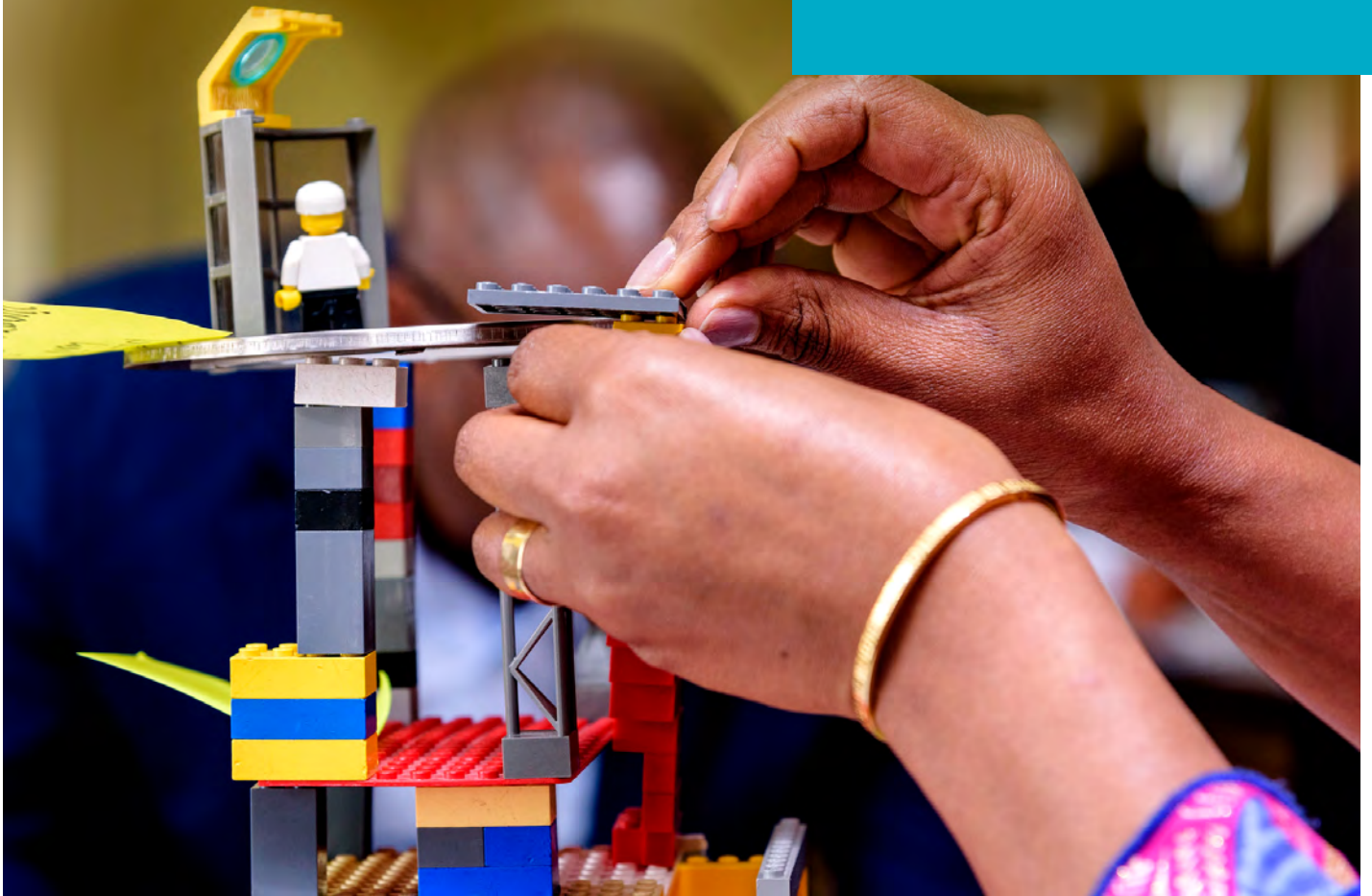


# UONGOZI Executive Programme

POSTGRADUATE DIPLOMA  
IN LEADERSHIP

Enhancing Leadership Capacity  
for Sustainable Development

For: Senior Leaders  
Starts: April 2021



Brought to you by



*This unique Programme, bringing together Aalto University's recognised expertise in leadership and UONGOZI Institute's focus on leadership development to advance Sustainable development in Africa, will help you gain insights on how to become an inspirational and reflective leader who can change the way organisations operate for more sustainable results.*





FOR

African senior leaders seeking to enhance leadership capacity for sustainable development in their respective organisations.

## INTRODUCTION

UONGOZI Institute and Aalto University Executive Education of Finland (Aalto EE) are jointly running a Postgraduate Diploma in Leadership Programme, an Executive Programme that aims to equip Senior Leaders in Tanzania and Africa with the necessary skills and competencies to achieve sustainable development through competent leadership. The focus themes of the Programme are leadership, with an emphasis on strategic and ethical leadership, sustainable development, communications, human resource management, and leading change.

*Facilitated by world-class professors and experts in leadership from around the world, the Programme is designed to encourage participants to challenge their thinking as they broaden their competencies in visioning, planning and inspiring others through advanced strategic communication. It motivates participants to become better designers and innovators of effective structures and systems for better results.*

The Programme is designed for leaders who want to propel their professional development without putting their careers on hold. It is undertaken on an annual basis with a total of 10 modules. Each module runs for one month, consisting of 2-3 days in-class workshops and on line individual or group assignments.

## UONGOZI INSTITUTE CEO'S VIEW

“*This unique collaborative Executive Programme between UONGOZI Institute and Aalto EE enhances our philosophy of achieving sustainable development through competent leadership. The Programme challenges participants to broaden their mindset and develop new skills and capabilities as future leaders.*”

**Professor Joseph Semboja**

## PERSONAL BENEFITS



Understand the forces Shaping our world



Make strategic choices



Lead people and manage other resources



Excel in personal qualities



Challenge your thinking and renew as leader

## ORGANISATIONAL BENEFITS



Enhance ethical and result-oriented leadership



Strengthen the leaders' competencies to foresee, embrace and drive change by engaging their organisations and society



PLACE & TIME

The Programme runs from April  
2020 to April 2021 in Tanzania.





“Uongozi” means leadership in Kiswahili, and inspiring and strengthening leadership is the core purpose of UONGOZI INSTITUTE. Based in Dar es Salaam, Tanzania, the Institute is dedicated to supporting African leaders to attain sustainable development for their nations and for Africa.

The Institute seeks to inspire leaders and promote the recognition of the important role of the leadership in sustainable development. The Institute believes that;

- Leadership is the key to achieving sustainable development
- The development of a leader requires specialised grooming
- An African model of leadership is vital for achieving the most favourable development outcomes for Africa

The Institute offers specialised courses relating to leadership and executive management, organises high-level policy forums and dialogues that provide opportunities for leaders to share ideas on strategic leadership for sustainable development and stimulate strategic thinking to formulate African solutions for African. The Institute also supports research on leadership and sustainable development in Africa.

The Institute is an independent government agency established by the Government of Tanzania and supported by the Government of Finland.

[www.uongozi.or.tz](http://www.uongozi.or.tz)





Aalto EE offers high-quality executive education and leadership development services globally: customised solutions, MBA & DBA programmes, and open enrollment programmes. Aalto EE contributes to the creation of worldwide executive networks for our customers. It is our mission to build a better world through better leadership and to educate a new generation of leaders with a global outlook and sense of diversity, integrity, and social responsibility.

[www.aaltoee.com](http://www.aaltoee.com)

Aalto EE is supported and wholly owned by Aalto University where art and science meet technology and business. Aalto University brings to Aalto EE's offering of a multidisciplinary approach together with innovative learning methods; this provides a unique combination of practical expertise with Aalto University's latest research.

Aalto EE holds the three most respected university accreditations and is ranked among the top 50 executive education providers by the Financial Times. Aalto EE has two strongholds: one in Helsinki, Finland and the other in Singapore. Annually, clientele from over 1,000 companies benefit from our goal-oriented and comprehensive learning experience with a proven impact on both the individual and the organisation.



# PROGRAMME INSTRUCTORS

■ **Pekka Mattila**

Professor of Practice, Aalto University School of

**Greg O'Shea**

Senior Research Fellow, Aalto University School of Business

**Robin Gustafsson**

Aalto University School of Science

**Teemu Malmi**

Professor and Head of Department of Accounting, Aalto University School of Business

■ **Eva Niskavaara**

M.Sc. (Econ.), Finance Trainer and Consultant

■ **Mikko Koria**

Professor, International Design Business Management Programme at Aalto University

■ **Jarkko Levänen**

Postdoctoral Researcher (Sustainability), Aalto University School of Business

■ **Arnold Smit**

Associate Professor of Business in Society and Head of Social Impact, University of Stellenbosch Business School, South Africa

■ **Ronald Dulek**

Professor Emeritus of Management, University of University of Alabama

■ **Rebecca Piekkari**

Professor of International Business, Aalto University School of Business

■ **Zuhura Sinare Muro**

Personal Leadership and Emotional Intelligence Instructor

■ **Vincent Kihyo**

Professor of Good Governance and Public Ethics

# PROGRAMME SCHEDULE

## April 2021

*Module 1: Personal and Organisational Leadership*

This module focuses on the characteristics that are most closely associated with leadership in the modern world and skills, competences, tools and techniques that can be applied to support a modern leader. The module seeks to explore those elements of leadership that are most often associated with successful leadership, including leadership style, dealing with groups, dealing with individuals and generating alternative/new ideas towards transformation.

## May 2021

*Module 2: Strategy Formulation and Implementation*

To successfully deal with change, all executives need the skills and tools for both strategy formulation and implementation. Managing change and ambiguity requires strategic leaders who not only provide a sense of direction, but who can also build ownership and alignment within their work groups to implement change.

## August 2021

*Module 3: Financial Skills for Executives*

The purpose of this module is to give a holistic picture of finance and accounting in an organisation. The module gives ground for basic financial terms and calculations. Improving performance by understanding efficiency, productivity and cash flow are key components of the module. The outcome of the module is to use the acquired financial knowledge in practice.

## September 2021

*Module 4: Leading for Results*

The purpose of this module is to familiarise the participants with different management systems and tools to measure the impact and efficiency of the organisation. One of the aimed outcomes is to apply mind shift from activities to results.

## October 2021

*Module 5: Design Thinking for Organisational Development*

This module is about innovation. It gives new ideas on how to deploy organisations' brainpower and external networks to maximize creativity and collaborative outcomes at every level.

## November 2021

*Module 6: Sustainable Development*

The purpose of this module is to create a link between the UN Sustainable Development goals and participants' organisations, to understand the concept of innovations for sustainable development and what kind of ecosystem they need to flourish.

## January 2022

*Module 7: Ethical Leadership*

The outcome of this module is for participants to have an understanding of ethical leadership, how it reflects on their institutions and how to be an ethical leader.

## February 2022

*Module 8: Strategic Communication*

The overall purpose of the module is two-fold: consciousness-raising and self-improvement. Communication consciousness-raising means to alert and remind leaders that 'communication counts.' It counts both internally within the organisation and externally when dealing with the public. Communication is therefore important both in terms of the clarity of the message's content as well as the symbolism of what it says about the person sending the message.

## March 2022

*Module 9: Strategic Human Resource Management for Executives*

The purpose of this module is to explore how to align, integrate and innovate people processes (talent management, performance management, compensation and benefits) that support their organisation's goal achievement.

## April 2022

*Module 9: Leading Change*

This module takes the view that we need to understand change by looking at the situation from multiple and integrated perspectives in order to deliver successful outcomes.

## GRADUATION CEREMONY



## **CONTACT INFORMATION**

### **Mr. Kadari Singo**

Programme Director  
Email: [ksingo@uongozi.or.tz](mailto:ksingo@uongozi.or.tz)  
Tel: +255 (0)22 2602917

### **Ms. Kerttu Kuokkanen**

Programme Director  
Email: [kerttu.tanhuanpaa@aaltoe.fi](mailto:kerttu.tanhuanpaa@aaltoe.fi)  
Tel: +358 10 837 3754

### **UONGOZI Institute**

No. 62, Msasani Rd.  
P.O. Box 105753  
Dar es Salaam, Tanzania  
Tel. +255 (0)22 2602917  
[info@uongozi.or.tz](mailto:info@uongozi.or.tz)  
[www.uongozi.or.tz](http://www.uongozi.or.tz)

### **Aalto University Executive Education**

Mechelininkatu 3 C  
00100 Helsinki, Finland  
Tel. +358 10 837 3700  
[info@aaltoe.fi](mailto:info@aaltoe.fi)  
[www.aaltoe.com](http://www.aaltoe.com)