



GOVERNANCE & LEADERSHIP PROGRAMMES

(Building Ethical, Visionary and High-Performing African Leaders)

1. EXECUTIVE SUMMARY

Africa's development trajectory depends heavily on the strength, competence and integrity of its leaders across all sectors. Ministries and public institutions increasingly face complex governance challenges—rapid digitalization, political uncertainty, economic pressures, institutional reforms, citizen expectations, corruption risks, and the urgent need for ethical, accountable leadership.

NC Consultants offers a comprehensive suite of **Governance & Leadership Programmes** aimed at developing transformative leaders who can deliver strategic direction, uphold institutional values, manage change, and drive sustainable development.

This proposal outlines why your Ministry or organization should enroll participants in our Governance & Leadership Cohort and how your participation will contribute to stronger governance systems, improved performance and enhanced development outcomes across Africa.

2. WHY GOVERNANCE & LEADERSHIP TRAINING IS AN URGENT PRIORITY IN AFRICA

Public and private institutions throughout the continent are experiencing:

- Growing demand for transparency and accountable governance
- Rising complexity in policy implementation and service delivery
- Challenges in institutional reform and public sector modernization
- Leadership gaps at senior, mid-level, and frontline levels
- Weak corporate governance in state-owned enterprises
- High corruption risks and governance irregularities
- Disruptive digital transformation
- Increasing need for ethical decision-making and crisis leadership
- Regional integration and cross-border governance challenges
- The imperative for inclusive leadership, especially women and youth

Strengthening governance and leadership capacity is central to achieving national development goals, institutional effectiveness and public trust.

3. COURSE PORTFOLIO

a. Governance, Anti-Corruption & Public Sector Leadership

- Public Sector Governance
- Governance and Anti-Corruption
- Private and Public Sector Governance
- Governance and Statistical Capacity Building
- Democracy, Political Economy and Corporate Governance
- World Bank Governance Diagnostic Capacity Building
- The Governance Dimension: Moving in the Right Direction
- Training on ADBS Operations for City Mayors & Local Government Officials
- Improving Leadership and Governance in Nonprofit Organizations

b. Corporate Governance & Organizational Ethics

- Corporate Governance & Corporate Social Responsibility
- Corporate Governance in Developing Economies
- Corporate Governance in Banks & Financial Institutions
- Corporate Governance & Directors' Responsibilities
- Corporate Law and Governance
- Corporate Restructuring Management
- Financial Decision-Making for Leaders

c. Strategic Leadership & Organizational Excellence

- Strategic Leadership and Management
- Leading People and Teams
- Leadership and Organizational Excellence
- Leading for Excellence and Equity
- Sustainable Leadership for the Twenty-First Century
- Driving Profitable Change
- Leading Transformations – Managing Change
- Leading in the Digital Age
- Systematic Approaches to Policy Design
- Policy Design and Delivery: A Systematic Approach

d. Leadership in Specialized Sectors

- Leading Health Systems: Navigating Crisis and Change
- Leadership Strategies for Evolving Healthcare Executives
- Leading Adults for Quality Improvement
- Leading and Managing Nonprofit Organizations

e. Personal Leadership, Emotional Intelligence & Talent Optimization

- Inspiring Leadership through Emotional Intelligence
- Leadership Coaching Strategies
- People Analytics: Maximizing Human Capital with Data
- Leadership and Human Resource Management
- Negotiation and Organizational Conflict Resolution
- Leveraging Diversity for Improvement
- Women in Leadership: Emerging Leaders
- Identity and Motivation
- Global Leadership and Personal Development
- Leading Positive Change through Appreciative Inquiry
- Visionary Leadership

f. Economic Governance & Strategic Development

- Developing Bond Markets toward Greater Public-Private Sector & Regional Partnerships
- These courses collectively build leaders who are capable, ethical, strategic and results-driven.

4. WHY MINISTRIES SHOULD SEND OFFICIALS TO THIS LEADERSHIP COHORT

4.1 Builds Ethical, Competent and Visionary Leadership within Government

Critical for reducing corruption, improving governance and strengthening public service delivery.

4.2 Enhances Strategic Capacity and Institutional Performance

Participants will improve decision-making, manage resources effectively and promote accountability.

4.3 Supports Public Sector Reforms and Governance Modernization

Leaders will gain tools for policy design, organizational transformation and evidence-based decision-making.

4.4 Strengthens Crisis Management and Change Leadership

Crucial for Ministries facing political, health, economic or institutional disruptions.

4.5 Promotes Digital-Ready Leadership

“Leading in the Digital Age” positions public officials to manage digital transformation and Innovation.

4.6 Expands the Leadership Pipeline

Courses for emerging leaders, women leaders and mid-level managers build a deep bench of future-ready leadership.

4.7 Enhances Inter-Ministerial Coordination and Regional Integration

Governance and regional partnership courses promote cross-border collaboration.

4.8 Supports National & Continental Development Goals

Leadership is the foundation for effective implementation of NDPs, AU Agenda 2063, and SDGs.

5. PROGRAMME BENEFITS AND OUTCOMES

Participants Will Gain:

- Strong leadership capabilities grounded in ethics and accountability
- Mastery of corporate and public governance frameworks
- Competence in policy design, delivery and evaluation
- Effective change management and crisis leadership skills
- Enhanced emotional intelligence and communication skills
- Insight into global governance, emerging trends and innovation
- Tools for leading diverse teams and driving organizational excellence

Ministries will Benefit From:

- Improved governance and reduced corruption
- Better execution of policies and strategies
- A motivated, skilled and visionary workforce
- Stronger institutional performance and service delivery
- Retention and development of high-potential leaders
- Increased trust from citizens, partners and international donors
- Strengthened cross-sector collaboration
- More inclusive and gender-responsive leadership structures

6. WHY NC CONSULTANTS IS THE RIGHT PARTNER

- **Expertise Across Governance, Leadership & Institutional Development**
We bring years of hands-on experience training African leaders, executives and policymakers.
- **Curriculum Aligned to African Realities & Global Standards**
Grounded in continental governance challenges and international best practice.
- **Delivery Options That Fit Your Ministry's Needs**
 - ✓ In-country customized sessions
 - ✓ Public cohort training (based on your calendar)
 - ✓ Virtual instructor-led sessions
 - ✓ Blended programmes
- **Practical, Applied Leadership Tools**
Participants receive templates, leadership frameworks, diagnostic tools and post-training guidance.
- ✓ **Highly Experienced Industry & Governance Facilitators**
Our trainers are practitioners and experts with experience in public administration, corporate governance, donor engagement, policy reform and crisis leadership.

7. STRATEGIC IMPACT ON NATIONAL DEVELOPMENT

By participating in this cohort, Ministries will strengthen:

- Governance systems
- Ethical leadership
- Anti-corruption efforts
- Policy implementation
- Institutional transformation
- Public trust
- Service delivery outcomes
- Organizational culture and performance

Strong leadership is the foundation of sustainable national development.

We invite your Ministry/Department/Organization to nominate your executives, senior managers, policymakers, directors, emerging leaders and governance professionals to join our **Governance & Leadership Programmes Cohort**, guided by your official annual calendar.

We also offer **customized leadership academies** for institutions with large groups.

GOVERNANCE & LEADERSHIP PROGRAMMES

CODE	COURSE	DURATION	JAN 2026 –JAN 2027
CG01	Leading for Excellence and Equity	10 Days	12 Jan – 23 Jan 2026 23 Feb – 06Mar 2026 03 Aug – 14 Aug 2026 30 Nov - 11 Dec 2026 04 Jan – 15 Jan 2027
CG02	Developing Bond Markets toward Greater Public-Private sector regional partnership	10 Days	09 Feb – 20 Feb 2026 15 Jun – 26 Jun 2026 07 Dec – 18 Dec 2026 11 Jan – 22 Jan 2027
CG03	Public Sector Governance	10 Days	02 Mar – 13 Mar 2026 05 Oct – 16 Oct 2026 30 Nov – 11 Dec 2026 19 Jan – 30 Jan 2027
CG04	World bank Governance Diagnostic Capacity Building	10 Days	05 Jan – 16 Jan 2026 23 Mar – 06 Mar 2026 13 Mar – 24 Jul 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CG05	Change Management	10 Days	19 Jan – 30 Jan 2026 16 Feb – 27 Feb 2026 02 Nov – 13 Nov 2026 07 Dec – 18 Dec 2026 05 Jan – 16 Jan 2027
CG06	Corporate Governance & Corporate Social Responsibility	5 Days	05 Jan – 09 Jan 2026 23 Feb – 27 Feb 2026 26 Oct – 30 Oct 2026 07 Dec – 11 Dec 2026 04 Jan – 08 Jan 2027
CG07	Governance and Anti-Corruption	10 Days	12 Jan – 23 Jan 2026 02 Mar – 13 Mar 2026 09 Nov – 20 Nov 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 2027
CG08	Private and Public Sector Governance	10 Days	12 Jan – 23 Jan 2026 27 Apr – 08 May 2026 16 Nov – 27 Nov 2026 07 Dec – 18 Dec 2026 18 Jan – 29 Jan 2027
CG 09	Corporate Governance in Developing Economies	10 Days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 16 Nov – 27 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CG10	Corporate Governance in Banks and Financial Institutions	10 Days	12 Jan – 23 Jan 2026 16 Mar – 27 Mar 2026 19 Oct – 30 Oct 2026 28 Dec – 08 Jan 2027
CG 11	Corporate Governance & Directors Responsibilities	10 Days	19 Jan – 30 Jan 2026 09 Feb – 20 Feb 2026 24 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG12	Training on ADBS Operations for City Mayors and Local Government Officials	10 Days	05 Jan – 16 Jan 2026 23 Feb - 06 March 2026 02 Nov– 13 Nov 2026 30 Nov – 11 Dec 2026 11 Jan – 22 Jan 207

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CODE	COURSE	DURATION	JAN 2026 – JAN 2027
CG 13	Governance and Statistical Capacity Building	10 Days	05 Jan – 16 Jan 2026 02 Mar – 13 Mar 2026 26 Oct – 06 Nov 2026 28 Dec – 08 Jan 2027
CG 14	The Governance Dimension: Moving in the right Direction.	10 Days	12 Jan – 23 Jan 2026 30 Mar – 10 Apr 2026 12 Oct – 23 Oct 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CG15	Democracy, Political Economic and Corporate Governance	10 Days	05 Jan – 16 Jan 2026 09 Feb – 20 Feb 2026 16 Nov – 27 Nov 2026 24 Nov – 04 Dec 2026 11 Jan – 22 Jan 2027
CG 16	Corporate Law and Governance	10 Days	12 Jan – 23 Jan 2026 16 Mar – 27 Mar 2026 26 Oct – 06 Nov 2026 30 Nov – 11 Dec 2026 18 Jan – 29 Jan 2027
CG 18	Leading Adults for Quality Improvement	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 19	Leading Health Systems: Navigating Crisis and Change	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027
CG 20	Leadership and Ethics	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
CG 21	Policy Design and Delivery: A systematic Approach	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
CG 22	Sustainable Leadership for the Twenty-First Century	5 Days	19 Jan – 23 Jan 2026 09 Feb – 13 Feb 2026 26 Oct – 06 Nov 2026 07 Dec – 11 Dec 2026 11 Jan – 15 Jan 2027
CG 23	Driving Profitable Change	5 Days	05 Jan – 09 Jan 2026 02 Mar – 6 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 25 Jan – 29 Jan 2027
CG 24	Leveraging Diversity for Improvement	5 days	12 Jan – 16 Jan 2026 06 Apr – 10 Apr 2026 02 Nov – 06 Nov 2026 30 Nov – 04 Dec 2026 11 Jan – 15 Jan 2027
CG 25	Women in Leadership: Emerging Leaders	5 Days	05 Jan – 09 Jan 2026 27 Apr – 01 May 2026 23 Nov – 27 Nov 2026 14 Dec – 18 Dec 2026 18 Jan – 22 Jan 2027

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CODE	COURSE	DURATION	JAN 2026 –JAN 2027
CG 26	Negotiation and Organizational Conflict Resolution	5 Days	26 Jan – 30 Jan 2026 16 Mar – 20 Mar 2026 09 Nov – 13 Nov 2026 14 Dec – 18 Dec 2026 04 Jan – 08 Jan 2027
CG 27	Systematic Approaches to Policy Design	5 Days	12 Jan – 16 Jan 2026 16 Feb – 20 Feb 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 18 Jan – 22 Jan 2027
CG 28	Corporate Restructuring Management	10 Days	12 Jan – 23 Jan 2026 02 Mar - 13 Mar 2026 30 Nov – 11 Dec 2026 28 Dec – 08 Jan 2027
CG 29	Leadership and Character in Uncertain times	5 Days	05 – 09 Jan 2026 28 – 31 Dec 2026 04 Jan – 08 Jan 2027
CG 30	Leading and Managing Non Profit Organizations	5 Days	12 Jan – 16 Jan 2026 09 Mar – 13 Mar 2026 02 Nov – 06 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 31	People Analytics: maximising Human Capital with Data	5 Days	19 Jan – 23 Jan 2026 16 Mar – 20 Mar 2026 16 Nov – 20 Nov 2026 30 Nov – 04 Dec 2026 25 Jan – 29 Jan 2027
CG 32	Leadership Coaching Strategies	10 Days	05 Jan – 16 Jan 2026 27 Apr – 08 May 2026 10 Aug – 21 Aug 2026 07 Dec – 18 Dec 2026 04 Jan – 15 Jan 2027
CG33	Leadership Strategies for Evolving Healthcare Executives	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
CG 34	Exercising right Leadership	5 Days	19 Jan – 23 Jan 2026 12 May – 16 May 2026 03 Nov – 07 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 35	Leadership and Human Resource Management	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2026
CG 36	Strategic Leadership and Management	10 Days	12 Jan – 23 Jan 2026 23 Feb - 06 Mar 2026 07 Sep - 18 Sep 2026 23 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG 37	Leading People and Teams	5 Days	26 Jan – 30 Jan 2026 11 May – 15 May 2026 27 Oct – 31 Oct 2026 30 Nov – 04 Dec 2026 04 Jan – 08 Jan 2027

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CODE	COURSE	DURATION	JAN 2026 –JAN 2027
CG 38	Leadership and Organization Excellence	10 Days	12 Jan – 23 Jan 2026 13 Jul – 27 Jul 2026 16 Nov – 27 Nov 2026 11 Jan – 22 Jan 2027
CG 39	Improving Leadership and Governance in Non Profit Organizations	10 days	19 Jan – 30 Jan 2026 20 Jul – 31 Jul 2026 02 Nov – 13 Nov 2026 30 Nov – 04 Dec 2026 04 Jan – 15 Jan 2027
CG 40	Leading Positive Change through Appreciative Inquiry	5 Days	25 May – 29 May 2026 09 Nov – 20 Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027
CG 41	Visionary Leadership, Identity and Motivation	5 Days	04 May – 08 May 2026 23 Nov – 27 Nov 2026
CG 42	Global Leadership and Personal Development	10 Days	05 Jan – 16 Jan 2026 09 Mar – 20 Mar 2026 02 Nov – 06 Nov 2026 30 Nov – 11 Dec 2026 04 Jan – 15 Jan 2027
CG 43	Inspiring Leadership through Emotional Intelligence	5 Days	13 - 17 Apr 2026 09 - 13 – Nov 2026
CG 44	Financial Decision Making for Leaders	10 Days	19 Jan – 30 Jan 2026 08 Jun – 19 Jun 2026 05 Oct – 16 Oct 2026 23 Nov – 04 Dec 2026 28 Dec – 08 Jan 2027
CG 45	Leading Transformations - Managing Change	10 Days	05 Jan – 16 Jan 2026 04 May – 15 May 2026 16 Nov – 27 Nov 2026 04 Jan – 16 Jan 2027
CG 46	Leading in the Digital Age	5 Day	05 Jan – 09 Jan 2026 04 May – 08 May 2026 09 Nov - 13 – Nov 2026 14 Dec – 18 Dec 2026 11 Jan – 15 Jan 2027