



PAN AFRICAN

Learning and Growth Network

MANAGEMENT ACCELERATION PROGRAM (MAP)

Expand your business expertise and give yourself the confidence you need to take that next step into business management

SUNBIRD KU CHAWE INN
ZOMBA, MALAWI

REGISTRATIONS FEE
K1,850,000
VAT EXCL

LIMITED TO
16 DELEGATES ONLY

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5-9
MAY
2025

FROM
8:00
TILL 4PM





ACCELERATE YOUR MOVE INTO MANAGEMENT. BECOME A LEADER

If you have already spent some years working as a high-performing functional expert and are ready to move forward in your career, then the Management Acceleration Program (MAP) is for you. This program helps you to expand your business management expertise, strengthen your knowledge and skill sets, and gives you the confidence you need to take that next step.

MAP equips you with the relevant perspectives and skills to work effectively across functions and cultures. It will reinforce your ability to both lead and follow in today's constantly changing, high-pressure and volatile business world.

CONTENT OVERVIEW

The Management Acceleration Program (MAP) curriculum is designed to serve three aims:

- Strengthening your leadership foundations;
- Sharpening your strategic insight;
- Broadening your business expertise.

It provides you with the perspectives and tools to understand and to manage all aspects of a business in such a way as to create value. Content-driven session streams alternate with experiential opportunities designed to make the learning personal and integrate it into a coherent, actionable whole. Furthermore, our optional follow-up virtual coaching sessions maximise participants' ongoing learning and development in the months following their return to the workplace - thereby leveraging their own and their organisations' investment in the program.



LEADERSHIP FOUNDATIONS

Examine how, why, and on whose behalf you lead in your work. Acquire the skills to lead and work within diverse teams and across functions and cultures.

Topics covered include:

- Developing your own and others' leadership talent
- Giving and receiving effective feedback
- Understanding, motivating and communicating within teams
- Exercising influence without formal authority
- Harnessing organisational culture and managing across cultures
- Leading organisational change.



STRATEGIC INSIGHT

Grasp the essence of strategic analysis, including how to compete as a single company within a single industry and how to build and manage a portfolio of businesses.

Topics covered include:

- Analysis by industry, market & competition
- Developing and sustaining competitive advantage
- Changing the rules of the game
- Strategic resources and alliances
- Corporate expansion, mergers and acquisitions.



BUSINESS EXPERTISE

Embark on a learning journey through all parts of a business that create, capture and deliver value. Gain a broad perspective on business and of each fundamental area.

Topics covered include:

- The key types of financial statements and their use for strategic decision-making
- Management accounting systems and the tools to identify relevant information
- Making structured marketing decisions in situations that initially seem totally unstructured
- The challenges to value creation in a supply network and co-ordinating initiatives for value capture.



LEARNING METHODOLOGY

The Management Acceleration Program includes a variety of learning methodologies:

- Interactive lectures to grasp the latest thinking and foundational concepts
- Case discussions based on real-life business dilemmas
- Work in diverse teams that provide perspectives different than your own
- Experiential activities to practise and examine your leadership in conditions of uncertainty
- Feedback from our experienced facilitators, classmates and colleagues at work through a 360° instrument
- Group consulting and personal coaching to assist your learning, reflection and future planning
- Simulations to integrate your knowledge and skills in a competitive yet low-risk environment.

Please note that the Management Acceleration Program runs over 5 days as a public program in person with a 1 day on-line session after 3-6 months. Many of the experiential leadership activities will take place during the course of the first 2 days of the workshop. This is an integral part of the learning and will involve individual and group work. Therefore full participation is required by all those attending the program.

In-house training or on-line training for this module can be arranged on a weekly basis over a period of 7-8 weeks.



ONGOING PERSONAL AND PROFESSIONAL DEVELOPMENT

Develop clear aims and plans for your ongoing personal and professional development. Focus on key management training topics.



LEAD EFFECTIVELY AND RESPONSIBLY

Enhance your ability to lead mindfully, effectively and responsibly with or without formal authority.



CREATING LONG-TERM VALUE

Stay more focused on creating value and grounded in long-term purpose.



PART OF A STRONG NETWORK

Join a community of high-potentials that will support you long after the program is over.



MORE COMPETENT AS A MANAGER

Enhance leadership competence as a manager.

WHO SHOULD ATTEND THE MAC?

Management Acceleration Program participants are so diverse that it is hard to generalise. However, they tend to fit the following profile:

- Individual contributors who aspire to gain - or have recently gained - management responsibilities
- Functional experts whose success depends on understanding the business as a whole, effective cross-functional interactions and the ability to influence without formal authority
- People with potential for future senior management roles
- Typically graduates with between five and twelve years of work experience.

We ensure that everyone has a comparable level of skills and experiences.

OPTIONAL FOLLOW-UP COACHING FOR LEARNING ENHANCEMENT

Just as the program preparation is designed to maximise participants' learning while at the training venue, so our follow-up virtual coaching sessions are designed to maximise participants' ongoing learning and development in the months following their return to the workplace - thereby leveraging their own and their organisation's investment in the program.

Included in the program fee is one follow-up coaching session. ***We also offer an additional five virtual follow-up sessions, not included in the tuition fee.*** The sessions each last one hour and are conducted over Zoom, Google Meet, Teams or Telecom They are entirely confidential. To be eligible, participants must have attended the program in the past 12 months.

CERTIFICATES

On completion of the training a PALGNET Certificate of Attendance will be awarded to delegates.