



INTERNATIONAL CENTRE OF EXCELLENCE FOR
TRANSFORMING LEADERSHIP DEVELOPMENT

Leadership Solutions Portfolio

Transforming Leadership & Governance (TLG) Solutions

Ten Flagship Programmes · A Global Faculty of Practitioners



Our Vision, Mission and Values

VISION

Nations experiencing holistic transformation in strategic spheres of society led by a growing network of competent leaders of integrity.

MISSION

Building leaders of integrity for societal transformation.



VALUES

Personal Life Transformation

Personal life transformation as the foundation for societal transformation.

Personal and Public Integrity

Integrity as the primary qualification for leadership.

Contextual Relevance

Relevance of every initiative to its cultural context.

Holistic Transformation

Transformation impacting all spheres of life and all domains of society.

Four Frameworks. One Leadership Model.

Every ILF programme is modelled on transforming leadership, ethical leadership, values-based leadership and impact leadership. Four lenses on one model of leadership.

Transforming Leadership

Leadership that changes mindsets first, so changed actions and institutions follow.

Ethical Leadership

Leadership anchored in moral and ethical principle, not expedience.

Values-Based Leadership

Leadership that leads from a clear, values-driven inner core.

Impact Leadership

Leadership measured by transformation delivered, not activity completed.

THE TRANSFORMATION CHAIN

Transformed Leaders



Stronger Organisations



Healthier Institutions



Transformed Communities



National Development



THE ILF BRAND PROMISE

ILF does not simply deliver leadership training. We diagnose leadership challenges and design practical transformation solutions powered by the proprietary 12Cs Transforming Leadership Framework.

Values Anchored

Need Focused

Application Driven

Evidence Based

Transformation Oriented

The ILF 12Cs Transforming Leadership Framework

Twelve proprietary leadership dimensions form one architecture. Every ILF solution is engineered from this engine. The market sees a leadership solution; the 12Cs remain the intelligence underneath it.

Character

The moral core that earns trust and leadership credibility.

Calling

The internal compass that gives leadership direction and durability.

Competence

The technical and professional mastery leadership is built on.

Communication

The ability to influence, align and inspire through word and presence.

Coaching

Developing others rather than merely directing them.

Collaborative Leadership

Leading with and through others, not around them.

Community Building

Creating belonging, trust and shared identity.

Change Leadership

Leading people through uncertainty and transition.

Creative Leadership

Innovating and adapting when old answers stop working.

Capacity Building

Growing the ability of people and institutions to deliver.

Celebrative Leadership

Recognising progress and sustaining morale.

Continuation

Building leadership pipelines and succession that outlast any one leader.

Four Ways to Engage ILF

Every ILF solution is delivered in one of four formats, matched to the depth of change an institution needs.

1

Executive Briefing

2 to 3 hours

Boards, CEOs and senior officials. Awareness, alignment, diagnosis.

2

Leadership Lab

1 day

The primary market-facing product and ILF's commercial workhorse.

3

Accelerator

2 days

Deeper skill-building and application for teams ready to go further.

4

Transformation Journey

3 to 6 months

Diagnostic, workshops, coaching, application and measurement combined.

The ILF 6D Transforming Leadership Method

Every engagement runs through the same six disciplines, from diagnosis to measured outcome.

1

DISCOVER

Understand the organisation, context and leadership challenge.

2

DIAGNOSE

Identify the underlying leadership capability gaps.

3

DESIGN

Build the appropriate solution using the 12Cs and relevant allied capabilities.

4

DEVELOP

Develop leaders through facilitated learning, reflection, tools and practice.

5

DEPLOY

Apply learning to real workplace challenges.

6

DEMONSTRATE

Measure application, outcomes and lessons.

OUR FACULTY

A Global Faculty, Locally and Internationally Dispersed

Every ILF programme is enriched by a diverse, globally dispersed faculty of practitioners. Senior figures from industry, academia, research, legislature, judiciary, the diplomatic corps and consulting, including CEOs, founders and board chairpersons with over 25 years of experience.

Industry & Business

Academia & Research

Legislature

Judiciary

Former Diplomats

Consulting

CEOs & Founders

Board Chairpersons



Ten Flagship Leadership Solutions

01

Leading with Integrity and Trust

Building Credibility, Accountability and Ethical Influence

02

From Manager to Transforming Leader

Moving Beyond Technical Competence to Leadership Impact

03

Leading Change Without Losing People

Building Leadership Capacity for Organisational Transformation

04

Building High-Performance Leadership Teams

From Individual Excellence to Collective Leadership

05

Leadership Communication and Emotional Intelligence

Influencing People, Navigating Emotions, Leading Difficult Conversations

06

Leadership for Execution and Accountability

Turning Strategy, Plans and Commitments into Results

07

Coaching, Talent and the Leadership Pipeline

Developing Leaders Who Develop Other Leaders

08

Adaptive and Innovative Leadership

Leading Through Complexity, Disruption and Uncertainty

09

Executive and Board Leadership

Governance, Stewardship and Strategic Leadership at the Top

10

Public Leadership for Service, Integrity and Impact

Transforming Leadership in Public Institutions

01 Leading with Integrity and Trust

Building Credibility, Accountability and Ethical Influence

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Organisations frequently struggle with declining trust, weak accountability, inconsistent values and ethical compromises that erode leadership credibility.

WHO SHOULD ATTEND

Boards

Executives

Managers

Public officials

NGOs

Churches

Professional bodies

Traditional Leaders

THE 12Cs ENGINE

Character • Calling • Communication • Community Building

Allied capabilities: Ethical decision-making, accountability, values alignment, trust, self-awareness.

“

ILF helps institutions strengthen the trust, integrity and accountability on which sustainable leadership performance depends.

INSTITUTIONAL VALUE PROPOSITION



02 From Manager to Transforming Leader

Moving Beyond Technical Competence to Leadership Impact

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Many organisations promote technically competent people into management without equipping them to lead people. Many existing senior managers, promoted years ago on the same basis, have still never been equipped to lead rather than merely manage.

WHO SHOULD ATTEND

Supervisors

First-line managers

Middle managers

Existing senior managers

Newly promoted leaders

Technical professionals

THE 12Cs ENGINE

Competence • Communication • Coaching • Capacity Building • Collaborative Leadership • Character

Allied capabilities: Emotional intelligence, delegation, feedback, difficult conversations, performance management.

“

ILF helps organisations convert technically competent managers, including long-serving senior managers, into leaders capable of developing people, building teams and producing sustainable performance.

INSTITUTIONAL VALUE PROPOSITION



03 Leading Change Without Losing People

Building Leadership Capacity for Organisational Transformation

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Strategies, restructuring, technology and organisational change frequently fail because leaders underestimate the human side of transformation.

WHO SHOULD ATTEND

Executives

Transformation teams

Managers

Public institutions

Change leaders

THE 12Cs ENGINE

Change Leadership • Communication • Collaborative Leadership • Creative Leadership • Coaching

Allied capabilities: Change management, stakeholder analysis, resistance management, emotional intelligence.

“

ILF helps organisations move through change while maintaining trust, engagement and execution.

INSTITUTIONAL VALUE PROPOSITION



04 Building High-Performance Leadership Teams

From Individual Excellence to Collective Leadership

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Strong individual leaders frequently operate in silos, protect turf, avoid difficult conversations and fail to function as one leadership team.

WHO SHOULD ATTEND

Executive teams

Management teams

Departmental heads

Boards

THE 12Cs ENGINE

Collaborative Leadership • **Communication** • **Community Building** •
Competence • **Celebrative Leadership**

Allied capabilities: Team effectiveness, trust, conflict management, accountability and psychological safety.

“

ILF helps leadership teams move from individual brilliance to collective, accountable performance.

INSTITUTIONAL VALUE PROPOSITION



05

Leadership Communication and Emotional Intelligence

Influencing People, Navigating Emotions, Leading Difficult Conversations

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Leadership failures frequently arise not because leaders lack intelligence, but because they cannot listen, manage emotions, communicate expectations or handle difficult conversations.

WHO SHOULD ATTEND

Managers

Executives

Team leaders

Public officials

Client-facing leaders

THE 12Cs ENGINE

Communication • Character • Collaborative Leadership • Coaching • Community Building

Allied capabilities: Emotional intelligence, listening, empathy, influence, conflict management, feedback.

“

ILF helps leaders communicate in ways that strengthen trust, alignment, relationships and performance.

INSTITUTIONAL VALUE PROPOSITION



06 Leadership for Execution and Accountability

Turning Strategy, Plans and Commitments into Results

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Many institutions know what they intend to do but struggle with execution, accountability, ownership and follow-through.

WHO SHOULD ATTEND

Executives

Managers

Public institutions

Project leaders

Departmental heads

THE 12Cs ENGINE

Competence • Capacity Building • Coaching • Communication • Change Leadership

Allied capabilities: Execution discipline, priorities, accountability, performance management, decision-making.

“

ILF helps institutions convert intentions into disciplined execution and measurable results.

INSTITUTIONAL VALUE PROPOSITION



07

Coaching, Talent and the Leadership Pipeline

Developing Leaders Who Develop Other Leaders

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Institutions become vulnerable when leadership knowledge sits with a few senior people and there is no deliberate succession pipeline.

WHO SHOULD ATTEND

Executives

Managers

HR leaders

Faith institutions

Family businesses

NGOs

THE 12Cs ENGINE

Coaching • Capacity Building • Continuation • Calling • Competence

Allied capabilities: Mentoring, succession, delegation, talent identification, developmental conversations.

“

ILF helps institutions build leadership pipelines so capacity continues beyond the current generation of leaders.

INSTITUTIONAL VALUE PROPOSITION



08 Adaptive and Innovative Leadership

Leading Through Complexity, Disruption and Uncertainty

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Organisations increasingly face conditions where yesterday's methods cannot solve tomorrow's problems.

WHO SHOULD ATTEND

Executives

Managers

Entrepreneurs

Public-sector leaders

NGOs

THE 12Cs ENGINE

Creative Leadership • Change Leadership • Competence • Collaborative Leadership • Communication

Allied capabilities: Innovation, critical thinking, problem-solving, adaptive leadership, decision-making under uncertainty.

“

ILF equips leaders to respond intelligently and creatively when complexity makes conventional solutions inadequate.

INSTITUTIONAL VALUE PROPOSITION



09 Executive and Board Leadership

Governance, Stewardship and Strategic Leadership at the Top

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Boards and executives sometimes confuse governance with management, lack alignment, fail to interrogate strategy effectively or do not create appropriate accountability.

WHO SHOULD ATTEND

Boards

Governing councils

CEOs

Executive teams

Nonprofit boards

Faith institutions

THE 12Cs ENGINE

Character • Calling • Competence • Communication • Collaborative Leadership
• Continuation

Allied capabilities: Governance, stewardship, strategy, board and management boundaries, risk, succession.

“

ILF strengthens the leadership and governance capability required at the highest levels of institutional stewardship.

INSTITUTIONAL VALUE PROPOSITION



10 Public Leadership for Service, Integrity and Impact

Transforming Leadership in Public Institutions

One-Day ILF Leadership Lab • Powered by the ILF 12Cs Framework

THE CHALLENGE

Public institutions need leaders capable of delivering results while balancing accountability, service, integrity, stakeholder complexity and institutional constraints.

WHO SHOULD ATTEND

Ministries

Agencies

MMDAs

State institutions

Public-sector managers

THE 12Cs ENGINE

Character • Calling • Competence • Communication • Collaborative Leadership
• Community Building

Allied capabilities: Public-service orientation, stakeholder management, accountability, execution, change management.

“

ILF helps public institutions strengthen integrity, collaboration, execution and transformational service.

INSTITUTIONAL VALUE PROPOSITION



Bring This Portfolio to Your Institution

Contact: +233 24 428 7835, +233 24 472 1445

Discover



Diagnose



Design



Develop



Deploy



Demonstrate



International Leadership Foundation

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