

From Manager to Transforming Leader

Moving Beyond Technical Competence to Leadership Impact

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

INTERNATIONAL CENTRE OF EXCELLENCE FOR TRANSFORMING LEADERSHIP DEVELOPMENT

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 INSTITUTIONAL VALUE

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

Bring this Leadership Lab to your institution.

Speak with ILF Ghana about configuring this solution for your leaders and your context.

Request an executive dialogue



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12Cs ENGINE



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.



Capacity Building

Growing the ability of people and institutions to deliver.



Collaborative Leadership

Leading with and through others, not around them.



Character

The moral core that earns trust and leadership credibility.

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

HOW IT IS DELIVERED

2 TO 3 HOURS

Executive Briefing

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

1 DAY

Leadership Lab

The core ILF format.

STANDARD FORMAT

2 DAYS

Accelerator

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

3 TO 6 MONTHS

Transformation Journey

Diagnostic, workshops, coaching, application and measurement combined.

THE ILF 6D METHOD



Discover

Understand the organisation, context and leadership challenge.



Diagnose

Identify the underlying leadership capability gaps.



Design

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



Develop

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



Deploy

Apply learning to real workplace challenges.



Demonstrate

Measure application, outcomes and lessons.

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.

BEGIN WITH THE LEADERSHIP CHALLENGE PULSE

Every engagement begins with a short Leadership Challenge Pulse, so the programme is configured around the problem your institution actually has.

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