



LEADING PEOPLE | DRIVING PERFORMANCE | DELIVERING RESULTS

MANAGERIAL EXCELLENCE TRAINING PROGRAMME



Sedex²

PROGRAMME OVERVIEW

Many organizations invest heavily in strategy development, technology, systems, and employee training, yet continue to struggle with:

- Poor execution of strategic plans
- Weak accountability and ownership
- Low employee engagement
- Silo mentality and poor collaboration
- Inconsistent leadership practices
- Resistance to change
- Limited managerial effectiveness

The challenge is rarely strategy.

The challenge is the ability of managers to translate strategy into performance through people, systems, communication, and accountability.

The Managerial Excellence™ Programme is designed to help managers become institution builders who can lead people, improve performance, strengthen culture, and deliver sustainable organizational results.

Built on the Managerial Excellence Framework™ developed by L'AINÉ Academy, this programme provides a practical and integrated system for improving leadership effectiveness and organizational performance.

PROGRAMME OBJECTIVES

By the end of the programme, participants will be able to:

- ▶ Think strategically and align departmental goals with organisational priorities
- ▶ Strengthen employee engagement, motivation and ownership
- ▶ Improve operational efficiency through better systems and processes
- ▶ Communicate with greater influence and effectiveness
- ▶ Establish a culture of accountability and results
- ▶ Lead with resilience, emotional intelligence and purpose



THE MANAGERIAL EXCELLENCE FRAMEWORK™

Six interconnected pillars that turn managerial capability into organisational results

1

Strategic Thinking & Direction

Creating clarity, focus, alignment and priorities.

4

Communication & Influence

Strengthening stakeholder engagement, teamwork and alignment.

2

People, Culture & Engagement

Building commitment, trust, ownership and collaboration.

5

Accountability & Results

Driving ownership, performance measurement and execution.

3

Operational Excellence & Systems

Creating efficient processes and execution discipline.

6

Leadership & Mindset Alignment

Building self-awareness, resilience, ethics and adaptability.

PARTICIPANT TAKEAWAYS

- ▶ Managerial Excellence Framework™ Handbook
- ▶ Six-Pillar Diagnostic Tool
- ▶ Personal Leadership Assessment
- ▶ 90-Day Action Plan Template
- ▶ Certificate of Completion

EXPECTED ORGANISATIONAL IMPACT

- ▶ Stronger strategic alignment
- ▶ Higher employee engagement
- ▶ Improved operational efficiency
- ▶ Greater accountability and ownership
- ▶ More effective leadership and collaboration
- ▶ Better performance outcomes

AT THE CENTRE: ORGANISATIONAL RESULTS

Higher Performance • Stronger Culture • Improved Productivity • Sustainable Growth

WHY CHOOSE L'AINÉ ACADEMY?



Over 30 years of HR and organisational development expertise



Programmes designed to improve performance, accountability and workplace effectiveness



Interactive sessions using discussions, case studies and practical tools



Practical, results-driven learning tailored to real workplace needs



Trusted learning partner for public and private sector organisations

ORGANISATIONS WE HAVE WORKED WITH



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