MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

Generated: 09-Nov-2026

Course Profile Document

AI for NGO, Government and Business

Advanced Leadership Training Masterclass

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSDI	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course **View Online Course Page**

Course Overview

This customised Magna Skills masterclass equips senior managers, executives and emerging leaders to translate strategy into results, lead teams through change and make sound decisions under pressure. It is designed for leaders in government, revenue authorities, development organisations and the private sector.

Participants will practise setting clear priorities, delegating authority, coaching managers and addressing difficult performance issues. The programme also examines how leaders can use data and approved AI tools to compare options, prepare decision briefs and monitor progress while retaining responsibility for decisions.

Through leadership simulations, peer feedback and a workplace case study, participants will develop a 90-day action plan to address a leadership challenge in their organisation.

Course Outcomes

- Translate strategic priorities into measurable outcomes, clear responsibilities and regular performance reviews.
- Adapt their leadership approach to the needs of different teams, individuals and situations.
- Make and communicate decisions under uncertainty using evidence, sound judgement and ethical reasoning.
- Coach managers, address underperformance and resolve conflict through constructive conversations.
- Lead an organisational change initiative with a clear plan for stakeholder engagement, adoption and accountability.
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Course Outline / Curriculum

Leadership Self-Awareness and Executive Effectiveness

- Assessing personal leadership habits, strengths and blind spots, and their impact on trust and team performance.
- Adapting leadership styles to team capability, operational pressure and the level of support people need.

2. Strategic Leadership and Execution

- Translating organisational strategy into a small set of priorities, measurable outcomes and clear ownership.
- Establishing review routines that identify stalled work, resolve obstacles and hold teams accountable for delivery.

3. Executive Decision-Making, Data and AI

- Comparing options, testing assumptions and weighing trade-offs when information is incomplete or stakeholders disagree.
- Using approved AI tools to challenge assumptions and draft decision briefs, then verifying evidence and documenting the final rationale.

4. Delegation, Empowerment and Team Accountability

- Delegating outcomes with clear authority, expectations and checkpoints so managers can act with confidence.
- Addressing unclear roles, duplicated work and weak handovers across departments.

5. Coaching, Performance Management and Talent Development

- Conducting coaching and feedback conversations that identify performance barriers and agree practical next steps.
- Developing managers through stretch assignments, targeted support and succession planning.

6. Executive Communication and Stakeholder Influence

- Communicating decisions and priorities clearly to boards, staff, partners and other stakeholders.
- Negotiating across departments and securing commitments when interests, resources or expectations differ.

7. Conflict Resolution and Difficult Conversations

- Diagnosing the causes of conflict and separating observable behaviour, assumptions and underlying interests.
- Practising conversations about underperformance, resistance or strained working relationships, with clear agreements and follow-up.

8. Leading Change and Organisational Culture

- Assessing readiness for change, anticipating resistance and involving the people responsible for implementing it.
- Reinforcing new behaviours through visible leadership, staff feedback and measures of adoption.

9. Ethical Leadership, Governance and Crisis Response

- Applying ethical reasoning to conflicts of interest, competing demands and decisions that affect staff or the public.
- Clarifying decision authority, escalation routes and communication responsibilities during a crisis.

10. Integrated Leadership Simulation and 90-Day Action Plan

- Responding to a simulated case involving declining performance, stakeholder pressure and a major organisational change.
- Preparing a 90-day plan that specifies actions, owners, milestones and measures of progress for a real workplace challenge.

Target Audience

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Agriculture officers, food security specialists, rural development teams, NGOs, planners, government officials, climate programme teams, development project staff, extension officers, land officers, donor funded project teams and agricultural policy professionals.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flex

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Advanced Leadership Training Masterclass
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____