



**THE CEO
APPRENTICESHIP
PROGRAMME**

**unlocking
the full
leadership
potential**



Ethical Leadership for Growth and Prosperity

A CEO Roundtable of Tanzania Initiative

INTRODUCTION

Tanzania is one of the fastest growing economies in the world. This strong growth momentum is projected to continue in the long-term and is driven by exciting investment opportunities within key economic sectors including Oil & Gas, Agriculture and Manufacturing. Tanzania's economic acceleration intensifies the need for executive talent. However, Tanzania's rapid growth combined with inadequate investment in human capital has created a shortage of executive talent, which could curtail the country from achieving its full potential.

In Africa and other emerging markets, research shows that there is an inherent shortage of local human talent with the right blend of skills, technical ability, inspiration, intellectual capability, critical perspectives and leadership acumen to assume the critical role of a CEO.

An initiative driven by the CEO Roundtable of Tanzania (CEO-T) and in partnership with Strathmore Business School (SBS), the CEO Apprenticeship Programme (CAP) is born out of the recognition that Tanzania needs to urgently address the existing leadership gap in the country.

THE OBJECTIVE

CAP is designed to attract experienced Tanzanians to establish peer and CEO networks and through training, coaching and mentorship, prepare them to become future CEOs. Through strategic partnerships and programme sponsors, the main objective of the CAP initiative is to facilitate the succession of CAP graduates into CEO positions over time thus creating a pipeline of competent and experienced business leaders in Tanzania.

LEADERS AS TEACHERS

CAP will offer a practical goal-oriented coaching/mentoring curriculum through executive coaching and leadership engagement specifically designed to unlock individual leadership potential and deepen knowledge of corporate leadership whilst expanding an entrepreneurial mind-set within each practitioner:

"Leaders need to make wise decisions that balance short term considerations with the achievement of long-term objectives. This demands that the leaders are aware, not only of their local challenges, but are also prepared to fight it out in an international arena."
- Dr. George N. Njenga, Dean, Strathmore Business School (CAP Strategic Partner)

Accelerated Leadership Growth.

Building regional networks.

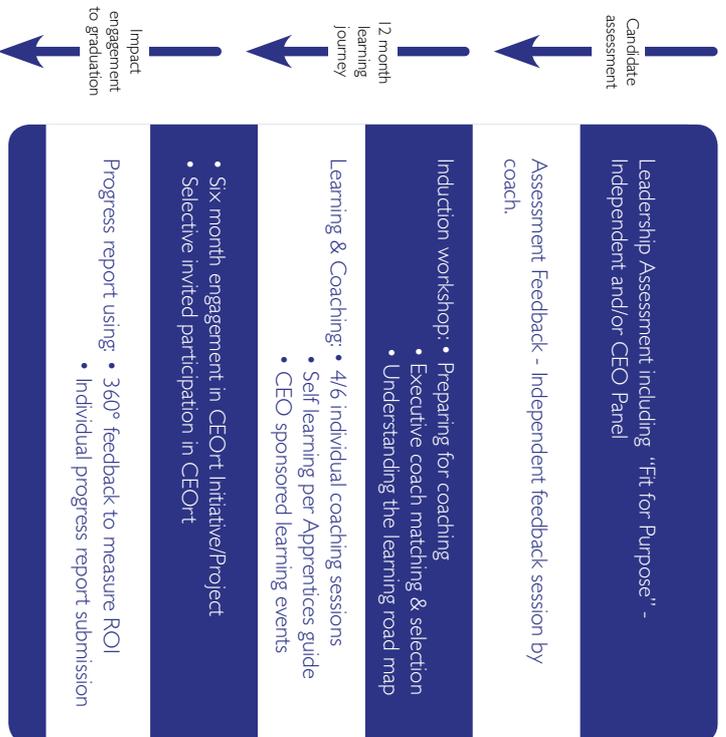
One-on-one engagement & coaching by Tier 1 CEOs.

Tapping directly into the knowledge centres of the best business schools and thought leaders in the region and beyond.

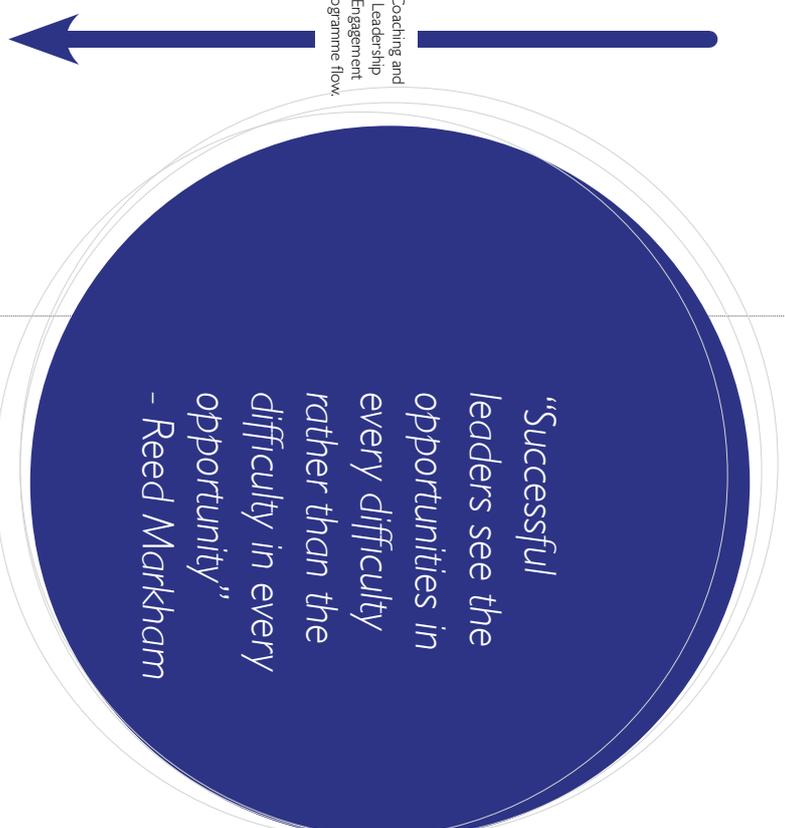
COACHING PROGRAMME FLOW

The executive coaching program will provide the next generation of leaders with an opportunity to participate in a journey of self-discovery.

Selected executives will undergo a twelve (12) month leadership developmental programme including leadership assessments, encompassing globally benchmarked personality values, and 360° feedback assessments.



Coaching and Leadership Engagement Programme flow



CURRICULUM TOPICS

Distinguished leaders from within the region and across the globe will be invited to participate as Mentors and Coaches, covering a broad range of topics as part of the accelerated leadership growth programme.

The curriculum topics will include:

- Self Leadership and the Executive Challenge
- The Skill of Decision Making
- Political Savvy: Power, Influence, and Stakeholder Management
- Mastering Strategy
- Business Acumen
- Conflict Resolution
- Visionary Leadership
- Corporate Governance and Ethical Standards
- Personal Branding
- Internal Organisational Management
- Executive Communication
- Team Engagement

BENEFITS OF CAP

The programme is designed to achieve the following key benefits:

- Enhanced self-awareness through continuous leadership assessments.
- Effective decision making performance improvement and lasting behaviour change through supportive learning and development.
- Developing new ways of approaching business challenges; Identifying and evaluating opportunities and navigating through a complex business environment
- One-on-One mentorship and coaching with experienced executive coaches who will employ expert skills in observation, questioning, listening and creative techniques based on sound psychological processes with each executive enrolled in the programme to create a conversation that is rich with insight and learning.
- Networking opportunities with CEOs in Tanzania and across the region to showcase progress.
- Detailed report following the completion of the programme, which will identify change and areas for further development.



ELIGIBILITY CRITERIA

Senior executives from within Government, Private Sector and Non-Profit Organisations are eligible to participate in the programme. Women are encouraged to apply. All applicants should have completed an undergraduate degree and must be referred by his/her CEO in order to participate in the programme.

CANDIDATE SELECTION

The CEO Roundtable has partnered with Strathmore Business School (SBS) to lead the rigorous selection process.

The potential candidate will be expected to submit the following:

- Curriculum Vitae
- Expression of Interest Letter
- Referral Letter from sponsoring CEO
- Copy of Bachelor's and/or Masters degree

Following approval by the CAP Executive Committee, successful candidates will be invited to participate in the CEO Apprenticeship Programme for a full calendar year commencing from January.

Admission into the programme may not be deferred.

EXPECTED OUTCOME

For the duration of the 12-month programme, cohorts will be assigned a project designed to challenge them to find innovative solutions with high socio-economic impact, which address Tanzania's most urgent challenges.

Upon completion of the programme, cohorts are expected to have acquired the necessary knowledge and skills to graduate into Executive positions. This will be demonstrated through the project proposal, which will be presented to leaders within Government, Private Sector and Development Partners during the graduation ceremony.

IMPACT

A pipeline of executive talent ready to graduate to CEO positions within the region and beyond.

"For many years, I have been asked what we are doing as CEOs to shape our next generation of leaders. Endorsed by the CEO Roundtable of Tanzania, CAP aims to identify CEOs in waiting and through capacity building and knowledge transfer, equip them with the necessary skills to lead. With their wealth of knowledge and expertise, I believe CEOs can make a significant impact towards developing the next generation of Tanzanian leaders."

*- Ali A. Mufuruki,
CEO of Director*

"Education is the most powerful weapon which you can use to change the world"

- Nelson Mandela



CEO Roundtable of Tanzania (CEOrt)

The CEO Roundtable of Tanzania (CEOrt) was founded in the year 2000 bringing together 150 Chief Executive Officers (CEOs) of leading companies in Tanzania. Underpinned by the ethos "Ethical Leadership for Growth and Prosperity", the CEOrt was established to foster close cooperation between the public and private sectors in Tanzania, with the view of accelerating expansion and growth of the Tanzanian economy.

Recognizing that human capacity is critical to Tanzania's sustained socio-economic development, the CEOrt is pleased to partner with Strathmore Business School to develop a 12-month programme with the objective of identifying talented individuals and to harness their talent to become future business leaders in Tanzania.



Strathmore Business School (SBS)

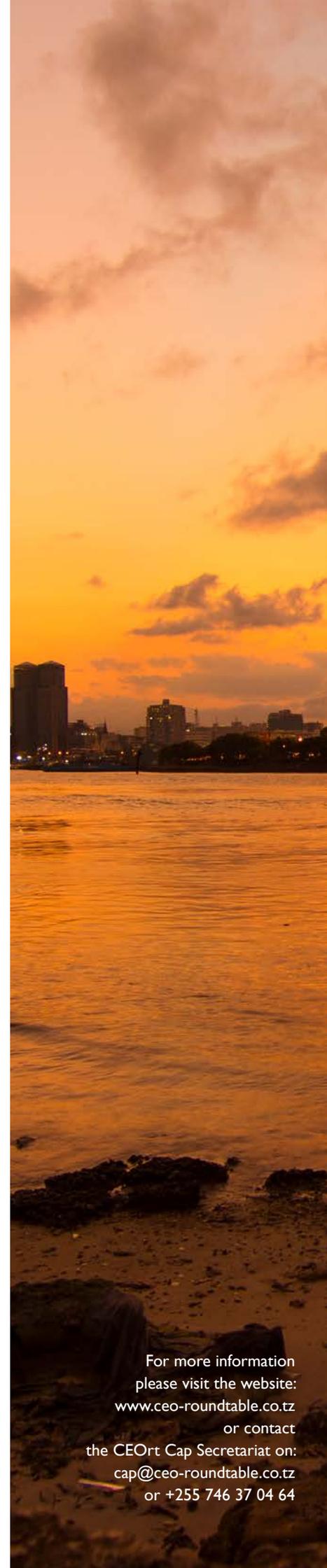
Strathmore was established in 1961. Over the years, Strathmore University has grown significantly with a student population of over 5000 and has become one of the most respected private universities in the region.

In 2015 the Strathmore Business School (SBS) Tanzanian Leadership Academy was founded with its core objective being the development of leadership in Africa with a focus on transformation through virtue.

In an endeavour to transform leadership in Africa, Strathmore Business School (SBS) seeks to influence leadership within the public and private sectors. This is the overarching mission at SBS; "Service to society through developing virtuous leaders by providing world-class executive management education in a local setting".

Academic and Corporate Partnerships:

1. IESE Business School- University of Navarra in Spain
2. Wharton Business School- University of Pennsylvania
3. Duke University
4. ISB: India School of Business- Hyderabad
5. School of Advanced International Studies, John Hopkins University



For more information
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