



International Management and Leadership Programme **2011**

Enhancing the effectiveness of managers and leaders in **INGOs**

31 October – 4 November
5 days
Mumbai, India

Exclusive 10% discount
for People In Aid members

=mc

in association with

PEOPLE IN AID

www.IMLP.co.uk

The International Management & Leadership Programme (IMLP) is an intensive 5-day training programme designed to develop strategic, high-performing leaders. Initiated in 2006, the programme was designed by The Management Centre (=mc) and People In Aid in response to the increasing demand from INGOs for high-level, effective leadership development programmes.

“ Leadership is without doubt one of the most critical issues for international humanitarian and development organisations today. In this time of economic austerity, developing future leaders is essential. Through six carefully worked modules, this programme is a key tool in achieving that. ”

Ben Emmens, Director of HR Services, People In Aid

Develop your international management expertise:

- create high-performing teams
- develop skills in distance and cross-cultural management
- improve your ability to work under pressure
- become a confident, strategic leader

“ In the frantic world of INGOs, it's easy to manage on autopilot and forget about the consequences and outputs. The training challenged that and helped me to assess the type of leadership required in any given situation. The practical elements really brought the theory alive – in particular, I realised the importance of making difficult decisions and having courageous conversations with colleagues. ”

**Maria Twerda, Regional Programme Manager,
Netherlands Red Cross**

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£1,500 GBP**

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The Programme

Spread over five days, the programme covers the following core modules:

1. Team Development: create high-performing diverse teams

- apply effective decision-making processes within teams
- use coaching skills to develop others

2. International Management: develop management skills for international challenges

- choose and apply effective management styles that fit the individual, team and situation
- develop greater emotional intelligence as a manager and a leader
- discover techniques for becoming more effective at remote management

3. Personal Effectiveness: enhance your personal presence and performance

- develop strategies for effective time management
- confidently hold difficult conversations, drawing on non-violent communication and feedback skills

4. Strategic Leadership: become a confident, strategic leader

- apply a framework of strategic thinking to your work
- identify steps for leading yourself and others through change

5. Simulation Exercise: improve your ability to work under pressure

- apply management and leadership skills under pressure
- understand your own responses to pressure and how to improve them

6. Apply the Learning: plan your ongoing development as an international leader

- connect what you've learnt to your role and current challenges
- plan how you will apply new skills and techniques in your work



Special features:

- receive 360° feedback on your management style using our pre-programme assessment
- benefit from one-to-one coaching on live issues
- apply the learning in live team projects, including a half-day simulation exercise

Who else has attended?

The following organisations have previously benefitted from the programme:

- CAFOD
- Hope and Homes for Children
- International HIV/AIDs Alliance
- Marie Stopes International
- Merlin
- Mines Advisory Group
- Norwegian Refugee Council
- Oxfam
- Tearfund
- The Leprosy Mission International
- Sightsavers
- UNDP
- WaterAid
- WWF



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Book your place now
at www.IMLP.co.uk

Facilitators



Alex Gough

Principal Learning & Development Consultant, **=mc**

Alex is the lead facilitator of the International Management and Leadership Programme, working closely with People In Aid to develop the programme content. She previously worked for several years at the Church Mission Society and has delivered international management programmes to organisations such as Plan International, Concern Worldwide and Catholic Relief Services working across regions such as Cambodia, Liberia and Sierra Leone. As an expert in strategic leadership and building high-performing teams, Alex will share her knowledge and experience of effective team working across cultures and borders.



Usha Menon

Director, **=mc** Asia

Usha Menon is recognised as one of very few Asian non-profit (NPO) leaders with experience and expertise in both cross-border management and training with multi-national and multi-cultural exposure. She specialises in management and Board strategies and leadership development. With over 23 years in the non-profit sector, she has supported, consulted and worked for a range of international, national and regional organisations including Habitat for Humanity International, YMCA Singapore, and The Resource Alliance. Residing in Singapore and having worked across Asia, USA and Europe, Usha offers the local perspective to complement international thinking.

Book your place now at www.IMLP.co.uk

Programme and Booking Information

Duration: 5 days, residential

Dates: 31 October – 4 November (arrival and introductions on Sunday 30 October)

Cost: GBP1500

Includes: 5 nights accommodation, all meals and refreshments as well as full documentation including the International Management and Leadership Handbook

Location: Mumbai, India

Who is it for: NGO project managers, regional specialists, technical advisors and experienced international managers who have the potential to progress to leadership positions

Pre-course: Participants will be asked to complete a pre-course questionnaire to help us focus the content to your specific needs

Post-course: Participants will have access to ongoing email support and additional resources via the Management Centre website

Book now: www.IMLP.co.uk, alternatively contact Amy Brennan on +44 (0) 20 7978 1516 or email a.brennan@managementcentre.co.uk



People In Aid members: We are offering a 10% discount to all People In Aid members, a saving of GBP150 per participant. To find out more about People In Aid membership, visit: www.peopleinaid.org

Book your place now at www.IMLP.co.uk