

ELDĀ

ENTERPRISE AND LEADERSHIP DEVELOPMENT ACADEMY



4 Months Virtual Sessions

Certificates will be presented at
the end of each module.

Overview

In today's fast evolving and competitive business landscape, the imperative for continuous learning and leadership development cannot be overstated. While multinational corporations have long institutionalised structured training programmes ranging from corporate academies to leadership pipelines, many medium-scale enterprises struggle to implement similar initiatives due to budgetary constraints, resource limitations, or a lack of strategic know-how.

ELDA has been meticulously designed as a strategic partner for organisations seeking to enhance their human capital capabilities. By offering a comprehensive, outsourced solution for continuous professional development, ELDA serves as an extension of an organisation's leadership and talent development framework, ensuring that businesses, regardless of scale, can build a robust pipeline of competent professionals, forward-thinking intrapreneurs, and high-impact leaders.

At ELDA, we take a structured, research-backed, and industry-relevant approach to capacity building. Our programmes are designed to instil in participants the core competencies required for strategic leadership, entrepreneurial success, and sustainable business growth. We leverage a blend of experiential learning, case-based simulations, and executive coaching to equip individuals with the necessary tools to navigate complex business challenges and drive organisational transformation.

Who Should Enrol?

ELDA is designed for forward-thinking organisations committed to fostering a culture of continuous learning, professional development, and leadership excellence. We seek strategic partnerships with companies that understand the importance of investing in their workforce as a means of driving long-term business success.

Organisations that should enrol include:

Corporations & Enterprises looking to build a sustainable leadership pipeline and strengthen internal capabilities.

SMEs & Growth-Stage Businesses aiming to equip their teams with the skills needed to scale operations and compete effectively.

Government & Public Sector Institutions seeking to develop strategic thinkers and high-impact leaders within their organisations.

Non-Profit & Social Enterprises focused on building resilient leadership that drives sustainable impact.

Professional Associations & Industry Groups dedicated to enhancing the competencies of their members through structured training and mentorship programmes.

If your organisation values talent development, leadership excellence, and strategic capacity-building, ELDA is your trusted partner in this journey. By enrolling your staff, you are not only investing in their individual growth but also positioning your organisation for long-term success in an ever-evolving business landscape.

Benefits

Organisational Benefits of Enrolling Staff in ELDA

Organisations that invest in ELDA for their employees will benefit from:

Stronger Leadership Pipeline: A structured approach to developing future executives and managerial talent.

Improved Workforce Productivity & Efficiency: Employees gain skills that enhance operational performance and innovation.

Higher Employee Engagement & Retention: Investment in learning fosters loyalty, motivation, and reduced turnover rates

Competitive Advantage & Business Sustainability: A more skilled workforce drives business resilience, adaptability, and market leadership..

Cost-Effective Talent Development Solution: Outsourcing training to ELDA eliminates the need for an in-house learning academy, reducing overhead costs.

Key Takeaways for Participants

Participants of ELDA will gain:

Strategic Leadership Acumen: The ability to make high-level, data-driven decisions and lead effectively in dynamic environments.

Entrepreneurial Mindset & Business Growth Strategies: Practical frameworks for launching, scaling, and sustaining successful enterprises.

Enhanced Problem-Solving & Critical Thinking Skills: Tools and methodologies to analyse complex business challenges and implement innovative solutions.

Career Advancement & Professional Growth: Access to executive mentorship, industry connections, and leadership development pathways.

Real-World Application & Hands-On Experience:

Case studies, simulations, and interactive workshops to bridge theory and practice.

Our Training Approach

Expert-Led Facilitation: Our faculty comprises seasoned industry practitioners, thought leaders, and subject matter experts who bring real-world experience and best practices to every training session.

Business-Centric Curriculum: This programme utilises case studies meticulously demystified to address contemporary

business challenges, ensuring that participants acquire relevant, actionable insights that drive organisational success.

Flexible & Accessible Learning: This programme is designed to be fully virtual while maintaining a rigorous and immersive structure that ensures deep engagement and impactful learning without geographical constraints.

Curriculum

Month 1: July 2025

Module 1: Decision-Making and Problem-Solving

Saturday, July 4

Foundations of Decision-Making

Introduction to Decision-Making

- Types of decisions (strategic, tactical, operational)
- Key elements of effective decision-making: data, intuition, and context

Decision-Making Frameworks

- SWOT analysis, cost-benefit analysis, and decision trees
- Applying the OODA Loop (Observe, Orient, Decide, Act)

Case Study: Analysis of a corporate decision failure (e.g., Blockbuster vs. Netflix)

Saturday, July 11

Advanced Problem-Solving Techniques

Problem Identification and Definition

- Root cause analysis and the 5 Whys technique
- Understanding cognitive biases that affect problem-solving

Problem-Solving and Critical Thinking Tools

- Lateral thinking, systems thinking, and brainstorming techniques.

Activity: Participants work on real-world scenarios to identify and propose solutions.

Saturday, 18th July

Crisis Management and Leadership

Handling Decision-Making Under Pressure

- Strategies for making sound decisions in high-stakes situations.

Month 2: August 2025

Module 2: Communication and Presentation Skills

Saturday, 1st August

Professional Communication Techniques (Facilitator: Blessing)

Principles of Business Communication

- Verbal, non-verbal, written.

Effective Listening and Feedback

- Active listening techniques and giving/receiving constructive feedback

Workshop: Role-playing professional communication scenarios.

Saturday, 8th August

Persuasive and Impactful Presentations

Crafting Compelling Messages

- Structuring presentations for clarity and engagement
- The power of storytelling and data visualisation

Delivery Techniques

- Managing stage presence, tone, and body language

Activity: Participants create and deliver a 5-minute presentation.

Saturday, 15th August

Mastering Professional Communication

Professional Writing Skills

- Emails, reports, and proposals.
- Creating Visual Aids (Designing effective slides and infographics)

Practical Exercise: Drafting and refining written communication materials with appropriate visual elements

Curriculum

Month 3: September 2025

Module 3: Strategic Thinking and Personal Development

Saturday, 5th September

Strategic Planning and Vision Building

Defining a Strategic Vision

- Characteristics of effective visions and missions
- Goal-setting frameworks: SMART and OKRs

Strategic Planning Techniques

- Long-term planning aligned with short-term actions.

Workshop: Creating a vision and mission for a personal or organisational goal.

Saturday, 12th September

Personal and Professional Growth

Self-Mastery and Motivation

- Understanding the DISC personality model for self-awareness
- Building confidence and emotional resilience

Career Mapping and Development

- Identifying career goals and aligning them with strengths and aspirations.

Activity: Participants create a personal growth and career development plan.

Saturday, 19th September

Implementing Strategy

From Strategy to Execution

- Overcoming obstacles and maintaining focus
- Tools for monitoring progress and ensuring accountability

Activity: Simulating strategy implementation through a group project

Month 4: October 2025

Module 4: Innovation and Strategic Execution

Saturday, 3rd October

Driving Strategic Innovation

Introduction to Design Thinking

- Stages: Empathise, Define, Ideate, Prototype, and Test

Blue Ocean Strategy

- Creating uncontested market space and making competition irrelevant

Case Study: Analysis of a company's innovative success (e.g., Apple or Tesla)

Saturday, 10th October

Innovating in Disruptive Environments

Adapting to Change

- Identifying and leveraging disruptive trends
- Innovating processes, products, and business models

Disruption Case Study: How companies like Amazon and Airbnb disrupted industries.

Saturday, 17th October

Strategy Execution and Results

Foundations of Strategy Execution

- Why Strategies Fail
- Key Pillars of Execution Success (Clarity of purpose, Accountability, Agility)

Aligning Teams, Resources, and Objectives

- Building Alignment Across the Organisation
- Optimising Resources for Execution
- Group Activity: Develop a resource alignment plan for a simulated strategic project.

Curriculum

Managing Execution in Dynamic Environments

- Adapting to Change and Uncertainty
- Leadership in Execution
- Tracking Progress and Ensuring Accountability
- Practical Exercise: Participants work on a real-life or case study project: Create a strategy execution plan, including KPIs, risk assessment, and a contingency framework.

Measuring Results and Continuous Improvement

- Evaluating Outcomes
- Institutionalising a Culture of Execution:
- Case Study: Analysing a successful example of strategy execution from a leading organisation (e.g., Amazon, Toyota, or a regional success story).

ELDĀ



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