



# Institute for National Transformation

## UGANDA

### *Invitation to*

## THE OAK SEED EXECUTIVE LEADERSHIP COURSE

The Institute for National Transformation aims at developing leaders in Uganda who will lead their organizations and communities to higher levels of success.



[WWW.INTUGANDA.ORG](http://WWW.INTUGANDA.ORG)

The envisioned outcome is to develop values-based “no excuse” leadership of integrity and exceptional organizational skills from both the private and public sectors throughout Uganda. This leadership will proffer performance instead of pronouncements; expertise and competence instead of title and position; bold developmental initiatives instead of seeking handouts; compassion for our people instead of dictatorship, control and abuse; and, legendary positive impact in the country instead of failures and excuses.

To achieve this, the Institute is targeting seven spheres of the society for training on integrity leadership and quality management principles:

1. **Politics & Governance**
2. **Education**
3. **Business & Economy**
4. **Communication and News Media**
5. **Family (including social services)**
6. **Religion and**
7. **Celebration (Arts & Culture, sports & entertainment)**

*7 Spheres of Society*

The flagship program of the Institute for National Transformation is the Oak Seed Executive Leadership Course (OSEL). The prospective students of OSEL will learn to operate with a global vision, develop skills and character sets that will have far-reaching implications for their careers and the organizations and/or communities which they will lead. These “Oak Seed” leaders will be authentic, skilled, and bold in taking initiatives and responsibilities.

## THE ACADEMIC CONTENT

The OSEL academic content is designed to inculcate four key values in the participants:

- Responsibility
- Integrity
- Compassion
- Excellence

The content is grouped into six modules and there are six lecture topics under each of the first five modules:

- MODULE 1:** MAKING A CASE FOR PARADIGM SHIFT
- MODULE 2:** CREATING AN ENABLING ENVIRONMENT
- MODULE 3:** BECOMING A TRANSFORMATIONAL LEADER
- MODULE 4:** DEVELOPING SOFT SKILLS
- MODULE 5:** SETTING UP INFRASTRUCTURAL SYSTEMS
- MODULE 6:** HISTORY MAKERS TRAINING

### **Module 1 - Making a Case For Paradigm Shift**

- Lecture 1:** Course Orientation: Introduction to INT
- Lecture 2:** Sixty years of African Independence - an Odyssey
- Lecture 3:** The Crisis of Leadership in Africa - Observations of Lee Kuan Yew
- Lecture 4:** Dreams from Nations' Founding Fathers
- Lecture 5:** The Hunter and Farmer Leadership Paradigms and their Implications
- Lecture 6:** Global Trends

### **Module 2 - Creating An Enabling Environment**

- Lecture 7:** God's Quality Management System
- Lecture 8:** The Singapore Story: The Role of Quality Management Standards
- Lecture 9:** The Good to Great Framework for National Development
- Lecture 10:** Packaging of Burdens as Vehicles for National Transformation
- Lecture 11:** Vision 2040 - Uganda
- Lecture 12:** The Rule of Law

### **Modules 3: Becoming a Transformational Leader**

- Lecture 13:** Transformational versus Transactional Leaders
- Lecture 14:** The Family and Community Development
- Lecture 15:** Leadership Positioning: Understanding the Funnel of Success
- Lecture 16:** The Laws of Mentorship
- Lecture 17:** The Hedgehog Concept: Understanding in National Development
- Lecture 18:** Value Systems, Integrity, Work Ethic and Dignity of Labour

## **Modules 4: Developing Soft Skills**

**Lecture 19:** Leadership Personalities and People Skills

**Lecture 20:** Delegation and People Involvement

**Lecture 21:** Conflict Management

**Lecture 22:** Lobbying and Advocacy

**Lecture 23:** Facing Brutal Facts and the Stockdale Paradox

**Lecture 24:** Communication and Media

## **Modules 5: Infrastructural Systems**

**Lecture 25:** Education and Human Resource Development

**Lecture 26:** Innovation, Research and Development

**Lecture 27:** Quality Financial Systems

**Lecture 28:** Physical Infrastructure

**Lecture 29:** The Elite and National Development

**Lecture 30:** Course Wrap up

## **METHODOLOGY:**

The facilitation approach is highly interactive. Each participant will be helped to develop a Leadership Development Project to capture their direct application of knowledge gained towards their life aspirations. The academic content is specifically designed to challenge participants to think about the major challenges we face as a nation and continent and the potential solutions - within their sphere of influence. An integral part of this vision is to promote learning through direct interaction of students and facilitators. Our discussion-based teaching is specifically designed to stimulate new and innovative ways of thinking and to enable participants to make decisions that produce results. The OSELIC offers participants the opportunity to be inspired, to learn, and to develop networks that will form a springboard for a productive career.

## **ACADEMIC ASSESSMENT:**

Each session will be assessed through written assignments. Every participant will write a project proposal at the end of the program which details their strategy and program for applying knowledge gained to transform their sphere of influence.

Participants who successfully complete the program will be awarded a Certificate of Graduation by the Institute.

## WHO SHOULD ATTEND?

Middle to senior management leaders from both the private and public sector that have passion for the transformation of institutions and communities will benefit from attendance of this course. Participants will be required to attend all the lectures during the two full day teaching blocks which are held on a weekend.

## FEES STRUCTURE

The total cost for the course is Uganda Shillings Three Million only (**UGX 3,000,000**). This fee is not inclusive of the required reading books which are available at any of the Aristoc bookshops in Kampala. These text are also provided to participants in pdf form.

## COURSE BOOKS AND RECOMMENDED READING

There is quite a lot of reading required and so we recommend that whenever possible, participants begin reading the course books prior to the course.

### Required Reading Books

- State of Africa by Martin Meredith
- Buy the Future by Mensa Otabil
- Good to Great by Jim Collins
- From Third World to First World-The Singapore Story by Lee Kwan Yew
- Church Shift by Sunday Adelaja
- Seven Mountain Prophecy by Johnny Enlow

We look forward to seeing you.

Harriet O'city (Ocitti)  
**Executive Director**  
**INT - UGANDA**