



Bluehall Leader Development Academy - BLDA

The need for dedicated vehicles for developing business leaders, and indeed leaders in every facet of our national life has become even more imperative. We believe that technical and business skills alone are not sufficient in building sustained businesses and enduring organisations. The dynamics of today's socio-economic and political environment of business requires that executives and managers are developed as leaders who will be able to respond effectively to the challenges that businesses face.

We recognize that if people are not trained to be leaders, they cannot be good leaders, and the society will pay for it. We also realize that leadership is the highest-leverage behavior in any organisation, private, public, commercial or non-profit.

Our view is that we have a lot of people holding leadership positions who have not been trained to handle leadership responsibilities. Great leaders build great corporations and great nations.

Fortunately, leadership can be taught. Our mission therefore is to ensure that the right type of leaders and the correct caliber of leadership emerge on our business, social and political landscape. This we believe will truly launch Nigeria into the desired path of greatness.

BLDA seeks to fulfill this mission by developing the leader qualities of managers, management teams and other individuals with significant responsibilities, for the benefit of our society.

What we have done is to align leadership training with professional responsibilities and career growth. With our carefully-designed leader development programmes, and with a diverse network of experienced and accomplished leadership facilitators, we hope to work with clients across sectors to deliver on this mission.

The **Academy** is therefore a specialized vehicle for developing leaders across wide economic and social spheres. Simply put, we train, equip and mentor leaders at the individual, corporate and institutional levels. We are committed to using our learning resources and network capital to develop the leadership behaviours of managers.

We **run** both corporate and public enrolment programmes, mainly in form of seminars where the objective is to impact people for effectiveness, and also grow their capacity to lead in any area they find themselves.

Our approach is different. We have developed unique seminar series for every conceivable level of leadership positions, focused on teaching insights and skills that can be easily learned and applied.

We use lectures, cases, scenarios and personal presentations of leaders who have credible and believable stories and personal experiences to share. Each seminar is a memorable event.

Our leader development seminar series are as follows:

- Back-to-the-Basics (B2dB)TM
- ImpactPlusTM
- ActiveWomenTM
- Leading-from-the-FrontTM
- Executive Roundtables

Bluehall Leader Development Academy Seminars

Successful businesses and organisations need strong leadership at all levels, as it is people who will drive success and distinguish them from competitors. It is becoming increasingly clear that leadership development must be taken seriously if businesses and organisations are to be built on a sustainable basis. The current global economic bust, especially with erstwhile global corporations kissing the dust, has been largely attributable to the absence of leadership that could have successfully swam against the tide that eventually caused the collapse of such businesses.

Visionary organisations therefore know that success depends on strong leadership, and failures can be traced to its absence. It has been demonstrated that good economic managers do not necessarily make good business leaders. Economic managers tend to manage for the short-term, while business leaders lead for the long-haul. This fact has clearly underscored the fact that for leadership to be effective, it must be ingrained in the corporate culture.

In realization of the above-stated scenario, Bluehall Limited set up ***Bluehall Leader Development Academy*** as a specialized platform for leader preparation and development, essentially for businesses and organisations who truly wish to build enduring success stories.

As already stated, we align leadership training with professional responsibilities and career growth.

Our range of seminars has been designed to prepare participants for every conceivable level of leadership positions.

Our methodology:

At ***Bluehall Leader Development Academy***, we operate a seminar system of learning and development.

Our seminars are essentially in form of discussion groups bringing together individuals with common concerns, in which everyone present is requested to actively participate. Each of our seminars is delivered under a seminar leader or instructor who is versed in both the driving concepts and the practice of the concepts. The seminar leader works with other experienced associates and facilitators to deliver the contents.

The idea behind our seminar system is to familiarize participants with the methodology of their areas of concerns, and allow them to interact with scenarios, cases and examples of practical challenges that always come up during work.

We allow, in a relatively informal atmosphere, strong debates, discussions, questions and answers that bring the situation home to reality, rather than the more formal and theoretical lecture system. We believe that this will afford our participants the opportunity to develop knowledge and skills appropriate and easily applicable to their peculiar situations.

One key highlight of our seminars is the regular feature of outstanding personalities who have made a strong mark in their chosen fields of endeavours and they have shown leadership credibility over the years. They will be supported by accomplished facilitators who will guide participants through a process of self-discovery and leadership awareness.

Our Seminars:

1. Back-to-the-Basics™ Seminar

The ***Back-to-the-Basics™*** seminar is designed mainly for young, entry-level business executives to assist them develop the correct perspectives to cope with the rigours and demands of a professional life. Like all our seminars, it is a personal development and productivity improvement programme for talented young Nigerians in business careers, who will eventually transit to leadership positions. The focus here is to develop responsible leaders, who will challenge for career progress and promotion in a responsible, fair, dogged and productive manner, amongst their peers and in the face of a demanding business environment.

The crux of the ***Back-to-the-Basics™*** Seminar is to equip participants with the foundational concepts of leadership, perspectives and tools for getting ahead in their career, making strong contributions to their organisations, adding value to their responsibilities and managing a career towards fulfillment.

2. ImpactPlus™ Seminar

This seminar is for middle-level managers and executives getting prepared for senior managerial positions and entering the leadership phase of their careers. The reality at this career level is that the individual is increasingly under pressure to make self-directing contributions, while the situation demands both personal effectiveness and responsibilities for more effective communication, responsibility for team building and leadership, self development and development of other. Gradually, at this level, the wheat gets separated from the chaff.

The objective of the ***ImpactPlus™ Seminar*** therefore is to appropriately mould the leadership character and behaviour of each participant, in order to emerge stronger to face the inevitability of higher personal and professional responsibilities in the future.

3. *ActiveWomen™ Seminar*

Women in career and in business face peculiar challenges for both personal and professional fulfillment. Women start careers in business and other professions with the same level of intelligence, education, and commitment as men. Yet comparatively few reach the top echelons. This gap is not only unfair, but the world has an increasingly urgent need for more leaders.

All men and women with the brains, the desire, and the perseverance to lead should be encouraged to fulfill their potentials and leave their mark. There is therefore a continuing need to seek out highly talented professional women in business and similar organisations for learning programmes suitable for their specific requirements.

The *ActiveWomen™ Seminar* is intended to serve the purpose of helping professional women learn what drives and sustains successful female leaders. The seminar is designed to help younger women navigate the paths to leadership, and at the same time, to learn how organisations can get the best out of this talented group.

4. *Lead-from-the-Front™ Seminar*

Many senior managers struggle to connect to the people they are leading. When the wrong principles are applied, the result is frustration. Leadership comes down to behaviour, but few with leadership responsibilities understand how their behaviour can help or hurt their career. Leaders must recognize that it is followers that attribute leadership. If you don't have followers, you're not a leader. The requirements of leadership are changing, as organisations - whether business, government or political - become more and more complex. The word "leader" places one at the head and not the rear.

The *Lead-from-the-Front™ Seminar* is directed at senior managers with direct responsibilities to executive management. Their biggest task, aside the constant challenge to remain significant in the system, is to develop and lead junior executives on the right path to success. It is essential that junior executives have someone to look to for guidance to accomplish whatever mission or task is at hand. They must have someone out front to motivate them to accept the purpose behind the mission as their own and not merely following orders. While he's leading upfront, the leader's behaviour and character ring louder than words. What he does is more important than what he says.

This *Seminar* has therefore been designed to give participants the tools and the skills that will ensure more productivity, less stress, more successful, and more in control of their professional and personal lives.

5. Executive Roundtables

Our executive roundtables are events for company owners, CEOs, EDs, and other top level executives. Re-learning for new information and new insights is very vital for executive management-level performance. Discussions at these roundtables focus on immediate function-specific, as well as management and leadership issues. Participants will share ideas, solve problems, learn new information and track their progress towards their goals.

Seminar leaders at the *Roundtables* will undoubtedly have the ability and the clout to command the respect and attention of the participants.

Additional information:

We run both open and corporate versions of all our seminars.

For further information on how we could offer any of the seminars for your organisation, please contact Dipo on 08072887916, 08022875737 and 08028647259 or send him a mail at dipo@bluehalladvisory.com and dipofam@yahoo.com