

ECOWAS – Developing Leadership Excellence for a supra-national West-African organization

ECOWAS – an organization comparable to the European Union in Brussel – is comprised of 16 West-African states aiming at a stronger political, economic and cultural integration across the region. Its effectiveness is largely driven by the quality of the leadership of the Senior Leaders in the organization, which is why a Leadership Excellence Program was called into action to raise the bar for leadership effectiveness. 16 states, 3 languages (Portuguese, French, English), ethnical diversity among the Senior Leaders, a controversial political mandate – a challenging starting point for a leadership journey. Key to success were the design of the 4-module program that was well calibrated to the audience in terms of language, didactics and learning diversity. A local African faculty resource was indispensable to create the credibility of the multi-lingual and Africa-experienced faculty team.

Participant Feedback:

“My overall conclusion of the program is that it is relevant, practical and timely for all in Leadership/Management positions in ECOWAS Commission. There is a strong commitment by participants to make a difference in their work.”

“The program has equipped me and given me a better understanding of the environment I find myself and how I can be a leader and make a change”

“This program has improved my personal attitude to manage & better understand my job position”

