



**LAGOS
BUSINESS
SCHOOL**

PAN-ATLANTIC UNIVERSITY

CHIEF EXECUTIVE PROGRAMME





Programme Overview

In today's erratic, complex and rapidly evolving environment, any organisation seeking to thrive must be led by a future-focused and agile Chief Executive Officer. This will require advanced leadership skills, revolutionary strategies to tackle disruptions, transforming customer experiences and building sustainable competitive advantage.

Just as the business context continues to evolve, the approach to leadership development must equally mirror this evolution. This will be driven by people leadership practices that influence CEOs to be visionary with the willingness for continuous learning and unlearning. A significant proportion of learning on this programme will come out of peer-stimulated learning, sharing of experiences, and stress-testing each other's ideas.



Who Should Enrol?

Designed for both new and experienced Chief Executive Officers and Managing Directors of organisations with an annual turnover of over NGN 1 billion, a minimum of 15 years of management experience, and a record of driving transformation and achieving impact.

Eligibility



A minimum of 15 years of management experience.



Substantial work experience, including significant time as a business leader.



Managing an organisation with an annual turnover of over NGN 1 billion.

Cohort Mix



Geographical diversity:
Organisations within Nigeria



Class size:
Average class of **25**



Average work experience:
15 years





Key Learning Outcomes



Connect



Explore



Challenge



Innovate

In an increasingly uncertain global environment, the Chief Executive Programme is designed to enable CEOs and Managing Directors explore ground-breaking multidisciplinary approaches to solving complex business issues. The Programme offers a dynamic learning experience and community of experienced peers with diverse perspectives.

The multi-module programme will enable participants to:

- Anticipate risks outside formal functional boundaries and turn them into opportunities for growth.
- Go beyond problem solving skills to using design-thinking to build ecosystems that harnesses available diverse cross-functional insights.
- Leverage numerous inherent paradox situations to build on existing and create new value streams thereby ensuring resilience and agility.
- Collapse silos and get people amplifying their impact as they ignite each other's success.
- Create effective high-performance work environments during a change phase to build a sustainable legacy.



Structure and Curriculum

Module 1 : Authentic Leadership for Organisational Effectiveness and Competitive Advantage

Successful organisations achieve sustainable competitive advantage through people by creating authentic leaders who can support people to be the best that they can be, even as the expectations of the new and upcoming generation of future leaders evolve. This module will address:

a. **Authentic Leadership for Organisational Effectiveness:** This theme will be run as the major component of the first module of the programme and will be delivered in hybrid sessions even though physical attendance in

school will be encouraged..

- Leadership competencies for organisational effectiveness
- Driving competitive advantage through people leadership
- Creating a culture and a climate for high performance
- Building and leading effective teams in a multigenerational setting
- Organisational learning and resilience

b. People as a Source of Competitive Advantage: This theme will address:

- Leadership and talent development
- The high-performance workplace – culture and climate dynamics

- Leveraging diversity and inclusiveness

Please note that participants who have previously attended the Authentic Leadership programme during their careers will be exempted and be given coaching vouchers to have focused coaching to improve the Authentic Leadership Scores.

Module 2: Legal, Social and Political Dimensions of Business

In today's complex business environment characterized by pervasive economic uncertainty, organisations are constantly seeking to develop agility to see and seize opportunities for value creation in such environments. Many of these opportunities will be in non-traditional areas.

a. Doing Business and Running Organisations in Nigeria:

A good understanding of the business environment under which a firm operates is a necessary condition for evolving and implementing effective strategic initiatives in any enterprise. A generally acknowledged challenge in Nigeria is the lack of reliable sources of information for decision makers. This inadequacy provides a compelling reason for organisations to evolve efficient and effective strategies to source and use data to generate information for high quality decision making

This session will lay the foundation that enhances a CEO's ability to understand stakeholder dynamics in Nigeria and use associative analysis to make intelligent strategic decisions.

- The legal, social and political context of business
- The stakeholder calculus and dynamics
- Influencing and leveraging public policy
- License to operate issues and corporate social responsibility
- Governance issues and ethics

b. Strategic Foresight and Design Thinking - Building Resilience and Agility

Sessions are intended to enable participants to read and scan the environment, anticipate, and deal with risks and opportunities as well as ensuring overall strategic alignment to purpose and give competitive edge to the business.

- Founders mindset: the power of purpose
- Strategy formulation and execution
- Leveraging digital analytics for competitive advantage
 - *Finding opportunities through risk analytics*
 - *Cybersecurity*
 - *Digital revolution and disruptions*
- Customer value creation – building customer-centric mindset
- The global market for resources – raising funds
- The peer mock board project development

c. The New World of Work, Working and the Worker

In a technologically savvy, geographically dispersed, and ever-changing world, any high performing organisation needs to be agile and change-ready to effectively compete. The sessions will address:

- Building a culture that drives innovation
- Leading change
- Developing a global mindset and finding emerging market opportunities
- The workforce of the future



Module 3: The Performance of Organisations

Organisational performance essentially boils down to successful value creation for stockholders and as such is a multidimensional construct with levers that are often moving in conflicting directions. It is not helped by the fact that organisations are operating in unique sets of circumstances that are often evolving and so performance tends to be uniquely situational. Quite often, CEOs are forced to make trade-offs and compromises. These days such decisions are proving to be sub-optimal.

This module enables participants to understand how traditional performance metrics are challenged and to appreciate the conflicting pressures of the multidimensional aspects of performance from the point of view of a stakeholder-based, Sustainable Balanced Scorecard (SBSC) and how to make decisions.

- Driving valuable business growth by unlocking value across the value chain
 - *Understanding financial performance – cash, ebitda, operating profit, cost management, net-working capital*
 - *Business processes*
 - *Customer service excellence*
 - *Operational excellence*
- Stakeholder management and negotiation
- Dealing with paradox
- Corporate brand communications and reputation management
- Social media communication
- You and your c-suite team sessions and project reviews



Key Details

Online Pre-Module Course Work: **May 23, 2023**

Module 1: **June 13 - 16, 2023**

Module 2: **July 11 - 14, 2023**

Module 3: **August 15 - 18, 2023**



Programme fee:
NGN 12,464,625



Application deadline:
May 2, 2023

For more information, contact our Client Relations Manager:

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Meet the Faculty

Access our renowned faculty and some of Africa's finest business minds whose diverse industry experience, thought leadership, and distinct area of expertise provides an exceptional learning experience.



Dr Akin Oparison
Academic Director

Dr Oparison is a senior fellow at Lagos Business School with over 25 years' management and leadership experience in blue-chip multinational companies. Dr Oparison obtained his Master's degree and Doctorate in Business Policy and Organisational Development from the University of Wales, Cardiff.

For over seven years, he was HR Vice President for Shell's Downstream Business in Africa, a member of the Executive Management Team for Shell Oil Products Africa, and the Shell Downstream Global HR Leadership team based in Johannesburg, South Africa. He also held senior executive HR positions in Sterling Winthrop and British American Tobacco, which have seen him working in Nigeria, Ghana, Cameroon, Kenya, Russia and South Africa.



Isaac Orolugbagbe

Isaac Orolugbagbe is a Senior Fellow at the Strategy, Entrepreneurship and SPEB Department of Lagos Business School and an Adjunct Faculty, Strategy & Corporate Governance at Strathmore Business School, Nairobi, Kenya.

As CEO of Accelstra Limited (a Strategy and Innovation Consulting Company), he advises companies on how to ensure profitable and sustainable growth using innovative principles and techniques as well as promotion of healthy culture to enable successful execution of business strategies. He is also a Fellow of the Institute of Directors and Fellow of the Society for Corporate Governance Nigeria. Some of his clients include Merck KGaA, Inland Containers Nigeria Limited, SIFAX Group, Greensprings Schools and Courier Plus Services Limited.



Chidi Okoro

Chidi Okoro teaches Strategy at Lagos Business School. He is currently the Founder/Executive Consultant of Drugs and Medicaments Nigeria Limited, a retail chain/own brands dealer in the pharmaceutical sector. He is a consultant in Strategy and Business Development to organisations in FMCG, Pharmaceutical, Retail and Africa operations, and a recipient of numerous awards including Pearl Quoted CEO of the year 2013 and GSK Turn Around Manager Award.

Mr Okoro is a senior Executive with over 30 years of experience across industry sectors. He has worked across the Pharmaceutical, Personal Care, Food, Telecommunications industries. He was Managing Director and member of Board of Directors of GlaxoSmithKline Consumer Nigeria Plc, CEO Africa for Lucozade Ribena Suntory, CEO UAC Foods/Tiger Brands SA JV and was also a member of Board of Ogun State Security Trust fund for three years.



About Lagos Business School

Lagos Business School is changing the face of business locally and globally, by developing business professionals with high standards of business ethics, professionalism, and deep knowledge of general management practices. LBS has been ranked every year, since 2007 by the Financial Times of London, among the top global providers of open enrolment executive education and in custom executive education since 2015. In its 2022 Executive Education ranking, Lagos Business ranked #1 in Africa and #41 worldwide. Established in 1991, LBS continues to provide high-quality business education amongst the world's best.



The Lagos Business School Experience

Developing responsible leaders for Africa and the world

Education at LBS is comprehensive, drawing on the experiences of a multinational faculty and participants. Learning is participant-centred and uses the case study method. Activities hold on the school's purpose-built facilities which serve more than 3,000 participants yearly from indigenous and multinational companies. LBS has a robust alumni association with more than 8,000 members.

Our Accreditations



In 2016, LBS became the first institution in West Africa to be accredited by the Association to Advance Collegiate Schools of Business (AACSB).



LBS is accredited by the Association of MBAs (AMBA). This puts LBS amongst the exclusive group of only 2% of business schools in 70 countries to achieve this accreditation.



LBS is the first tertiary institution in Nigeria to receive the ISO 9001:2015 certification which is a validation of the effectiveness of the Quality Management System used to deliver a superior participant learning experience.



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