



FIDELIS LEADERSHIP INSTITUTE



FITSPA

Financial Technology
Service Providers' Association

Course WORKBOOK

Faithful - Available - Teachable

www.fidelis-institute.org



Leadership is a crucial component for any community to thrive and grow. Throughout history, we have seen many nations rise and fall based purely on the actions and decisions of their leaders at that point in time. The importance of leadership in a community can be traced back to biblical times; God was very specific when choosing leaders to do His work and lead nations. All the leaders who achieved great prosperity and victory possessed certain undeniable qualities.

Africa needs leaders who uphold values and live by them, who are willing to invest for the long haul and make generational investments, who will remain true to their values and calling, leaders of unshakeable and tested integrity, and leaders who are teachable in their reputation.

It is for this reason that FITSPA, in partnership with the Fidelis Leadership Institute, is offering leadership training "the FITSPA Women Executive Leadership Training" from May 16th to May 17th, 2024, instilling the values of faithfulness, availability, and teachability in its trainees. Through this two-day training, you will gain a foundational understanding of a leader's profile, representation, and expectations in a work environment to accelerate growth into a leadership role.

The objective is to develop the leadership potential for women in the community to progress from operational to executive positions and develop women leaders who will share the skills they have acquired with others.

Message from



Josephine Olok

FITSPA Board Chairperson

On 08th March, the International Women's Day highlighted the importance of investing in women to facilitate inclusive and equitable growth, under the theme, "Invest in Women. Accelerate Progress." The focus for FITSPA is to advance growth across the entire community. In the membership community, 5% of the businesses are led by women which is a positive mark on the overall leadership index. We would however like to see more women coming into this space. This will enable the industry to unlock talent, potential and thrive by filling the significant gender gap which exists particularly in leadership positions.

While women make up a substantial portion of the workforce, their voices are often missing from the decision-making spaces. Women understand the unique needs of communities and are able to design products and services that cater to a broader audience, fostering financial literacy and economic empowerment across demographics. By enabling women, we are investing in a future where businesses, communities and economies are truly inclusive and impactful.

FITSPA Women is a platform dedicated to empowering women in digital financial services. We advance opportunities, resources and tools to facilitate both personal and professional growth to help women not only excel but become the leaders shaping the future of digital finance.

As you embark on this training, remember that self-improvement is a continuous journey. Embrace your strengths, acknowledge your weaknesses, and commit yourself to unlearning and learning new things everyday. Develop a growth mindset, embrace challenges and learn from failures. Surround yourself with mentors, peers, and role models who uplift and support you

As you unlock your potential as leaders, remember to:

- Embrace your unique voice and perspective
- Take ownership of your career and goals
- Build resilience and perseverance
- Foster a culture of inclusivity and empathy
- Celebrate your successes and those of others

I congratulate the women who have taken time off, to participate in this training and believe this is a step towards unlocking your full potential as a leader.

I also thank Fidelis Leadership Institute for partnership with us, to deliver the training.

Thank you..



Message from



Pheona Wall SC

Founder Fidelis
Leadership Institute

The Fidelis Leadership Institute (FLI) stands as a beacon of hope, a crucible for forging a dynamic cohort of ethical leaders poised to usher in transformative change across their nation and the expansive continent of Africa. Through a deliberate focus on helping individuals unearth their purpose, construct their personal brand, and formulate a strategic vision, FLI is orchestrating a profound paradigm shift in leadership development.

In my role as the Founder and Director of FLI, I am profoundly gratified by the journey we have undertaken since our inception, and I am astounded by the profound transformations we have catalyzed through the pioneering efforts of our inaugural cohort. Our commitment to nurturing leaders who are not just equipped with skills, but who embody leadership as an art form, is central to our mission. In an era of tumultuous change, the urgency for leaders who are not only effective and accessible but deeply rooted in ethical principles has become paramount. We ardently believe that leadership is not a privilege reserved for an exclusive few but a latent potential that resides within each individual, awaiting discovery and cultivation. As we embark on this extraordinary expedition of leadership exploration and refinement, I extend a heartfelt welcome to all those who are ready to embrace this journey. Through FLI's resolute guidance, we shall navigate uncharted waters, harnessing the latent potential within ourselves and those around us.



List of Content

Module 1: Establishing Executive Presence

Module 2: Leveraging Emotional Intelligence

Module 3: Transitioning into an Executive

Module 4: Negotiating Compensation

Module 5: Managing Change and Gender Dynamics

Module 6: Mastering Difficult Conversations

Day 1 – Schedule

No.	Time	Activity	Facilitator
	8:00 am – 8:30 am	Introduction and Overview <ul style="list-style-type: none"> • Welcome Remarks and training objective • Introduction of trainees • Introduction of facilitators and trainers. • Personality Test 	Nanza , Evelyn and Sheba
	8:30 am - 10:30 am	Establishing Executive Presence (Module 1)	Dr. Dorothy Kyeyune
	10:30 am - 11:00 am	TEA BREAK	
	11:00 am - 1:00 pm	Leveraging Emotional Intelligence (Module2)	Fred Gyaviira Kyaka
	1:00 pm - 2:00 pm	LUNCH BREAK	
	2:00 pm - 4:00 pm	Transitioning into an Executive	Ritah Mutesi Kabayiza
	4:00pm – 4:30pm	Summary of the Day: <ul style="list-style-type: none"> • Questions and Answer • Key take aways of the day • Way forward 	Theresa and Evelyn

Day 2 - Schedule

No.	Time	Activity	Facilitator
	8:00 am – 8:30am	Welcome Remarks <ul style="list-style-type: none"> • Recap of Day 1 • Expectations from trainees 	Theresa and Evelyn
	8:30 am – 10:30am	Negotiating Compensation (Module 4)	Mrs. Pheona Wall
	10:30am – 11:00am	Tea Break	
	11:00am – 1:00pm	Managing Change and Gender Dynamics	Mboneko Viola
	1:00pm – 2:00pm	Lunch Break	
	2:00pm-4:00pm	Role Mastering Difficult Conversations	Alex Asiimwe
	4:00 pm - 5:00 pm	Graduation Ceremony <ul style="list-style-type: none"> • Presentation of certificates • Closing remarks and networking opportunities • Photos 	

The End

NAME: _____

Letters to myself

LETTER TO MY YOUNGER SELF: _____

LETTER TO MY CURRENT SELF: _____

LETTER TO MY FUTURE SELF: _____

FITSPA Women Executive Leadership Training

The FITSPA Women Executive Leadership Training program by Fidelis Leadership institute is designed to empower women in the technology and financial services sectors by providing targeted modules focused on essential leadership skills. This training aims to equip participants with the tools and strategies needed to excel in executive roles, navigate challenges, and foster professional growth.

Module 1: Establishing Executive Presence In this module, participants will learn how to cultivate a commanding presence that exudes confidence, authority, and credibility. Key topics include effective communication, professional image management, and building personal brand awareness.

Module 2: Leveraging Emotional Intelligence Emotional intelligence is a critical skill for leaders. This module explores self-awareness, empathy, and relationship management. Participants will understand how to harness emotional intelligence for effective leadership, decision-making, and team collaboration.

Module 3: Transitioning into an Executive Transitioning into an executive role requires specific competencies. This module addresses the challenges and opportunities associated with moving into leadership positions. Topics covered include strategic thinking, stakeholder management, and managing expectations.

Module 4: Negotiating Compensation Negotiating compensation is a crucial aspect of career progression. This module equips participants with strategies for negotiating fair and competitive compensation packages. Participants will learn negotiation techniques, how to advocate for themselves, and address gender pay gaps.

Module 5: Managing Change and Gender Dynamics Change is inevitable in leadership roles. This module focuses on navigating organizational change effectively and understanding gender dynamics in the workplace. Participants will explore strategies for fostering inclusivity, addressing bias, and promoting diversity.

Module 6: Mastering Difficult Conversations Leaders often encounter challenging conversations. This module provides practical skills for approaching and managing difficult discussions with confidence and professionalism. Topics include conflict resolution, active listening, and giving constructive feedback.

The FITSPA Women Executive Leadership Training is structured to be interactive, engaging, and tailored to the needs of women leaders in technology and financial services. Through a combination of expert-led sessions, case studies, and peer networking opportunities, participants will gain valuable insights and actionable strategies to enhance their executive leadership capabilities.



Module 1

Establishing Executive Presence

Objective

- Develop a commanding presence and professional demeanor suitable for executive roles.

- Enhance communication skills to effectively convey authority, clarity, and confidence.

- Cultivate personal branding and image management strategies to create a strong professional identity.

"Presence is more than just being there."

— Malcolm S. Forbes



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Module 2

Leveraging Emotional Intelligence

Objective

- Increase self-awareness and understand personal strengths and areas for development.

- Enhance empathy and relationship-building skills for effective team collaboration and leadership.

- Apply emotional intelligence to navigate complex interpersonal dynamics and lead with authenticity.

"The capacity to learn is a gift; the ability to learn is a skill; the willingness to learn is a choice."

— Brian Herbert



Module 3

Transitioning into an Executive

Objective

- Identify key competencies and strategies required to transition into executive-level positions.

- Develop strategic thinking abilities and the capacity to make impactful decisions at a leadership level.

- Navigate challenges associated with transitioning into a new leadership role with confidence and resilience.

"Success is not about your position, but your disposition."

— Joyce Meyer



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Module 4

Negotiating Compensation

Objective

- Understand principles and best practices of negotiation, particularly related to compensation and benefits.
- Learn to advocate effectively for fair and competitive compensation aligned with personal and professional goals.
- Address gender disparities in compensation and develop strategies to negotiate equitable packages.

"Know your worth, then add tax."

— Anonymous



Module 5

Managing Change and Gender Dynamics

Objective

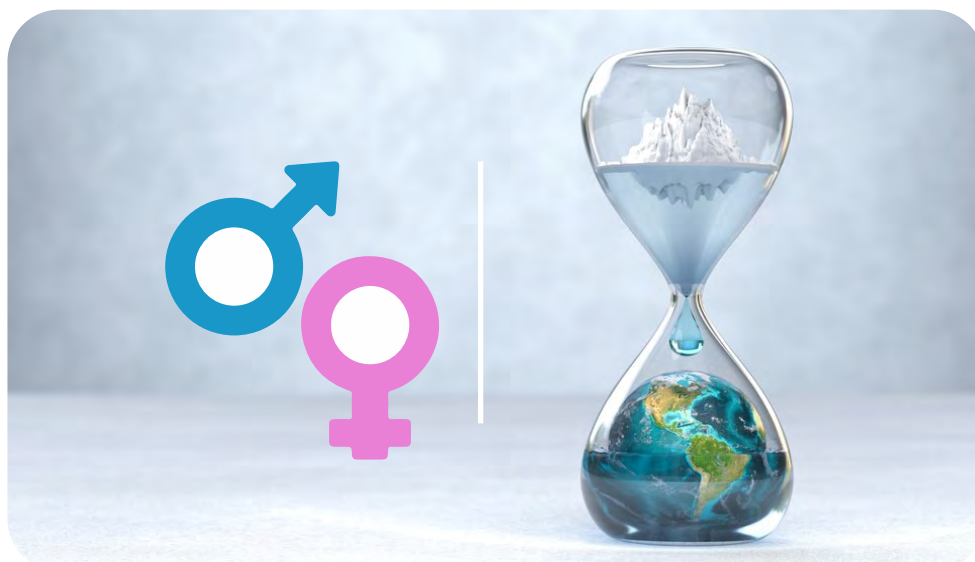
- Navigate organizational change effectively by fostering adaptability and resilience.

- Recognize and address gender dynamics in the workplace to promote inclusivity and diversity.

- Develop strategies for managing diverse teams and

"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness."

— Ola Joseph



Module 6

Mastering Difficult Conversations

Objective

- Acquire skills to initiate and manage difficult conversations with confidence and professionalism.

- Learn techniques for active listening, conflict resolution, and constructive feedback.

- Build resilience and communication strategies to handle challenging situations effectively.

"The art of conversation lies in listening."

— Malcolm Forbes





Contact INFORMATION

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