



# **International Leadership Training**

**For young professionals and junior executives  
from Sub-Saharan Africa**

## **An Initiative of German Industry**



### **Programme Announcement**

**October 1, 2008 to September 30, 2009  
in the Federal Republic of Germany**

<b>Programme description</b>	<p>Leading German companies have decided to start the "International Leadership Training for young professionals and junior executives from Sub-Saharan Africa - An initiative of German Industry". The purpose of the programme is the qualification of young professionals and junior executives in international management competencies. During a twelve-month stay in Germany, a nine-month internship in one of the participating companies forms the core of the programme. The practical training gives participants the opportunity to gain first-hand experience of management practice and to participate in economic, social and organisational change processes and will enable them to establish a network between cooperation partners from their home companies and German companies.</p> <p>The programme will be conducted in German.</p>
<b>Objectives of the programme</b>	<p>The participants</p> <ul style="list-style-type: none"> <li>• become acquainted with the functioning of and working processes in German enterprises</li> <li>• know the potentials of the German economy and are capable of estimating the potentials of cooperation with their home countries</li> <li>• broaden their know-how and management competencies and are able to initiate and implement change processes</li> <li>• reflect working and living conditions in their home countries based on the experiences in Germany</li> <li>• contribute to mutual learning processes between Germans and themselves</li> <li>• establish a network of cooperation partners for German companies in their home countries</li> </ul>
<b>Structure</b>	<ul style="list-style-type: none"> <li>• 6-month preparatory phase in the participant's home country</li> <li>• 12-month training phase in Germany <ul style="list-style-type: none"> <li>○ 2-month German language course</li> <li>○ 9-month internship</li> <li>○ 3-week training course: International Management Training</li> </ul> </li> <li>• 6-month transfer phase in the participant's home country, including a 2-week refresher course in Germany</li> </ul>
<b>Course overview</b>	<p>See attachment</p>
<b>Methods</b>	<ul style="list-style-type: none"> <li>• Interactive, participatory methods</li> <li>• To observe, learn and share experiences in a real-life setting during the internship</li> <li>• E-learning on Global Campus 21 - InWEnt's learning platform on the internet.</li> </ul>
<b>Target group</b>	<p>We are looking for</p> <ul style="list-style-type: none"> <li>• highly-qualified young professionals and junior executives from Sub-Saharan Africa from private sector, government and civil society organisations</li> <li>• dynamic individuals with high leadership potential</li> <li>• enthusiastic and highly motivated applicants</li> <li>• candidates with intercultural competencies, open to new experiences abroad</li> <li>• people with strong oral and written communication skills, able to work in</li> </ul>

	<p>teams</p> <ul style="list-style-type: none"> <li>• self-motivated, disciplined candidates with a high degree of initiative</li> </ul>
<b>Entrance qualifications</b>	<ul style="list-style-type: none"> <li>• University degree preferably in economics, business administration, engineering and banking</li> <li>• 2 years of relevant work experience</li> <li>• Preferably basic knowledge of the German language</li> <li>• Not older than 35 years and physically fit</li> <li>• Female candidates are welcome</li> </ul>
<b>Financing</b>	<p>The programme is financed by the "Initiative of German Industry" and covers</p> <ul style="list-style-type: none"> <li>• Fees for German language courses in the participant's home country (e-learning + face-to-face) and in Germany</li> <li>• Roundtrip airfare to and from Germany</li> <li>• Living allowance of € 720-- per month</li> <li>• Free accommodation during all stages of the programme in Germany</li> <li>• Coverage of health insurance, accident insurance and liability insurance</li> <li>• Programme-related travelling expenses in Germany</li> <li>• International Management Training (IMT) courses</li> <li>• Roundtrip airfare to and from Germany, travel and accommodation during the 2-week refresher course</li> </ul>
<b>Important information</b>	<p>The monthly allowance of € 720-- ensures an adequate standard of living in Germany. However, the amount is not sufficient to provide financial support for families or relatives and for this reason they cannot accompany the participant to Germany. Additionally the participants have to make arrangements to ensure the subsistence of their family in their home country during their participation in the programme.</p>
<b>Certificate</b>	<p>The International Leadership Training (ILT) is practice-oriented. Participants will receive an official certificate confirming the successful completion of the programme and a detailed description of the personal training setting. However, a formal degree is not awarded.</p>
<b>Selection Process</b>	<p>Interested candidates are invited to send their application (letter of motivation plus CV) directly to <a href="mailto:ilt-africa@inwent.org">ilt-africa@inwent.org</a></p> <p>Project website: <a href="http://www.inwent.org/ilt-africa">www.inwent.org/ilt-africa</a></p> <p>Successful candidates will be invited to an assessment centre in May, 2008. The final selection of candidates will take place during the assessment procedure.</p>
<b>Closing date</b>	<p>April 30, 2008</p>

**Tentative Course Overview**

<i>Place</i>	<b>Period of time (approx.)</b>	<b>Contents</b>	
<b>Programme announcement</b>	02/2008	Application phase	
<b>Assessment / various locations in Africa</b>	05/2008	Selection of participants	
<b>Preparatory phase in the participants home countries</b>	06 - 08/2008	German language course (e-learning) parallel to the job	
<b>SADC country</b>	09/2008	1 month face-to face language course in one of the SADC countries	
<b>Germany</b>	01.10.08 - 10.10.08	InWEnt Welcome Center, Saarbrücken General Arrangements Introductory courses: "Living and Studying in Germany" Kick-Off Meeting, Berlin	
	13.10.08 - 30.12.08	German language course, Saarbrücken (2 weeks) / Cologne (2 months)	
	15.12.08 - 21.12.08	International Management Training (IMT) I: International Management Competence (IMC) <ul style="list-style-type: none"> <li>• Work techniques and professional communication</li> <li>• Management standards for the optimal personal organisation and coping with demands at the workplace</li> </ul>	
	05.01.09 - 10.05.09	Practical training phase I within a company	
	11.05.09 - 17.05.09	International Management Training II (IMT) <ul style="list-style-type: none"> <li>• Change Management</li> <li>• Concepts of Organisations/ Organisational development</li> <li>• Phases of Change and role of actors in change processes</li> <li>• Change Management Instruments</li> </ul> Intermediate Seminar - Evaluation of the programme	
	18.05.09 - 24.05.09	Study Tour Germany	
	25.05.09 - 18.09.09	Practical training phase II within a company	
	21.09.09 - 27.09.09	International Management Training III (IMT) <ul style="list-style-type: none"> <li>• How to implement knowledge and skills in the participant's home country/ initiate changes</li> </ul>	
	28.09.09	Final evaluation of the programme	
	29.09.09	Closing Ceremony /Certificates, Berlin	
	30.09.09	Departure to the participant's home countries	
	<b>Follow up &amp; Alumni activities in the participant's home country</b>	From 10/09	<ul style="list-style-type: none"> <li>• Coaching</li> <li>• Networking activities</li> </ul>
	<b>Germany</b>	Spring 2010	Refresher course in Germany (2 weeks)
	continuously	Integration in alumni-network of InWEnt	