

2024+

TRAINING CALENDAR.





HIGH PERFORMANCE TEAM BUILDING

High performing Teams have become a principal building block of the strategy of successful organizations. Whether the focus is on service, quality, cost, value, speed, efficiency, performance, or other similar goals, great teams are the central methodology of most organizations in the private, non-profit, and government institutions as well.

WHO WE ARE

Blue Concepts Africa (BCA) is an accredited Organizational Development, Training and HR Consulting Firm Founded and registered in Kenya In 2015. BCA envisions building High Performance Cultures for People and Organizations in Africa and Beyond. We are committed to our mission of designing and delivering transformative Human Resource (HR) Consulting, Organization Development and Consulting solutions, and management consulting with a broad focus on designing and implementing learning interventions that help leaders and organizations to effectively drive efficiency and High Performance.

Through our closely tailored change management approach, we immensely help Leaders to create more Productive, Execution Enabled, Committed and engaged Team Members while anchoring an Enabling High-Performance Work Culture.

Blue Concepts Africa is Committed to Keeping Professionals, Business/organizational Leaders, Teams and Organizations beyond par with emerging knowledge, skills and Behavioral trends that empower them to exponentially grow in their domains.

This 2024 Training Calendar therefore presents very well researched Learning Facets that will definitely help the organizations and professionals to make great leaps in the year





Our Vision.

- Building High Performance Culture for People and Organizations in Africa.



Our Mission.

- Design and Provide Impactful Learning Solution Focused Programs that Drive Desired People and Organizations' Productivity and Efficiency Outcomes.



VALUES.

**Blue
Mindset**

**Learning
Agility**

**People
First**

**Positive
Impact**

Top Reasons Why BCA is the Preferred Training Choice for Many!

Over 7 Years Experience in Driving Meaningful Change by Empowering Organizational Leaders and Business Owners alike in Building High Performance Culture, Developing Productive Teams and Developing High Performance Leaders Through Training and Coaching.

- We are Accredited by the National Industrial Training Authority- Kenya (NITA)- TRN/1764 and the Institute of Human Resource Management - Kenya (IHRM) C00377.
- Our Closely Tailored Transformative and Impact focused Approach to Meet our Client's Needs.
- Our High Returns on Investment (ROI) Transformative and Impactful Programs that are very affordable.
- Earning of Continuous Professional Development (CPDs) points for HR Professionals through our CPD Programs.

PROGRAM & PROGRAM DURATION.	TARGET GROUP.	PROGRAM SNIPPET.	DATE	INVESTMENT –KES (VAT EXCL.)	VENUE.
UPCOMING ONE WEEK TRAININGS/ WORKSHOPS.					
HR DIRECTORS CONFERENCE. 1 WEEK	HR Directors. CHROs. VPs of HR. Snr Heads of HR Functions.	<ul style="list-style-type: none"> ✔ From theory to Practice- Strategic HR Leadership. ✔ Talent Acquisition and Recruitment- Emerging Trends. ✔ Employee Engagement and Retention- Against hard economic times. ✔ HR Technology and Innovation- Leveraging AI. ✔ Leadership and Professional Development for HR Leaders. 	April 2024	97,500/-	Mombasa
CORPORATE SUSTAINABILITY SUMMIT: NAVIGATING ESG EXCELLENCE, CLIMATE ACTION, AND HR INNOVATION. 1 WEEK	Board Directors, CEOs, MDs, Directors and Head of Finance, Audit, HR, Business, Change, Strategy, Accounts, Senior County Leaders	<ul style="list-style-type: none"> ✔ ESG Excellence-Implementing Robust ESG Strategies, Transparent ESG Reporting and Stakeholder Engagement and Collaboration. ✔ Climate Action and Resilience. ✔ HR Innovation for sustainability. ✔ Diversity, Equity, and Inclusion (DEI) for Social Impact. ✔ Ethical Corporate Governance. ✔ Future-Proofing Talent. 	August 2024	85,950/-	Naivasha
THE UPCOMING 3 DAY TRAININGS/ WORKSHOPS.					
CULTURE & CHANGE CHAMPIONS DEVELOPMENT PROGRAM. 3 DAYS	Organization Change Champions/Agents/ Teams.	<ul style="list-style-type: none"> ✔ Understanding change and change dynamics. ✔ Change Management Fundamentals ✔ Change Leadership Skills ✔ Communication Strategies for Change ✔ Building Change Resilience ✔ Traits of a great change champion. ✔ Why people resist change. ✔ Communicating Change. ✔ Role of Champions in Championing change. ✔ Techniques to overcoming Resistance to change. ✔ How to get great buy-in to change from the onset. 	February and October 2024	47,950/-	Machakos Nakuru
PRIMED TO LEAD- BUILDING LEADERSHIP CAPACITY FOR MANAGERS 3 DAYS	Managers, Team Leaders, HOD's.	<ul style="list-style-type: none"> ✔ Leadership Self-awareness. ✔ Effective Communication Skills. ✔ Effective Performance Management and Appraisal process. ✔ Emotional Intelligence. ✔ Decision-Making. ✔ Adaptability and managing change. ✔ Strategic Thinking for effective Team Leadership. ✔ Conflict Resolution and sound Delegation. ✔ Time Management and Prioritization. ✔ Innovation and Creativity. ✔ Networking and Relationship Building. ✔ Building a motivated and high-performance team. 	March and July 2024	49,950/-	Nakuru, Machakos
THE LAC WORKSHOP- LEADERSHIP, ACCOUNTABILITY AND HIGH-PERFORMANCE CULTURE IN THE WORKPLACE 3 DAYS	Board Directors, CEOs, MDs, Directors, and Head of Finance, Audit, HR, Business, Change, Strategy, Accounts, Senior County Leaders.	<ul style="list-style-type: none"> ✔ Unbundling the Cancer Track of Unaccountability and Poor Work Culture and how to Sustainably Reprogram the Same in Record Time. ✔ Leading Amidst Disruptive Change and Effective Change Management. ✔ Negative Work Culture and How to Gain Cognizance of it and Spark the Wake-up Call. ✔ The Question of Ethical Accountability in Leadership. ✔ Leadership and Governance amidst Raging Political Influence. 	August 2024	85,750	Mombasa



CULTURE & CHANGE CHAMPIONS DEVELOPMENT PROGRAM



Objective:

Equip leaders with skills to champion organizational change.

Ksh 47,950/-

INVEST!

TRAINING HIGHLIGHTS.



Duration: 2 days.



Format: Workshop.



Facilitators: Industry Experts.



Venues: Machakos (February) & Nakuru (October).

TARGET AUDIENCE:

- Organization Change Champions.
- Change Teams.
- Change Agents.
- HR Professionals.
- Managers and Supervisors.

KEY TOPICS:

Understanding Change.

Change Management Fundamentals.

Change Leadership Skills.

Change Communication Strategies.

Building Change Resilience.

INCLUSIONS:

- Training materials.
- Certificates.
- Refreshments.

BENEFITS:

Sustaining change.



Capacity for driving change.



Successful change program.



PROGRAM & PROGRAM DURATION	TARGET GROUP	PROGRAM SNIPPET	DATE	INVESTMENT –KES (VAT EXCL.)	VENUE
THE UPCOMING 2 DAY TRAININGS/ WORKSHOPS.					
BUILDING A HIGH-PERFORMANCE CULTURE WORKSHOP. 2 DAYS	Change Management Teams, Heads of HR, Managers, Supervisors.	<ul style="list-style-type: none"> ✓ Setting the Foundation for High Performance- Cultural Assessment and Diagnostics and the Leadership's Role in Shaping Culture ✓ Creating the High-Performance Mindset- Setting Clear Expectations and Goals, Performance Feedback and Recognition, Empowering and Engaging Teams ✓ Sustaining High Performance and Adaptability-Cultivating Adaptability and Innovation, Measuring and Assessing Performance, Building a Resilient and Inclusive Culture. 	May 2024	25,650/-	Machakos
SUPERVISORY SKILLS AND MANAGEMENT EXCELLENCE WORKSHOP 2 DAY	All Supervisors.	<ul style="list-style-type: none"> ✓ Foundations of Supervision-Role and Responsibilities of a Supervisor, Effective Communication, Time Management and Prioritization Building and Leading Teams- Team Dynamics and Collaboration, Conflict Resolution and Problem-Solving, Motivating and Engaging Teams, Performance Management and Feedback Advanced. Supervisory Skills and Management- Decision-Making and Delegation, Coaching and Employee Development, Change Management for Supervisors, Strategic Supervisory Leadership among others. 	July 2024	17,950/-	Nairobi
THE LEADERSHIP, GOVERNANCE AND CULTURE MASTER CLASSES (4- 8 WEEKS).					
EXECUTIVE LEADERSHIP SKILLS FOR BUSINESS GROWTH – MASTER CLASS. 8 WEEKS PROGRAM.	Executive leaders, General managers, Snr Managers aspiring to join Snr leadership.	<ul style="list-style-type: none"> ✓ Executive leadership- the BIG Picture ✓ Leadership and governance ✓ Business Leadership ✓ Strategic Management ✓ Office Politics ✓ Strategy Leadership ✓ Building & Leading corporate Culture ✓ Talent Management for growth ✓ Building high performance teams 	August & October 2024	77,950/-	Online.
STRATEGY LEADERSHIP-PERFORMANCE, CULTURE & CHANGE MANAGEMENT FOR MANAGERS. 4 WEEKS PROGRAM.	Managers, HODs, Heads of HR, Change, Business, Strategy, Planning, ICT & Finance.	<ul style="list-style-type: none"> ✓ Understanding strategic leadership ✓ The linkages- Performance, Culture and Strategy ✓ The operationalization process. ✓ Strategy cascading- which way. ✓ The Desirable culture for strategy delivery ✓ Responsive Performance Management approaches 	November 2024	48,650/-	Online
SHORT THEMATIC WORKSHOPS AND EVENTS.					
CEOs, STATE AND HR LEADERS CONVERGE. (Dinner).	CEOs, State Leaders, HR Leaders and industry captains.	<ul style="list-style-type: none"> ✓ Theme: Talent optimization and Retention for Org and Economic Growth. 	April 2024	5,950/-	Nairobi
THE CORPORATE GREEN AGENDA-CEOs, STATE AND HR LEADERS CONVERGE. 4 WEEKS PROGRAM	CEOs, State Leaders, HR Leaders, and industry captains.	<ul style="list-style-type: none"> ✓ Theme: Building a more Sustainable Workplace. 	July 2024	5,950/-	Nairobi

PROGRAM & PROGRAM DURATION	TARGET GROUP	PROGRAM SNIPPET	DATE	INVESTMENT –KES (VAT EXCL.)	VENUE
PERSONAL DEVELOPMENT PROGRAMS – VIRTUAL AND IN PERSON.					
PERFORMANCE COACHING SESSIONS. 16 HRS PROGRAM.	All Professionals	<ul style="list-style-type: none"> ✓ Defining The Tasks and Goals. ✓ The Challenges- gaps. ✓ Identifying the new Competencies. ✓ The learning paradigm shift. 	On demand	4,950/- per 2 hour session.	Nairobi or Online.
COACHING FOR RESILIENCE– OVERCOMING OFFICE PRESSURE & POLITICS TO BUILD A CAREER 16 HRS PROGRAM	All Professionals	<ul style="list-style-type: none"> ✓ Articulating your Identity and career goals. ✓ The realities about workplaces. ✓ The desirable resilience skills. ✓ The learning paradigm shift. 	On demand	4,950/- per 2 hour session.	Nairobi or Online.
PERSONAL MASTERY AND WELL-BEING 16 HRS PROGRAM.	All Professionals.	<ul style="list-style-type: none"> ✓ Understanding Personal Values and Goals–Self-Reflection on Core Values, Goal Setting for Personal Growth. ✓ Building Emotional Intelligence–Recognizing and Managing Emotions, Empathy and Interpersonal Skills. ✓ Mindfulness and Stress Management Techniques– Introduction to Mindfulness, Stress Reduction Strategies. ✓ Well-being and Personal Effectiveness–Importance of Physical Well-being, Tips for a Healthy Lifestyle, Time Management and Productivity. ✓ Financial Wellness– Budgeting and Financial Planning, Investing for the Future. ✓ Creating a Personal Development Plan– Integrating Learnings into Daily Life, Action Planning for Continued Growth. 	On Demand.	4,950/- per 2 hour session.	Nairobi or Online.
PERSONAL BRANDING AND CAREER COACHING. 16 HRS PROGRAM.	All Professionals.	<ul style="list-style-type: none"> ✓ Unpacking Personal Branding. ✓ Identifying Strengths and Unique Value Proposition. ✓ Career Vision and Goal Setting. ✓ Creating a Vision Board for Professional Success. ✓ Effective Networking and Relationship Building. ✓ Networking Strategies. ✓ Presentation and Communication Skills. ✓ Effective Public Speaking. ✓ Communication in Professional Settings. 	On Demand.	4,800/- per 2 hour session.	Nairobi or Online
MASTERING THE ART OF LEADING FOR RESULT™	All Professionals.	<ul style="list-style-type: none"> ✓ Personal Leadership Foundations –Understanding Personal Leadership and Emotional Intelligence. ✓ Strategic Goal Setting and Planning. ✓ Communication Excellence in Leadership. ✓ Achieving Results Through Leadership Excellence– Decision-Making and Problem-Solving, Leading High-Performance Teams, Measuring and Monitoring Results, Leadership Accountability and Ownership. 	On Demand.	4,500/- per 2 hour session.	Nairobi or Online

PROGRAM & PROGRAM DURATION	TARGET GROUP	PROGRAM SNIPPET	DATE	INVESTMENT –KES (VAT EXCL.)	VENUE
MENTORSHIP FOR UPCOMING HR PROFESSIONAL. 48 HRS.	Upcoming HR Professionals.	<ul style="list-style-type: none"> ✓ Understanding HR Roles and Responsibilities – Overview of HR Functions. ✓ Professional Development Planning. ✓ Navigating HR Challenges. ✓ Building HR Leadership Skills. ✓ Strategic HR Planning. ✓ Legal and Ethical Considerations in HR. ✓ Conflict Resolution Techniques in HR. ✓ Talent Acquisition and Retention. ✓ Performance Management and Feedback. ✓ HR Technology and Analytics. ✓ Diversity, Equity, and Inclusion in HR. ✓ Workplace Wellness and Employee Well-being. ✓ Succession Planning in HR. ✓ Mentorship and Leadership Development. ✓ Networking and Professional Growth. 	On Demand.	3,500/- per 2 hour session.	Nairobi

OUR OTHER INHOUSE TRAINING PROGRAMS.

1. HIGH PERFORMANCE TEAM BUILDING.

2. LEADING AND MANAGING CHANGE.

3. CREATING A HIGH PERFORMANCE CULTURE.

4. ORGANIZATION HEALTH CHECK.

5. HR CONSULTING.

6. HR FOR NON HR MANAGERS.

7. THE BLACK BELT-LEADERSHIP DEVELOPMENT PROGRAM.

- ENTRY LEVEL MANAGERS.
- MID LEVEL MANAGERS.
- TOP LEADERS.

8. SHORT TERM TRANSFORMATIVE TOPICAL SESSIONS:

- Leading Self & Personal Effectiveness.
- Wellness and Stress management for Staff.
- Driving Staff Engagement and Connection to Strategic Goals.
- Productivity Improvement for Managers/ Staff.
- Fundamentals to Effective Performance Management.
- Talent Attraction and Interviewing skills.
- Effective Handling of Employee disputes, grievances and disciplinary cases.
- Effective communication- communicating for impact.



**Coming up in
March and July...**

**BOOK YOUR
SLOT IN
TIME!!**



**PRIMED
TO LEAD**

**BUILDING LEADERSHIP CAPACITY
FOR MANAGERS**

**Designed to Transform Managers into
High Calibre Performance Leaders**

THE HARD FACTS

You've probably heard this before:

- ✓ People don't leave companies, they leave managers.
- ✓ People don't quit their jobs, they quit their bosses.

Perhaps the most alarming statistic of the year comes from recent research by The Predictive Index (TPI) 2020-47% of high-performing employees left their company last year." Infact another recent research by Centre for Creative Leadership Explicitly indicated that;

- ✓ 20% of first-time managers are doing a poor job, according to their subordinates.
- ✓ 26% of new managers felt they were not ready to lead others to begin with.
- ✓ Almost 60% said they never received any training when they transitioned into their first leadership role.

It's no wonder 50% of managers in organizations are rated as ineffective... and you know why over 90% of these managers lack Adequate Leadership and Management Capacity to do an Excellent job

Your Managers are the Great Asset You have to Drive Profound Results for Your Organization - Are they Empowered Enough to Deliver the Expectation?

HIGH PERFORMANCE CULTURE



Creating and sustaining a high-performance culture requires time, effort, and commitment from both leadership and employees. It involves aligning values, expectations, and behaviors to create an environment where excellence becomes the norm, rather than the exception. Such cultures can lead to increased productivity, innovation, and overall organizational success.

LEARN MORE

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