

**AFRICAN FINANCE AND MANAGEMENT  
THINKERS INSTITUTE**

**CEO Mentorship Program**  
**Comprehensive Program Guide**

Six-Month Executive Leadership Development

*Cohort 1: March 2026 - September 2026*

*Cohort 2: August 2026 - February 2027*

Program Fee: \$1,500 per participant

Payment Plan: \$750 before start, \$750 in 2nd quarter

*For applications and inquiries:*

**ceo@amfti.ac.tz**

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# 1. Program Overview

The CEO Mentorship Program is an exclusive six-month executive leadership development initiative designed to prepare senior and junior managers for the chief executive role. Limited to 15 participants per cohort, this intensive program combines weekly mentoring sessions, case study analysis, group strategic projects, and individual assessments to build the competencies required for successful CEO leadership.

## Program Structure

Duration: 6 months (26 weeks)

Format: Weekly 90-minute mentoring sessions

Cohort Size: Maximum 15 participants

Core Text: "Mentoring a New CEO"

## Cohort Schedule

### Cohort 1

Start Date: First week of March 2026

End Date: First week of September 2026

### Cohort 2

Start Date: First week of August 2026

End Date: First week of February 2027

## Program Investment

Program Fee: \$1,500 per participant

Payment Plan:

- \$750 due before program start
- \$750 due in the 2nd quarter of the session (Month 3)

## Learning Methodology

The program employs a blended learning approach that combines theoretical frameworks with practical application. Each week includes pre-session reading assignments, live mentoring sessions with expert facilitators, case study analysis of real-world CEO challenges, peer discussion forums for collaborative learning, and individual reflection assignments to internalize key concepts.

## 2. Program Objectives

By the end of this six-month program, participants will have developed the core competencies required for effective CEO leadership across six critical domains:

### **Master the CEO Mindset**

Understand the unique responsibilities, challenges, and opportunities of the chief executive role, including strategic decision-making, stakeholder management, and organizational stewardship.

### **Develop Strategic Vision**

Learn to craft and execute winning strategies that drive organizational success, including competitive analysis, market positioning, and long-term planning frameworks.

### **Build Financial Acumen**

Gain deep understanding of financial management, capital allocation, corporate governance, and effective communication with investors and board members.

### **Lead High-Performing Teams**

Master the art of talent acquisition, executive team building, performance management, and organizational culture development.

### **Navigate Stakeholder Relationships**

Develop skills in board relations, investor communication, media relations, and external stakeholder management across diverse constituencies.

### **Manage Crisis and Change**

Build resilience and agility to lead through uncertainty, transformation, and crisis situations while maintaining organizational stability.

## 3. Course Syllabus (26 Weeks)

### Weekly Session Structure

Each week follows a consistent structure designed to maximize learning and application:

- 90-minute live mentoring session with expert facilitators
- Pre-session reading from "Mentoring a New CEO" and supplementary materials
- Case study analysis of real-world CEO challenges
- Peer discussion forums for collaborative learning
- Individual reflection assignments to internalize key concepts

### Attendance and Participation Requirements

Minimum attendance: 22 of 26 sessions (85%)

Active participation in all discussions and group activities

Completion of all pre-session readings and assignments

Contribution to peer learning and collaborative projects

## 4. Monthly Curriculum Breakdown

### Month 1: Foundations of CEO Leadership & The First 90 Days

Weeks 1-4

#### Learning Objectives:

- Understand the unique demands and responsibilities of the CEO role
- Develop a strategic approach to the critical first 90 days
- Build early credibility and secure quick wins
- Establish effective communication with key stakeholders

#### Topics Covered:

- Week 1: The CEO Imperative - What Makes a Great Chief Executive
- Week 2: Transitioning to the CEO Role - Mindset Shifts and Key Challenges
- Week 3: The First 90 Days - Strategy for Early Success
- Week 4: Building Credibility and Securing Quick Wins

#### Case Studies:

- New CEO turnaround scenarios
- First 100 days in crisis situations
- Succession planning and internal promotions

#### Assessments:

- Personal leadership assessment
- 90-day action plan development

### Month 2: Strategic Vision & Execution

Weeks 5-8

#### Learning Objectives:

- Master the art of strategic thinking and long-term planning
- Learn frameworks for competitive analysis and market positioning
- Develop skills in translating strategy into operational plans
- Build organizational alignment around strategic priorities

#### Topics Covered:

- Week 5: Strategic Thinking - Frameworks and Best Practices
- Week 6: Competitive Analysis and Market Positioning
- Week 7: From Strategy to Execution - Operational Planning

- Week 8: Building Organizational Alignment and Buy-In

#### **Case Studies:**

- Strategic pivots in changing markets
- Mergers and acquisitions decision-making
- Digital transformation strategies

#### **Assessments:**

- Strategic plan presentation
- Competitive analysis exercise

### **Month 3: Financial Acumen & Corporate Governance**

Weeks 9-12

#### **Learning Objectives:**

- Develop deep understanding of financial statements and metrics
- Master capital allocation and investment decision-making
- Understand corporate governance principles and board dynamics
- Build skills in financial communication with stakeholders

#### **Topics Covered:**

- Week 9: Financial Statements - Beyond the Basics
- Week 10: Capital Allocation and Investment Decisions
- Week 11: Corporate Governance and Board Relations
- Week 12: Financial Communication with Stakeholders

#### **Case Studies:**

- Capital allocation dilemmas
- Board conflicts and resolution
- Financial crisis management

#### **Assessments:**

- Financial analysis project
- Board presentation simulation

***PAYMENT MILESTONE: \$750 final payment due (Month 3, 2nd quarter of session)***

### **Month 4: Building and Leading High-Performing Teams**

Weeks 13-16

#### **Learning Objectives:**

- Master talent acquisition and executive hiring
- Develop skills in performance management and coaching
- Build organizational culture and employee engagement
- Navigate difficult personnel decisions

### **Topics Covered:**

- Week 13: Talent Acquisition - Building Your Executive Team
- Week 14: Performance Management and Coaching
- Week 15: Organizational Culture and Employee Engagement
- Week 16: Difficult Conversations and Personnel Decisions

### **Case Studies:**

- Executive team restructuring
- Culture transformation initiatives
- Managing underperformance at senior levels

### **Assessments:**

- Talent strategy presentation
- Coaching simulation exercise

## **Month 5: Stakeholder Management & External Relations**

Weeks 17-20

### **Learning Objectives:**

- Master board relations and governance dynamics
- Develop investor relations and communication skills
- Build media and public relations capabilities
- Navigate regulatory and government relations

### **Topics Covered:**

- Week 17: Board Relations - Building Effective Partnerships
- Week 18: Investor Relations and Shareholder Communication
- Week 19: Media Relations and Public Communication
- Week 20: Regulatory Affairs and Government Relations

### **Case Studies:**

- Board conflicts and activist investors
- Crisis communication scenarios
- Regulatory investigations and compliance

### **Assessments:**



- Stakeholder mapping exercise
- Crisis communication simulation

## **Month 6: Crisis Management, Innovation & Future Trends**

Weeks 21-26

### **Learning Objectives:**

- Develop crisis management and business continuity skills
- Foster innovation and organizational agility
- Understand future trends shaping business leadership
- Integrate learnings and prepare for CEO role

### **Topics Covered:**

- Week 21: Crisis Management and Business Continuity
- Week 22: Leading Through Change and Transformation
- Week 23: Innovation and Organizational Agility
- Week 24: Future Trends in Business and Leadership
- Week 25: Integration and Personal Leadership Development Plan
- Week 26: Final Presentations and Graduation

### **Case Studies:**

- Crisis response and recovery
- Digital disruption and transformation
- Sustainability and ESG leadership

### **Assessments:**

- Capstone project presentation
- Personal leadership development plan
- Peer and mentor evaluations

***GRADUATION CEREMONY: Certificate of completion and networking reception***

## 5. Assessment Framework

### Group Strategic Project

Throughout the program, participants work in teams of 3-5 on a semester-long strategic project:

- Month 1: Team formation and project selection
- Month 2-3: Research and analysis phase
- Month 4-5: Strategy development and refinement
- Month 6: Final presentation to mentors and peers

#### Project Options:

- Strategic turnaround plan for a struggling organization
- Market entry strategy for a new geography or product line
- Digital transformation roadmap
- Merger or acquisition integration plan

### Individual Assessments

Participants complete six individual assessments throughout the program:

- Leadership Style Assessment (Month 1)
- Strategic Thinking Exercise (Month 2)
- Financial Analysis Project (Month 3)
- Talent Strategy Presentation (Month 4)
- Stakeholder Communication Simulation (Month 5)
- Personal Leadership Development Plan (Month 6)

### Grading and Evaluation

Participation: 30%

- Active engagement in weekly sessions
- Contribution to peer discussions
- Completion of pre-session readings

Individual Assessments: 40%

- Quality of analysis and strategic thinking
- Application of course concepts
- Professional presentation skills

Group Strategic Project: 30%

- Team collaboration and contribution
- Quality of strategic recommendations
- Final presentation effectiveness

## **Completion Requirements**

- Attend at least 22 of 26 sessions (85% attendance)
- Complete all individual assessments
- Participate in group strategic project
- Submit personal leadership development plan

## **Certificate of Completion**

Participants who successfully complete all program requirements will receive a CEO Mentorship Program Certificate of Completion, recognition of six months of executive leadership development, and access to an alumni network with ongoing professional development opportunities.

## 6. Application Process

### Eligibility Criteria

- Senior or junior managers aspiring to become CEOs
- Minimum 3-5 years of management experience
- Demonstrated leadership potential and career progression
- Commitment to attend 85% of sessions and complete all assignments

### Application Requirements

Complete applications must include:

- Personal and professional information
- Current organization and job title
- Years of management experience
- Industry and education level
- Preferred cohort selection (March 2026 or August 2026)
- Statement of Intent (minimum 100 words)
- Leadership Experience description (minimum 100 words)
- Essay: Why do you want to become a CEO? (minimum 100 words)
- LinkedIn profile (optional)
- Two professional references with contact information

### Selection Process

The selection process includes three stages:

- Application Review: Evaluation of written materials and qualifications
- Interviews: One-on-one conversations with program leadership
- Reference Verification: Confirmation of professional background and potential

Successful candidates will be notified of their acceptance and provided with enrollment instructions, including payment details and pre-program preparation materials.

### How to Apply

Submit your complete application to:

**[ceo@amfti.ac.tz](mailto:ceo@amfti.ac.tz)**

Applications are reviewed on a rolling basis. Early application is encouraged as spots fill quickly with only 15 participants per cohort.

### Contact Information

African Finance and Management Thinkers Institute

Email: [ceo@amfti.ac.tz](mailto:ceo@amfti.ac.tz)

Website: [www.amfti.ac.tz](http://www.amfti.ac.tz)