

Your Leadership in Transition

Live from Ghana

To Ghana and the fundamentals of (responsible) leadership

It is a well-known fact that there is a tremendous gap between what people say and actually do. In general, the average manager actually still believes that people commit to mutual agreements. Only when these managers come to realize that they themselves don't always respect agreements and why, the path for helping others and facilitating responsible leadership is smoothened.

Ghana in particular is a suitable environment to strengthen your personal leadership profile and link this with your professional goals. Otto Scharmer's Theory U is this programme's underlying key philosophy. Leading from the future is the translation of this philosophy which aims at getting to the heart of leadership and achieving actual and sustainable movement and transformation in systems.

Together with colleagues you will experience the impact this Theory U has on your own enquiry. Listening to yourself, listening to others, the co-creation of answers and accomplishing social and business impact are the main targets.

The programme

Exploration (2 x 1 day)

- A thorough and careful preparation (with particular attention to):
- (connecting) personal and business goals and intentions(?);
- practical information concerning the journey, programme, Ghana and development aid;
- the Mustang Foundation and WestGonja Hospital case;
- team development, Theory U and communication.

Live in Ghana (9 days)

- Jointly on the road, dreaming, daring and acting in three unique locations in Ghana (Accra, Tamale, Damongo)
- The Theory U process and daily reflection through dialogue sessions during your entire stay in Ghana, led by the programme coach of Maastricht University School of Business and Economics
- Leadership and change in Africa (University for Development Studies, Tamale)
- WestGonja Hospital case in Damongo

Joint reflection and follow-up (2 x 1 session)

Subsequent reflection upon and preservation of learning outcomes and—together with WestGonja Hospital staff—continue working on the inquiry through e-mail, including evaluation and handover of case results to the following group.

Does this programme suit you?

This programme is intended for a 'co-creating and learning team' of 6-8 people, from either the same or different organizations. You are a professional and an active member of the middle or upper management of an organization which preferably, but not necessarily has an affinity with health care issues.

It is important that you:

- Appoint personal and professional goals and are willing to share these;
- Are inquisitive and willing to employ your expertise for the sake of issues in and about the WestGonja Hospital;
- Are willing to invest in relations with your fellow participants and the Ghanaian network;
- Have a sense of and respect for cultural differences between the Netherlands and Ghana or are willing to deepen your knowledge on this matter.

To make sure this programme 'suits' you, it is important for all parties involved to synchronize expectations. Consequently an elaborate intake is part of the enrolment procedure.



What will you be bringing back home from Ghana?

- A stronger connection with the core of your personal leadership and role in (the transformation process of) your organization and business environment.
- Increased innovative capacity and flexibility. You will discover how you can collaborate effectively and responsibly with people inside or outside your organization and find new ways to achieve sustainable results.
- You have made a tangible contribution to the development of WestGonja Hospital in Damongo and region and thereby also to the objective of the Mustang Foundation.
- After completion of the programme you will receive a certificate from the Maastricht University School of Business and Economics.

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Data

This mission is part of a project to contribute to the development of West Gonja Hospital and its surrounding. The ambition is to travel to Ghana with 3 groups per year. The results of each group will be passed on to the next group who will continue working on this in West Gonja.

Edition 1

Exploration: 9 en 23 September 2011

Live in Ghana: 5 – 15 November 2011

Reflection and follow up: 25 November 2011 en 10 January 2012

Investment

Programme costs € 4750 per person including counseling, guidance, coordination, course materials, facilities and a donation to the Mustangh Foundation.

Travel and Lodging costs: approx. € 2000 per person (flight Amsterdam – Accra v.v.; flight Accra – Tamale v.v.; other transfers, lodging costs, meals, vaccination and visa costs)



Partners of the Programme

Mustangh Foundation + WestGonja Hospital (Damongo)

www.mustangh.nl

University for Development Studies (UDS)

www.uds.edu.gh

Maastricht University School of Business and Economics

www.postgraduate-maastrichtuniversity.nl

Programme counseling and supervision

Programme Director: drs Micole Smits, Maastricht University and Koraal Consulting; Supervision: Maurice Olivers, director executive education Maastricht University and prof.dr Marielle Heijltjes, hoogleraar managerial behaviour, Maastricht University

In cooperation with:

Prof dr. David Millar: pro vice chancellor, University for Development Studies Tamale Annechien Deelman: (Maastricht University/Mundo) Thijs Geradts: (Mustangh foundation) Father Lazarus: WestGonja Hospital/ leader of Center for Peace, Conflict and transformation). Koraal Consulting Sittard



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