



Developing emerging executives' skills to succeed and thrive in times of change.

# LAPID CROSSROADS

# What is Crossroads?

Crossroads is a program developed by Lapid Leaders Africa that will help emerging executives learn to thrive in times of change.

This highly personalized program features physical sessions, virtual sessions and self-paced modules that focus on accelerating your career.

You will return to your organization more purpose-driven, more confident, more capable, and better equipped to take on new challenges.

Crossroads is designed to help emerging executives become more effective leaders by delving into the fundamentals of leading yourself, leading teams and driving change in your organization and creating a culture of high performance in yourself and in teams.

The course promises to improve your performance by developing your understanding of yourself and developing the skills you need to succeed as an emerging executive with more than four years' experience.





# Who is this program for?

- You are exploring your calling. You are looking to redefine your career from just a job to a calling. You would like to chart out your own career path that meets what's important to you.
- You are ready for a promotion at your workplace but do not have the skills and mindset to take up the next roles. Many of the past cohorts of Crossroaders have been promoted or gotten new jobs as team managers after completing the program
- You are looking to build an impact-driven career. You don't want to settle for just reporting to work but instead want a purposeful career
- You are feeling stuck in your current job. You are considering changing careers or role. We provide you with the tools and mindset to prepare for transitions.
- You are looking for an intellectual playground, expand your perspectives and build a broader view on what it takes to build a vision from scratch. Many of our Crossroaders consider themselves builders who are intentional about growing their passions and ventures.

## Key Details

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**12 weeks/pillar**

Duration

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**Average age range**

28 - 38 years

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**Saturdays  
9AM - 4PM**

Classes

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**Average work experience**

4 - 7 years



# Key Benefits

- 1.** Accelerate your way to being a purpose-driven manager and leader in your organization. It gives you the same benefits of an MBA only this time we focus on you the person before we equip you with the skills to lead your career and business
- 2.** The program will guide you in a profoundly personal exploration that builds your self-awareness and emotional intelligence,
- 3.** We will delve into the core of your experience to strengthen your capacities as a great purposeful, authentic human leader, not just a great employee or business leader.
- 4.** You will spend time reflecting on who you are and what purposeful living would look like for you, you will practice how to make your mark, you will envision bigger and more bold possibilities for yourself and your organization
- 5.** Crossroads is your pathway to your next level assignment, as a purpose-driven individual, as a supervisor, manager or even business builder!





# The **curriculum** at a glance

## **“Transform Career, Transform Life”**

Our curriculum is highly personalized and features a blend of live virtual sessions, self-paced modules and physical sessions that focus on accelerating you as an individual and your career. You will return to your organization more confident, more capable, and better equipped to take on new challenges.

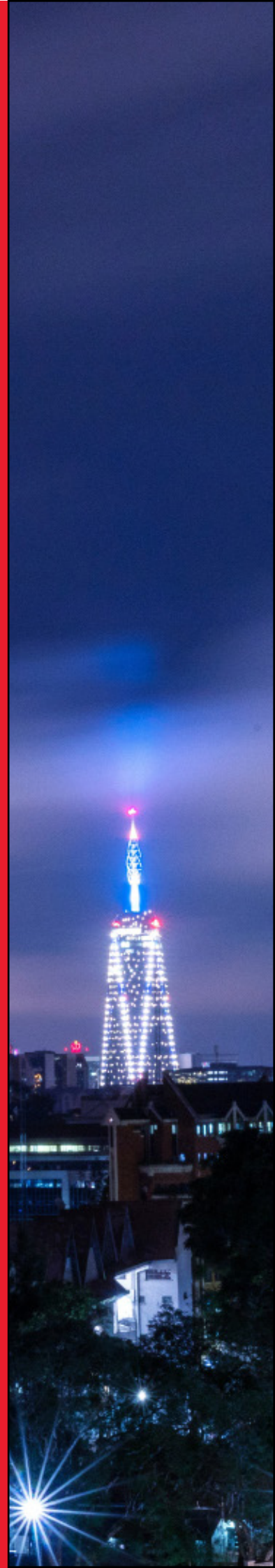
The program is divided into 2 pillars; Transform Self, and Transform Organizations. Each of these pillars will be delivered in 12 weeks with an option of moving to the next pillar immediately after or taking a break and coming back later for the next pillar.

### **TRANSFORM SELF**

This pillar involves a lot of self reflection which helps you clarify your career goals, uncover or reaffirm the possibility of living with purpose and enables you to build an action plan for articulating and sustaining your purpose. You will get to create a Career / Purpose Map (including strengths, values, motivators, abilities); identify what 'holds us back' from achieving career goals (e.g. fears, beliefs, obstacles, managing expectations); identify what is 'calling us' and ways to act on it. We will explore various aspects of personal effectiveness including the strategies for coaching, mentoring, networking, job-crafting, managing transitions (e.g. career breaks, parental leave) and Chaos Theory of Career Development among others. At the end of the pillar, you will be better equipped to handle tough situations and have more confidence in your decisions.

### **TRANSFORM ORGANIZATIONS**

The Transform Organizations pillar focuses on equipping you with the leadership skills and the tools you need to lead people and your organization effectively. You'll build emotional intelligence and communicate more effectively, which will help you earn trust and build relationships. Other lessons contained within the pillar include influencing others with or without authority, managing within organizational hierarchies, and how to lead for long-term results. You will define your own path to authentic leadership and return to your company ready to lead with greater passion and confidence, inspire others to do their best work, and create exceptional value for your company.



# How to **apply**

**1**

Admission starts with completion of an online Application Form.

**2**

This is followed by an Information Session to ensure that you understand what the program entails and answer your questions

**3**

The Information Session is followed by evaluation by Lapid team and communication of qualification status

**4**

On Admission, Induction Materials are dispatched to you and you are requested to sign the program agreement document and complete payment prerequisites.

## **ONLINE APPLICATION**

To secure a place in the program, complete the online application form at [www.lapidleaders.africa](http://www.lapidleaders.africa)

## **REGISTRATION & PAYMENT**

The first payment of 40% of tuition (or Ksh. 19,600) is due upon notification of admission

## **APPLY TODAY**

We recommend applying as early as you can, as interest in the Programme is strong.

## **FINANCING**

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### **Fees**

Tuition Fees for the program is Ksh.49,000 per pillar and includes tuition, access to the online course, and all course materials.

### **Installments**

Admitted participants will have the option of paying their tuition in upto three payments (40%, 30%, 30%) or in one lump sum.



# Testimonials



"Crossroads was such a transformational experience. I was promoted & started managing a team when I implemented the skills learnt. I became a proactive contributor at the work place and also took up coaching."

**Denis Karaba**  
**Chief of Staff**  
**Lapid Leaders Africa**

"By applying the skills learnt in Crossroads, I was promoted & started managing a team. I was also moved into a more client facing role."

**Joseph Waruiru**  
**Team Leader - Talent and Change**  
**Cedar Africa Group**



"I have learnt how to manage my existing team better. I am also more organized and open to change"

**Martin Mwimbi**  
**Founder**  
**Aquacentury**







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