

■ ■ ■ **BLENDED MODEL - LIVE ONLINE & IN-PERSON**

Certified Innovation Professional (CIP) Program

Nothing is essential to the well-being of an organization, industry, profession, or even a country than its capacity to think creatively and innovate in a world-class way. Yet, few organizations and executives take the time to develop skills and competencies in innovation management. Consequently, innovation professionals overseeing innovation-driven growth and performance are a rare breed.

The Certified Innovation Professional (CIP) program builds the executive and organization's capacity for generating and accelerating profitable growth through innovation. The program helps an organization to develop an elite group of innovation leaders who are experts in the best practices for generating and implementing new ideas, advancing collaboration on critical projects, and capturing the value of innovation. The program prepares anyone in any organization, private or public, who wants to differentiate from the pack through skills and competencies in creativity and innovation management.

ACADEMIC DIRECTOR

Prof. Kwaku
Atuahene-Gima
Executive Dean, NiBS

PRACTICE DIRECTOR

Mr. Ebo Richardson
*Consultant in Organisational Strategy
& Change, Digital Transformation,
& Technology Architecture*

DURATION

9 days over 3 months

2023 INTAKE

Cohort 1 - Mar - May

Cohort 2 - Jul - Sep

Cohort 3 - Oct - Dec

TUITION FEE

GHC 15,999

TEAM ATTENDANCE

GHC 14,399

*For 2 or 3 participants
from a company*

GHC 13,599

*For 4 or 5 participants or
more from a company*

CONTACT

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BENEFITS FOR INDIVIDUALS

- Increase your market value with CIP Designation after your name – Distinguish yourself from the pack. The certification confirms your mastery of creativity, innovation principles, and best practices that organizations demand.
- Improve your performance – Certification recognizes the knowledge, skills, and confidence to innovate. Certified individuals can successfully lead innovation efforts in ambiguous, uncertain, and fast-moving environments.
- Accelerate career development – Certification enables better job performance, enhances career/promotion opportunities, and increases recognition by peers, employers, and recruiters.
- Certification entitles you to become a member of and network with certified professionals to enhance your career further.
- Continuing Education – Certificate holders can take additional innovation courses over time to keep up with the latest trends and insights in innovation.



BENEFITS FOR ORGANIZATIONS

- Top-performing companies understand the benefits of innovation and are already sponsoring employees for certification.
- It helps to identify those employees with sufficient innovation experience to move into leadership positions.
- It helps to differentiate between candidates by assessing their knowledge, skills, and interest in professional growth through innovation.
- It supports an organization's drive for process consistency and discipline in innovation management.



OBJECTIVES

- Learn what drives (and destroys) high performance
- Identify drivers and corresponding attributes of high-performing work environments
- Learn to use impactful strategic

CERTIFIED INNOVATION PROFESSIONAL (CIP) PROGRAM

FACULTY

Dr Hod Anyigba

*Adjunct Professor of
Economics & Entrepreneurship, NiBS*

Prof. Dr. Hultink, H. J.

*-Delf University of Technology
-Adjunct Professor, NiBS*

Dr. Patrick Edwin Fiscian

*-Lead Consultant, Redric Consulting
-Adjunct Senior Lecturer, NiBS*

Dr. E. N. Kwame Nkrumah

*Senior Lecturer & Ph.D.
Program Director, NiBS*

Dr. Felix Kwame Aveh

*-Managing Partner, TRC Consult
-Adjunct Senior Lecturer, NiBS*

Dr. Abdul-Ganiyu

*-Head of Corporate Affairs, NIA
-Adjunct Senior Lecturer, NiBS*

Rosa Maria Druguet

*-Consultant, ACCIO-Catalonia
Trade & Investment Ghana, West
and Central Africa
-Coordinator, Africa Innova Project*

Dr. Arnold Kavaarpoo

CEO, StacAi

OBJECTIVES (cont.)

- Harness the social systems needed to develop an innovation culture.
- Exhibit the expertise to make innovation happen across organizational boundaries
Identify, recruit and lead the "right" people and practices necessary to manage innovation risk and capture innovation's value.
- Develop and continuously improve innovation practices and processes that support the company's growth strategy.
- Utilize the principles of innovation leadership to effectively diagnose and address the systematic aspects of an innovation dilemma.
- Apply change management best practices to identify the forces for and against change and overcome resistance to innovation initiatives.



PROGRAMS

MODULE 1

Understanding Innovation Management

MODULE 2

Managing Innovation Processes

MODULE 3

Innovation Leadership

MODULE 4

CEO Innovation Forum and Reflection



LEARNING METHODS

- On Campus (In-Person)
- Live-Online



PARTICIPANT PROFILE

Experienced managers preferably with a bachelor's degree, professional qualification, or diploma in any discipline or appropriate management experience.



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Ghana could build a skilled workforce to generate and implement new ideas, advance collaboration on critical projects, and capture the value of innovation that will help Ghana become more competitive, increase productivity, and create jobs essential for sustainable economic growth.

”

- Hon. Dr. Kwaku Afriyie

Minister for Environment, Science, Technology and Innovation

@ the launch of CIP Program - 28/03/2023

BLENDED MODEL - LIVE ONLINE & IN-PERSON

Positive Leadership for Africa (PoLA) Program

Recently, corporate and financial uncertainties and crises in many African countries have shaken corporate leaders, employees, and citizens' confidence. These threats continue to escalate with increased economic tensions and, most profoundly, the COVID-19 pandemic, which has disrupted the world. However, these uncertainties and disruptions also create a historic opportunity for strategic reorientation, allowing leaders to transform organizations to capitalize on opportunities in the post-COVID-19 world. The future for organizations and their leaders in Africa is now more uncertain and unpredictable than ever.

The NiBS-SED Positive Leadership for Africa program allows executives to debate experienced professors, executive presenters, and peers on the new science of positive leadership and challenge their current leadership models and thinking. It increases participants' leadership capabilities and provides pathways to further their careers. The program introduces valuable opportunities for participants to expand their leadership skills while providing multiple ways to connect and grow their network.

PROGRAM DIRECTOR

Dr. Abdul Hamid Kwarteng

Registrar & Senior Lecturer, NiBS

DURATION

9 days over 3 months

2023 INTAKE

Cohort 2 - Apr - Jun

Cohort 3 - Aug - Oct

TUITION FEE

GHC 15,999

TEAM ATTENDANCE

GHC 14,399

*For 2 or 3 participants
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GHC 13,599

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BENEFITS FOR INDIVIDUALS

- Unleash your leadership strengths and learn how to build on these strengths to create value for your team and organization
- Develop strategies to enhance employee engagement and create a culture of collaboration and commitment
- Enhance your ability to create, influence, and foster organizational change
- Build an action plan for deep change in yourself and others.



BENEFITS FOR ORGANIZATIONS

- Create leaders who develop high-impact relationships and culture
- A step-by-step plan to realize positive change to the work environment immediately upon return to work
- Increased drive to achieve exceptional individual and organizational performance

work together, and increase networking capacity with a singular focus on employee value proposition (EVP) and growth.

- Create a common language about innovation and its core principles and enablers that improve communication among top executives.



OBJECTIVES

- Expand the execution and realization of the company's innovation and growth agenda through an ambidextrous leadership approach.
- Improve a leader's ability to make the organizational culture and values count as glue binding and supporting strategic initiatives for innovation and growth. They provide the foundation to meet any organisation's strategic objectives.
- Strengthen the execution and realization of the corporate employee value proposition through employee engagement and culture.

POSITIVE LEADERSHIP FOR AFRICA (POLA) PROGRAM

FACULTY

Prof. Kwaku
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Dr. Patrick Edwin Fiscian
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CEO, StacAi

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& Technology Architecture*

Dr. Hod Anyigba
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Dr. Abdul-Ganiyu
*-Head of Corporate Affairs, NIA
-Adjunct Senior Lecturer, NiBS*

GUEST SPEAKER

Dr. Afua Asabea Asare
*CEO, Ghana Export Promotion
Authority (GEPA)*



PROGRAMS

MODULE 1

The Positive Leadership Framework

MODULE 2

Enabling Spectacular Performance
and an Exceptional Culture

MODULE 3

Character Development (Nurture
Versus Nature)

MODULE 4

Reflected "Best Self" Exercise -
Leadership Simulation

MODULE 5

Creating a Positive Organizational
Culture

MODULE 6

Positive Leadership Best Practices



LEARNING METHODS

- On Campus (In-Person)
- Live-Online



PARTICIPANT PROFILE

- Senior and Mid-level executives
seeking to take different actions to
achieve extraordinary results.



BLENDED MODEL - LIVE ONLINE & IN-PERSON

Government & Public Sector Innovation (GPSI) Program

To many, the most challenging and complex imperative for government and public sector leaders at all levels is how to recognize and maximize opportunities for meeting citizen expectations in a way that builds trust and confidence in government. Citizens of a nation expect the government and public sector organizations to find solutions to every social, economic, environmental, and political problem and reliably perform "day-to-day" tasks effectively and efficiently. Citizen expectations for high-performance government are on the rise at a time when budgets and timelines shrink, leaving government leaders struggling to deliver results.

To overcome these pressures, government leaders and executives in public sector organizations must embrace the concept of innovation and its associated management tools and practices. Having the proper knowledge and competencies in innovation help deliver results that build and maintain citizens' trust and confidence in government and its organizations.

PROGRAM DIRECTOR

Prof. Kwaku
Atuahene-Gima
Executive Dean, NiBS

DURATION

5 days over 2 months

2023 INTAKE

*Cohort 2 - May - Jun
Cohort 3 - Sep - Dec*

TUITION FEE

GHC 11,999

TEAM ATTENDANCE

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PROGRAM BENEFITS

- Develop the skills to build an innovation culture in a government department, unit, ministry, agency, or organization.
- Identify the new role of innovation management in the government and public sector.
- Improve the ability to use the tools and models to innovate in the workplace, citizen service delivery, and experience space.
- Develop a deep understanding of innovation leadership and be able to apply lessons on the job.
- Become more confident in borrowing successful practices from the private sector and applying them in the government and public sector.
- Work with professionals from different backgrounds to enhance innovative design and delivery knowledge in the government and public sector.



OBJECTIVES

- Understand the unique opportunities for and barriers to government and public sector innovation.
- Identify best practices for promoting a culture of innovation in government and its agencies.
- Outline an approach to creating a more innovative government and public sector.
- Develop an innovation leadership canvas to lead their organizations, departments, or agencies.
- Understand how executives in the government and public sector can create an innovation culture.
- Be able to identify, and develop strategies to manage, the core challenges to promoting innovation in government and public sector organizations.
- Analyze and discuss critical case studies of government and public sector organizations.

GOVERNMENT & PUBLIC SECTOR INNOVATION (GPSI) PROGRAM

FACULTY

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*Adjunct Professor of
Economics & Entrepreneurship, NiBS*

Mr. Ebo Richardson
*Consultant in Organisational Strategy
& Change, Digital Transformation,
& Technology Architecture*

Dr. Patrick Edwin Fiscian
*-Lead Consultant, Redric Consulting
-Adjunct Senior Lecturer, NiBS*

GUEST SPEAKER

Dr Charles Amoah-Wilson
*HR Director, National
Communication Authority, Ghana*

OBJECTIVES (cont.)

- Develop and implement an innovation project in the workplace.
- Outline an approach to creating a more innovative government and public sector.
- Develop an innovation leadership canvas to lead their organizations, departments, or agencies.
- Understand how executives in the government and public sector can create an innovation culture.
- Be able to identify, and develop strategies to manage, the core challenges to promoting innovation in government and public sector organizations.
- Analyze and discuss critical case studies of government and public sector organizations.
- Develop and implement an innovation project in the workplace.



PROGRAMS

MODULE 1

Government & Public Sector Innovation

MODULE 2

Design Thinking - Service Design, Delivery, and Experience Management

MODULE 3

Management & Work Process Innovation

MODULE 4

Innovation Leadership in Government & Public Sector



LEARNING METHODS

- On Campus (In-Person)
- Live-Online



PARTICIPANT PROFILE

- Top and middle management government and public sector executives who oversee or are concerned with high performance,
- Government service design and delivery, implementation of processes, and policy development.
- All those who need a thorough grounding in innovation management to enhance their government and public sector effectiveness.



BLENDED MODEL - LIVE ONLINE & IN-PERSON

SERVICE STRATEGY, DESIGN & LEADERSHIP (SSDL) PROGRAM

The lack of robust service strategies in organizations is the key reason why brands fail. Post Covid-19 statistics show that 85% of brands that emerged strong after the pandemic, did so because of the lasting brand experience they offer their customers. This success is predicated on the value-creating service strategies they employed before and during the pre-pandemic years. The program is therefore designed to enhance the need for business executives to design, develop and implement competitive service strategies for their brands. Yet, even the best-designed service strategies are most successful only when implemented by dynamic leadership. It is therefore imperative for Executives to have the right leadership skills for service visions and strategies to succeed.

This program is therefore designed to equip senior Executives with practical service strategies and leadership tools to ensure that their customers obtain a lasting brand experience as they encounter every single touchpoint of the service process.

PROGRAM DIRECTOR

Dr. E. N. Kwame Nkrumah
*Senior Lecturer & Ph.D.
Program Director, NiBS*

DURATION

5 days over 2 months

2023 INTAKE

*Cohort 2 - Jun - Jul
Cohort 3 - Oct - Nov*

TUITION FEE

GHC 11,999

TEAM ATTENDANCE

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PROGRAM BENEFITS

- Understand the need to develop unique service strategies for their products and services
 - Identify best practices for managing employees effectively to enable them to implement service strategies
 - Design sample service strategies for their products and services.
 - Develop an innovation leadership canvas to lead service and brand management across functional areas
 - Design bespoke brand management systems based on the entire service touchpoints across all organizational functional areas
 - Design strategic plans for monitoring the delivery of seamless brand experiences across all organizational functional areas.
- Identify best practices for managing employees effectively to enable them to implement service strategies
 - Design sample service strategies for their products and services
 - Develop an innovation leadership canvas to lead service and brand management across functional areas
 - Design bespoke brand management systems based on the entire service touchpoints across all organizational functional areas
 - Design strategic plans for monitoring the delivery of seamless brand experiences across all organizational functional areas.



PARTICIPANT PROFILE

- Marketing, Operations, or Business Development Executive
- New Product or Service Developer
- Marketing Executive
- Customer Service or Customer Advocacy Manager



OBJECTIVES

- Understand the need to develop unique service strategies for their products and services

SERVICE STRATEGY, DESIGN & LEADERSHIP (SSDL) PROGRAM

FACULTY

Dr. Benonia Aryee

*Consultant, Omansi
Business Advisory & Training Services*

Prof. Nana

Owusu-Frimpong

Professor of Marketing, UPSA

Mad. Adoma Peprah

*General Manager, Fintech,
Business Development & Expansion,
MTN*

GUEST SPEAKER

Mad. Gillian Hammah

*Chief Marketing Officer,
Databank Group*



PROGRAMS

MODULE 1

Nature of Services and Service Strategy

MODULE 2

Employee Experience Management (EEM)

MODULE 3

Customer Experience Management

MODULE 4

Service Leadership



PARTICIPANT PROFILE

- Business Development Manager
- Service Operations or Service Quality Manager
- Professionals of any kind who must understand how to use services as a source of competitive advantage.



LEARNING METHODS

- On Campus (In-Person)
- Live-Online



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High - Performance Leadership (HPL) Program

As many companies and organisations emerge from the effects of the global pandemic and its impact on new ways of working, their leaders confront uncertainties brought on by the emergence of new technologies like AI and ChatGPT, along with increasing costs exacerbated by the impact of the Russian-Ukrainian war. For many leaders, this new world and way of working command us to draw on entirely new skills.

We will need to see a new kind of leadership with a new fighting spirit in the coming months and years. Leaders who perform the strongest would focus less on control and more on culture, people, and connections. These strongest performers tap into their belief systems and operate in authentic and genuine ways. They are true to their values, allowing them to confront challenges, embrace conflict, and tackle tough conversations. Consequently, these kinds of leaders attract a community of motivated employees and followers because they create and maintain a high-performance environment that can withstand the changes to come and embrace the potential for new and exciting future opportunities. Now and in the future, leadership is about creating a high-performance environment that is consistently engaged and innovative and gives rise to a superior level of performance and growth.

PROGRAM DIRECTOR

Dr Hod Anyigba

*Adjunct Professor of
Economics & Entrepreneurship, NiBS*

DURATION

5 days over 2 months

2023 INTAKE

Cohort 2 - Jun - Jul

TUITION FEE

GHC 11,999

TEAM ATTENDANCE

GHC 10,799

*For 2 or 3 participants
from a company*

GHC 10,199

*For 4 or 5 participants or
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BENEFITS FOR INDIVIDUALS

- Understand the attributes that build - and destroy - a high-performance culture.
 - Tap into the collective brainpower of top performers, learn how to deliver bad news, and build a trusted, authentic community.
 - Explore how to attract and retain top talent.
 - Gain access to research designed to help executives master high-performance leadership.
 - Develop high-performance leadership skills in real-time by participating in group leadership simulation and discussion with faculty and peer feedback.
 - Listen, learn, and reflect on an executive leader guest speaker who will share their personal leadership journey to illustrate program concepts further.
- Mind-shift to become a more forward-looking, ambidextrous organization.
 - Become leaders who cooperate, work together, and increase networking capacity with a singular focus on employee value proposition (EVP) and growth.
 - Create a common language about innovation and its core principles and enablers that improve communication among top executives.



OBJECTIVES

- Expand the execution and realization of the company's innovation and growth agenda through an ambidextrous leadership approach.
- Improve a leader's ability to make the organizational culture and values count as glue binding and supporting strategic initiatives for innovation and growth. They provide the foundation to meet any organisation's strategic objectives.
- Strengthen the execution and realization of the corporate employee value proposition



BENEFITS FOR ORGANIZATIONS

- Clear improvement in innovation, cultural sensitivity, and performance-driven attitude.

HIGH - PERFORMANCE LEADERSHIP (HPL) PROGRAM

FACULTY

Prof. Kwaku
Atuahene-Gima
Executive Dean, NiBS

Dr Hod Anyigba
*Adjunct Professor of
Economics & Entrepreneurship, NiBS*

GUEST SPEAKERS

Dr. Samuel Senyo Okae
*Senior Information Systems Auditor,
Bank of Ghana*

Dr. Yaw Adom-Boateng
*Managing Director,
Coronation Insurance Ghana*



OBJECTIVES (cont.)

- communication strategies
- Master storytelling as a leadership approach for change
- Learn how to use neuroscience techniques to influence change



PROGRAMS

MODULE 1

Introduction to High-Performance Leadership

MODULE 2

Building High-Performance Environment

MODULE 3

Impactful Communication Strategies

MODULE 4

Transformational Strategic Conversations and Change Management

MODULE 5

Building Innovation Culture

MODULE 6

Leadership Simulation



LEARNING METHODS

- On Campus (In-Person)
- Live-Online



PARTICIPANT PROFILE

This program will benefit mid-to senior-level managers and executives who create value for their organizations. It helps professionals in many industries and sectors—especially those in leadership functions undergoing dynamic change. Titles include innovation leader, change manager, senior project manager, operations manager, mid- to senior-level manager, director, vice president, and C-suite.

