



**AFRICA  
INTERNATIONAL  
UNIVERSITY**



*Good Leadership and Governance for Prosperity*

**SCHOOL OF BUSINESS AND ECONOMICS**

**Leadership and Governance Hub**

**Strategic Plan - Bridged Version**

**2023-2028**

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## 1.0 Introduction

Africa International University has a strong tradition of academic excellence and transformative mentorship programs demonstrated by the commitment to strengthening leadership and governance practices of organizations and churches in Africa through training and research. More importantly, the university is committed to contributing to ongoing efforts in addressing emerging global challenges such as climate change and its implications on development, public health, and the global community's wellbeing. It is on this basis that the University conceived the establishment of a Leadership and Governance Training Hub which was launched on September 30th, 2022.

This Strategic Plan spells out the Hub's Vision, Mission, and values that are aligned with the University's strategic direction. The conceptualization of the Hub and the planned operations through the Five Centers indicate the commitment by the university towards transforming organizations and communities through effective leadership and governance in various fields of development. The strategies, goals, and objectives which define the thrust of activities, as well as collaboration and partnership with other institutions, are presented in detail. It is the commitment to a shared vision between the university's top governance, faculty, and staff that has inspired an intellectual engagement resulting in the development of this well-thought-out and articulated strategic plan.

## 2.0 The Hub Vision and Mission

**Vision:** A world of empowered Christ-centred generation of ethical leaders.

**Mission:** To empower individuals and communities through training and mentorship in ethical leadership and governance, and to articulate the values of integrity, respect, inclusion, and excellence.

**The Goal:** To establish a high standard foundation for intellectual and operational competencies in leadership and governance for an empowered generation of ethical leaders.

**Core Values:**

- Excellence with relevance
- Faith with integrity
- Leadership with servanthood and stewardship
- Innovation with community engagement
- Knowledge generation and sharing

### 3.0 The Five Hub Centers



**The Leadership and Public Governance**

**The Environmental Governance Centre**

**The Public Policy and Administration**

**The Corporate Governance**

**Entrepreneurship and Gender Empowerment**

### 4.0 General Objectives

- To impart leadership and governance competencies through training and mentorship of managers of partnering organizations.
- To improve the management skills of organizations through capacity-building in specific areas including emotional intelligence.
- To generate new knowledge through research and innovation to address emerging needs in leadership and governance.
- To adopt ICT integration as a learning tool to reach out to more clients to enhance learning and digital self-efficacy.

### 5.0 Pillars of the Hub



## 6.0 Implementation of the HUB Activities

The Hub will undertake activities to develop the capacity of beneficiaries in transformative leadership and good governance to address such needs. Each of the Hub centers will conduct research and assessments of the market needs and develop a curriculum and training modules for the identified clientele.

The training will be scheduled on a rotational basis throughout the year guided using a common work plan to ensure a smooth operation and synergy in planning and use of resources. Participants who undergo the training will be expected to demonstrate a high level of skills in solving complex governance issues and effectively articulating emerging global issues that affect governance and leadership in civil society, private and public sectors.

The Hub will undertake a multi-channel marketing strategy to reach the clientele including existing networks of religious organizations, alumni, and partner organizations. The marketing department will work with each of the centers in planning and marketing programs and other activities. Each center will develop a specific work plan and budget to guide the activities and allow for informed decisions on priorities.

## 7.0 The Hub's Strategic Approaches

### (a) Key Result Area 1. Administrative and physical infrastructure

**Strategic Objective 1.** To establish a world-class leadership and Governance Hub.

### (b) Key Result Area 2. Human Resource Management.

**Strategic Objective.** To establish a team of competent and committed faculty and staff for the Hub.

### (c) Key Result Area 3. Delivery of attractive quality executive training packages

**Strategic Objective:** Design and implement high quality relevant and innovative learning programs in the centers.

### (d) Key Result Area 4. Marketing of the Hub products and services

**Strategic Objective.** To develop and implement a robust marketing strategy for the Hub.

### (e) Key Result Area 5. Collaboration and linkages with other institutions established.

**Strategic objective:** Establish mutually beneficial partnerships with organizations and institutions that have a shared vision and commitment to improving leadership and governance globally.

### (f) Key Result Area 6: Hub supportive policies in place.

**Strategic objective:** The development and implementation of relevant HUB Policies

## 8.0 Resource Mobilization and Sustainability Strategies



## 9.0 Monitoring of Hub Programs

The monitoring of this strategy is incorporated into the activities of the specific centers. The general monitoring indicators will include:

- Number of short courses i.e., curriculum/modules developed.
- The number of training conducted in specific programs.
- The number of participants benefiting from the programs.
- Number and category of institutions sponsoring e.g., financial institutions, NGOs
- The number of collaborating institutions and societies.

Monitoring will be used to ensure that the Hub through the different centers is achieving its objectives as planned and contingency measures are adopted promptly to address obstacles and emerging challenges.

## 10.0 Evaluation of the Hub

The development of this strategic plan of the Hub has continuously posed the question “What will success look like? In that regard, the initial evaluation will seek to establish to what extent the operations of the Hub are successfully implemented as envisaged. A fidelity methodology will be used to provide answers to the question of the Hub's functionality, preferably in the third year of the activities. At the implementation level, the evaluation will consider both short-term one-time objectives and the long-term mission achievements of the core business of the Centers to generate information to inform the development of new programs. The outcomes of this evaluation will inform the next phase of programming.