

CROSSROADS PROGRAM HANDBOOK

Building Purpose-Driven Mid-Career Leaders and Builders



Visit Our Website
<https://lapidleaders.africa>

Welcome & **Introduction**

Welcome to the Crossroads Program—a transformative leadership journey designed for mid-career professionals committed to building a purpose-driven career. At Lapid Leaders Africa, we empower you to become a Builder—a leader who drives impact through innovation, strategic thinking, and purposeful action.

Whether you're looking to pivot, advance, or simply reconnect with your deeper "why," Crossroads is here to guide you.



Program Overview

Our Mission

Equip you with the clarity, skills, and mindset needed to excel in your career and create lasting impact.

What You Gain:

- **Career Clarity:** Define your “why” and set actionable goals.
- **Leadership Mastery:** Acquire practical skills to lead and innovate.
- **Community Support:** Connect with a diverse network of peers, mentors, and industry experts.

The Imperative for Intentional Leadership

✔ **Fast-Changing Environments**

Today's leadership demands intentionality—leaders must continuously develop their competencies and build robust personal support systems.

✔ **Purposeful Growth**

This program introduces essential leadership topics and skills that are crucial for success.

✔ **Certification**

All essential topics are fully integrated into our modules, providing a comprehensive learning experience that leads to certification upon completion.

Learning **Outcomes**

By the end of Crossroads, you will:

Achieve Career Clarity:

Define a clear career vision and actionable objectives.

Build Your Personal Brand:

Cultivate an executive presence that sets you apart.

Develop a Growth Mindset

Overcome challenges and harness your potential as a Builder.

Master Leadership Skills


Enhance your strategic thinking, decision-making, and team-building abilities.

Drive Organizational Change

Learn to implement sustainable innovations and foster high-performing teams.

Strategic Thinking

Develop a strategic mindset to identify opportunities and challenges, craft actionable plans, and execute effective strategies.



Program Structure & Delivery



01 Live Online Sessions:

Interactive classes with experienced facilitators.



02 Self-Paced Modules:

Curated content, case studies, and practical assignments.

Time Commitment:
Plan for 6-8 hours per week for live sessions, self-paced learning, assignments, and mentorship check-ins.

During in-person bootcamps, expect full-day, immersive sessions.



03 In-Person Boot Camps:

Two immersive sessions for hands-on learning and networking.



04 Diverse and Inclusive Environment:

Personalized guidance and one-on-one feedback.

Program **Modules**

Module 1:

Lead Self – Laying the Foundation as a Builder

- **Introduction to Self-Leadership:** Discover your points of power and build self-awareness.
- **Personal Values & Identity:** Explore personality frameworks to understand your unique leadership style.
- **Career Clarity & Goal Setting:** Establish clear goals and a vision that drives your career
- **Executive Presence & Personal Branding:** Cultivate the presence and brand that positions you as a leader.

Module 2:

Lead Teams – Building Collaborative and High-Performing Teams

- **Mindsets of Change:** Foster adaptability and a growth mindset within your teams.
- **Efficiency & Productivity Toolkit:** Equip your team with tools to maximize performance.
- **Leadership Styles & Coaching:** Learn to guide and develop your team effectively.
- **Building Trust & Managing Relationships:** Strengthen collaboration and build sustainable team dynamics.

Module 3:

Lead Change – Driving Innovation and Impact

- **Global Challenges & Opportunities:** Explore current trends and global challenges, learning how to turn them into opportunities for growth and change.
- **Strategic Career Management:** Develop long-term strategies for career and organizational growth.
- **Intrapreneurship & Change Management:** Champion innovative projects within your organization by applying best practices in change management and leveraging your strategic insights.
- **Strategic Thinking & Problem-Solving:** Develop the ability to tackle complex problems with creative solutions, building resilient systems that thrive in dynamic environments.

Key Dates



Application Deadlines

- Deadlines vary by cohort
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Program Duration:

- Typically 8–10 weeks (including both online sessions and in-person bootcamps)
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Bootcamps:

- Two intensive in-person sessions are scheduled at key intervals during the program
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Assessment & Certification

01



Reflective Assignments:

Deep-dive reflections on leadership and personal growth.

02



Practical Projects:

Capstone projects that encapsulate your leadership vision and strategy.

03



Active Participation:

Engagement in live sessions, group discussions, and collaborative assignments.



Upon successful completion, you will receive a Crossroads Certificate—a testament to your commitment to strategic leadership and purpose-driven impact.

Faculty & Mentors

Learn from seasoned professionals,
including:

Esther Mwaniki:

01

Founder & CEO of Lapid Leaders Africa is an Obama Fellow & Oprah Winfrey Fellow; Former Assurance manager at PwC in Kenya and UK & Head of Risk GTB Bank; 20+ yrs in driving leadership and organizational growth in Africa.



Lenny Wachira

02

Certified Life and Leadership Coach; Northpoint Coaching and Training, 20+ yrs in people development; Lead coach at Lapid Leaders Africa, facilitating team formation and personality development in the Lapid Lead Self program.



Faculty & **Mentors**

Learn from seasoned professionals,
including:

David Sijenyi

03

Certified professional coach, consultant, and author; 20+ years in sales, business development, and leadership coaching.



Patrick Njiru

04

Seasoned consultant, trainer, and certified experiential learning coach with 10+ yrs in leadership development and employee growth. Operations Director at Ink Consulting



Resources & Support

Participants receive:



01 Comprehensive Learning Materials:

- Case studies, articles, templates, and toolkits.



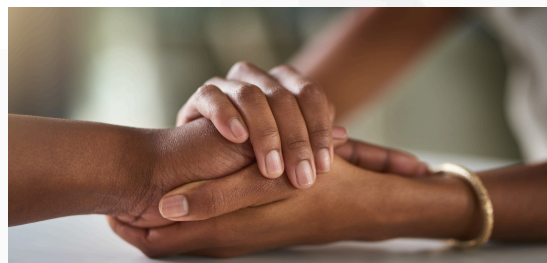
02 Personalized Coaching:

- One-on-one sessions with experienced mentors.



03 Arts and Athletics Scholarship

- Connect with alumni, industry experts, and fellow participants.



04 Dedicated Program Support:

- Assistance with scheduling, reminders, and logistical coordination.

Take the **Next Step**

- This handbook outlines the Crossroads Program's structure, expectations, and transformative journey.
- Engaging fully—through online sessions, self-paced modules, immersive boot camps, and personalized mentorship—empowers you to master your career and drive innovation.

For more information or assistance, please contact us at:



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