



SDMC

**SUDANESE DUTCH MANAGEMENT CENTER [SDMC]
International Action Learning MBA
Training & Consultancy**

Profile and Programs

Khartoum July 2007

Profile

- Established in Khartoum, March 2007
- Founding partners:
 - International network teachers & consultants (TQS)
 - University of Applied Sciences (BSN Netherlands)
 - Strong, respected local company (Newtech)
- Welcomed by key persons and representatives
- Mission:
 - Developing management competencies in Sudan, nationwide and in all sectors
 - It is SDMC's *corporate social responsibility* to boost and contribute to this development in the context of **capacity building** in Sudan



Programs

- Internationally recognized excellent level
- Sector related
- Attention to international and local leadership
- Highly applicable, focus on implementation
- **Based on Action Learning**
 - 'Learning by doing'
 - 'Less books more brains'
- Programs:
 - International Action Learning MBA of BSN Netherlands
 - Training:
 - Management Competency Development Programme (MCDP)
 - Critical Skills Development Programme (CSDP)
 - Leadership and Management Styles
 - Strategic Planning
 - Facilitator Training (for professional trainers and teachers)
 - Facilitator/Consultancy Skills Training (for consultants)
 - Consultancy services: '**Competency Management Diagnosis**'
 - Special projects



SDMC's added value

State of the art management training

Based on proven action learning method

Real time learning 'you do now – you learn now'

Facilitated by international professionals

.....**which results in better performance**.....



International Action Learning MBA® of BSN Netherlands

- An excitingly different learning experience
- Why choose this MBA of BSN?
- Three phases:
 1. Basic theoretical knowledge –a conceptual framework- (3 months)
 2. Organizational Analysis of the own business/organization (9 months)
 - 6 core courses/action learning projects (ALP)
 - Workshops in the Netherlands
 3. Dissertation/Master Project on a topic of strategic value (6 months)
- Assessment
- Who can apply?
- Investment



Management Competency Development Programme (MCDP)

- Managing organizational changes
- Who should attend MCDP?
- Study load and time for completion:
 - In-company, 20 days, customized
 - Open sets, 20 days, duration approx. 5 months
- 9 Workshops:
 - presentation skills
 - decision making & creativity
 - project management
 - managing human resources
 - managing marketing
 - managing operations
 - managing finance
 - managing information
 - managing strategy
- **Action Learning Advanced Certificate in Management (i.c.w. CSDP)**



Critical Skills Development Programme (CSDP)

- Developing management skills & interpersonal skills
- Who should attend MCDP?
- Study load and time for completion:
 - In-company, 17 days, customized
 - Open sets, 17 days, duration approx. 6 months
- 7 Workshops:
 - Action Learning and Learning to Learn
 - interpersonal skills training
 - multicultural integration
 - personal effectiveness and motivation
 - situational leadership
 - stress management
 - teambuilding
- **Action Learning Advanced Certificate in Management (i.c.w. MCDP)**



Leadership and management styles

- Fast growth urges good leadership and effective management styles
- Critical skills needed to manage transformation
- Step by step co-design of the program
- Start with workshop for top management
 - How to make the strategy work by increasing personal effectiveness?
 - Focus on:
 - 360° feedback
 - Reflecting on leadership and management styles
 - Assessment of current individual styles
 - Defining individual areas of development
 - Experimentation through role-playing
 - Individual coaching
- Workshop: **tailor-made short lectures with learning by doing**



Strategic Planning

- Training for top management
- Action learning opportunity to reflect on strategy
- 'Reinstall' management tools for implementation
- Focus on:
 - Knowledge of strategic planning and management tools
 - Process design
 - Process execution
 - Realization of objectives
- Facilitating executive's role by international expert
- Individual coaching and team coaching
- 2 workshops in Khartoum (4 sessions each)
- **Benchmark/action learning visit to NL**



Facilitator Training

- Educational methods are changing
 - Improving results in changes in performance
 - From traditional training to facilitation
- For professional trainers and teachers
 - Building skills in designing and facilitating programs
 - Practical skills for preparing workshops, etc.
 - Improving training and facilitation style
- Course structure
 - Flexible, customized, additional areas or topics
 - 1. Facilitation part, at least 2 wks. full time
 - 2. Advanced part/'training the trainer', at least 2 wks. full time
- Coverage of:
 - training needs analysis
 - presentation skills and delivery skills
 - technology of participation and facilitation skills
 - training program design and production
 - modern training approaches, methods and tools
 - training-on-the-job approaches and practices
 - computer based and distance training
 - training management
- **International state of the art facilitator certificate**



Consultancy Skills Training

- Comprehensive facilitator training program
 - Learn to work with consultancy as a change-approach
 - Improving consultancy competencies and skills
 - Focus on more effective consultancy practice
- For internal and external consultants
 - Building skills in designing and facilitating consultancy programs
 - Developing knowledge about consultancy and facilitation
 - Strong and positive impact on client's effectiveness
- Workshop structure
 - Flexible, customized, additional areas or topics
 - Two workshop of at least 5 days full-time each, with an implementation period in between
- In order to:
 - Gain better utilization of their expertise
 - become more in a partnership role with line managers
 - avoid no-win consulting situations
 - develop internal commitments in their clients
 - increase line manager commitment in the client's organization and trust
 - have their *recommendations more frequently implemented*
- **International state of the art certificate**



Competency Management Diagnosis

- Focus on management competencies related to organizational change
- SDMC Management Consultancy Services
 - A transparent plan to bridge existing gaps between the strategy to be realized and competencies needed
 - Comprehensive program of workshops, assessment and implementation
 - Developed in Europe and Arab countries
- Results of the program:
 - Insight in actual (lack of) competencies in the organization
 - Insight in necessary competency in-, through and outflow
 - Insight in behavior needed, and training requirements
 - More effective personnel reviews (selection, PDP, performance)
 - Training policy, programming and planning
 - Improved feedback and team formation
- **Approach to develop and steer the quality of the organization, its managers and its employees**



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