INTERNATIONAL CENTRE OF EXCELLENCE FOR TRANSFORMING LEADERSHIP DEVELOPMENT

Leadership Solutions Portfolio

Transforming Leadership & Governance Solutions (TLGS)

Ten Flagship Programmes · One Proprietary 12Cs Architecture · A Global Faculty of Practitioners

International Leadership Foundation · www.ilfglobal.com

WHO WE ARE

Our Vision, Mission and Values

VISION

Nations experiencing holistic transformation in strategic spheres of society led by a growing network of competent leaders of integrity.

MISSION

Building leaders of integrity for societal transformation.



VALUES

Personal Life Transformation

Personal life transformation as the foundation for societal transformation.

Personal and Public Integrity

Integrity as the primary qualification for leadership.

Contextual Relevance

Relevance of every initiative to its cultural context.

Holistic Transformation

Transformation impacting all spheres of life and all domains of society.

© 2026 International Leadership Foundation

OUR LEADERSHIP PHILOSOPHY

Four Frameworks. One Leadership Model.

Every ILF programme is modelled on transforming leadership, ethical leadership, values-based leadership and impact leadership — four lenses on one model of leadership.

Transforming Leadership

Leadership that changes mindsets first, so changed actions and institutions follow.

Ethical Leadership

Leadership anchored in moral and ethical principle, not expedience.

Values-Based Leadership

Leadership that leads from a clear, values-driven inner core.

Impact Leadership

Leadership measured by transformation delivered, not activity completed.



© 2026 International Leadership Foundation

THE ILF BRAND PROMISE

ILF does not simply deliver leadership training. We diagnose leadership challenges and design practical transformation solutions powered by the proprietary 12Cs Transforming Leadership Framework.

Values Anchored **Problem Focused** **Application Driven** **Evidence Based**

Transformation Oriented

© 2026 International Leadership Foundation

OUR PROPRIETARY ARCHITECTURE

The ILF 12Cs Transforming Leadership Framework

Twelve proprietary leadership dimensions form one architecture. Every ILF solution is engineered from this engine — the market sees a leadership solution; the 12Cs remain the intelligence underneath it.

Character
The moral core that earns trust and leadership credibility.

Calling
The internal compass that gives leadership direction and durability.

Competence
The technical and professional mastery leadership is built on.

Communication
The ability to influence, align and inspire through word and presence.

Coaching
Developing others rather than merely directing them.

Collaborative Leadership
Leading with and through others, not around them.

Community Building
Creating belonging, trust and shared identity.

Change Leadership
Leading people through uncertainty and transition.

Creative Leadership
Innovating and adapting when old answers stop working.

Capacity Building
Growing the ability of people and institutions to deliver.

Celebrative Leadership
Recognising progress and sustaining morale.

Continuation
Building leadership pipelines and succession that outlast any one leader.

© 2026 International Leadership Foundation

HOW WE WORK

The ILF 6D Transforming Leadership Method

DELIVERY FORMATS

1. **Executive Briefing** — 2–3 hrs
   Boards, CEOs and senior officials — awareness, alignment, diagnosis.
2. **Leadership Lab** — 1 day
   The primary market-facing product and ILF's commercial workhorse.
3. **Accelerator** — 2 days
   Deeper skill-building and application for teams ready to go further.
4. **Transformation Journey** — 3–6 months
   Diagnostic, workshops, coaching, application and measurement combined.

THE 6D METHOD

1. **DISCOVER**
   Understand the organisation, context and leadership challenge.
2. **DIAGNOSE**
   Identify the underlying leadership capability gaps.
3. **DESIGN**
   Build the appropriate solution using the 12Cs and relevant allied capabilities.
4. **DEVELOP**
   Develop leaders through facilitated learning, reflection, tools and practice.
5. **DEPLOY**
   Apply learning to real workplace challenges.
6. **DEMONSTRATE**
   Measure application, outcomes and lessons.

© 2026 International Leadership Foundation

OUR FACULTY

A Global Faculty, Locally and Internationally Dispersed

Every ILF programme is enriched by a diverse, globally dispersed faculty of practitioners — senior figures from industry, academia, research, legislature, judiciary, the diplomatic corps and consulting, including CEOs, founders and board chairpersons with over 25 years of experience.

- **Industry & Business**
- **Academia & Research**
- **Legislature**
- **Judiciary**
- **Former Diplomats**
- **Consulting**
- **CEOs & Founders**
- **Board Chairpersons**

© 2026 International Leadership Foundation

THE PORTFOLIO

Ten Flagship Leadership Solutions

01 **Leading with Integrity and Trust**
Building Credibility, Accountability and Ethical Influence

02 **From Manager to Transforming Leader**
Moving Beyond Technical Competence to Leadership Impact

03 **Leading Change Without Losing People**
Building Leadership Capacity for Organisational Transformation

04 **Building High-Performance Leadership Teams**
From Individual Excellence to Collective Leadership

05 **Leadership Communication and Emotional Intelligence**
Influencing People, Navigating Emotions, Leading Difficult Conversations

06 **Leadership for Execution and Accountability**
Turning Strategy, Plans and Commitments into Results

07 **Coaching, Talent and the Leadership Pipeline**
Developing Leaders Who Develop Other Leaders

08 **Adaptive and Innovative Leadership**
Leading Through Complexity, Disruption and Uncertainty

09 **Executive and Board Leadership**
Governance, Stewardship and Strategic Leadership at the Top

10 **Public Leadership for Service, Integrity and Impact**
Transforming Leadership in Public Institutions

© 2026 International Leadership Foundation

SOLUTION 1 OF 10

Leading with Integrity and Trust

Building Credibility, Accountability and Ethical Influence

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Organisations frequently struggle with declining trust, weak accountability, inconsistent values and ethical compromises that erode leadership credibility.

WHO SHOULD ATTEND

Boards | **Executives** | **Managers** | **Public officials** | **NGOs** | **Churches** | **Professional bodies**

12Cs ENGINE

Character | **Calling** | **Communication** | **Community Building**

Allied capabilities: Ethical decision-making, accountability, values alignment, trust, self-awareness.

> *"ILF helps institutions strengthen the trust, integrity and accountability on which sustainable leadership performance depends.*
>
> **INSTITUTIONAL VALUE PROPOSITION**

© 2026 International Leadership Foundation

SOLUTION 2 OF 10

From Manager to Transforming Leader

Moving Beyond Technical Competence to Leadership Impact

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Many organisations promote technically competent people into management without equipping them to lead people — and many existing senior managers, promoted years ago on the same basis, have still never been equipped to lead rather than merely manage.

WHO SHOULD ATTEND

- Supervisors
- First-line managers
- Middle managers
- Existing senior managers
- Newly promoted leaders
- Technical professionals

12Cs ENGINE

- Competence
- Communication
- Coaching
- Capacity Building
- Collaborative Leadership
- Character

Allied capabilities: Emotional intelligence, delegation, feedback, difficult conversations, performance management.

> *"ILF helps organisations convert technically competent managers — including long-serving senior managers — into leaders capable of developing people, building teams and producing sustainable performance.*

INSTITUTIONAL VALUE PROPOSITION



© 2026 International Leadership Foundation

SOLUTION 3 OF 10

Leading Change Without Losing People

Building Leadership Capacity for Organisational Transformation

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Strategies, restructuring, technology and organisational change frequently fail because leaders underestimate the human side of transformation.

WHO SHOULD ATTEND

- Executives
- Transformation teams
- Managers
- Public institutions
- Change leaders

12Cs ENGINE

- Change Leadership
- Communication
- Collaborative Leadership
- Creative Leadership
- Coaching

Allied capabilities: Change management, stakeholder analysis, resistance management, emotional intelligence.

> *"ILF helps organisations move through change while maintaining trust, engagement and execution.*
>
> **INSTITUTIONAL VALUE PROPOSITION**

© 2026 International Leadership Foundation

SOLUTION 4 OF 10

Building High-Performance Leadership Teams

From Individual Excellence to Collective Leadership

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Strong individual leaders frequently operate in silos, protect turf, avoid difficult conversations and fail to function as one leadership team.

WHO SHOULD ATTEND

- Executive teams
- Management teams
- Departmental heads
- Boards

12Cs ENGINE

- Collaborative Leadership
- Communication
- Community Building
- Competence
- Celebrative Leadership

Allied capabilities: Team effectiveness, trust, conflict management, accountability and psychological safety.

> *"ILF helps leadership teams move from individual brilliance to collective, accountable performance.*
>
> **INSTITUTIONAL VALUE PROPOSITION**

© 2026 International Leadership Foundation

SOLUTION 5 OF 10

Leadership Communication and Emotional Intelligence

Influencing People, Navigating Emotions, Leading Difficult Conversations

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Leadership failures frequently arise not because leaders lack intelligence, but because they cannot listen, manage emotions, communicate expectations or handle difficult conversations.

WHO SHOULD ATTEND

- Managers
- Executives
- Team leaders
- Public officials
- Client-facing leaders

12Cs ENGINE

- Communication
- Character
- Collaborative Leadership
- Coaching
- Community Building

Allied capabilities: Emotional intelligence, listening, empathy, influence, conflict management, feedback.

> *"ILF helps leaders communicate in ways that strengthen trust, alignment, relationships and performance.*

INSTITUTIONAL VALUE PROPOSITION

© 2026 International Leadership Foundation

SOLUTION 6 OF 10

Leadership for Execution and Accountability

Turning Strategy, Plans and Commitments into Results

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Many institutions know what they intend to do but struggle with execution, accountability, ownership and follow-through.

WHO SHOULD ATTEND

- Executives
- Managers
- Public institutions
- Project leaders
- Departmental heads

12Cs ENGINE

- Competence
- Capacity Building
- Coaching
- Communication
- Change Leadership

Allied capabilities: Execution discipline, priorities, accountability, performance management, decision-making.

> *"ILF helps institutions convert intentions into disciplined execution and measurable results.*

INSTITUTIONAL VALUE PROPOSITION

© 2026 International Leadership Foundation

SOLUTION 7 OF 10

Coaching, Talent and the Leadership Pipeline

Developing Leaders Who Develop Other Leaders

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Institutions become vulnerable when leadership knowledge sits with a few senior people and there is no deliberate succession pipeline.

WHO SHOULD ATTEND

- Executives
- Managers
- HR leaders
- Faith institutions
- Family businesses
- NGOs

12Cs ENGINE

- Coaching
- Capacity Building
- Continuation
- Calling
- Competence

Allied capabilities: Mentoring, succession, delegation, talent identification, developmental conversations.

> *"ILF helps institutions build leadership pipelines so capacity continues beyond the current generation of leaders.*

INSTITUTIONAL VALUE PROPOSITION

© 2026 International Leadership Foundation

SOLUTION 8 OF 10

Adaptive and Innovative Leadership

Leading Through Complexity, Disruption and Uncertainty

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Organisations increasingly face conditions where yesterday's methods cannot solve tomorrow's problems.

WHO SHOULD ATTEND

- Executives
- Managers
- Entrepreneurs
- Public-sector leaders
- NGOs

12Cs ENGINE

- Creative Leadership
- Change Leadership
- Competence
- Collaborative Leadership
- Communication

Allied capabilities: Innovation, critical thinking, problem-solving, adaptive leadership, decision-making under uncertainty.

> *"ILF equips leaders to respond intelligently and creatively when complexity makes conventional solutions inadequate.*
>
> **INSTITUTIONAL VALUE PROPOSITION**



© 2026 International Leadership Foundation

SOLUTION 9 OF 10

Executive and Board Leadership

Governance, Stewardship and Strategic Leadership at the Top

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Boards and executives sometimes confuse governance with management, lack alignment, fail to interrogate strategy effectively or do not create appropriate accountability.

WHO SHOULD ATTEND

- Boards
- Governing councils
- CEOs
- Executive teams
- Nonprofit boards
- Faith institutions

12Cs ENGINE

- Character
- Calling
- Competence
- Communication
- Collaborative Leadership
- Continuation

Allied capabilities: Governance, stewardship, strategy, Board–management boundaries, risk, succession.

> *"ILF strengthens the leadership and governance capability required at the highest levels of institutional stewardship.*

INSTITUTIONAL VALUE PROPOSITION



© 2026 International Leadership Foundation

SOLUTION 10 OF 10

Public Leadership for Service, Integrity and Impact

Transforming Leadership in Public Institutions

One-Day ILF Leadership Lab · Powered by the ILF 12Cs Framework

THE CHALLENGE

Public institutions need leaders capable of delivering results while balancing accountability, service, integrity, stakeholder complexity and institutional constraints.

WHO SHOULD ATTEND

- Ministries
- Agencies
- MMDAs
- State institutions
- Public-sector managers

12Cs ENGINE

- Character
- Calling
- Competence
- Communication
- Collaborative Leadership
- Community Building

Allied capabilities: Public-service orientation, stakeholder management, accountability, execution, change management.

> *"ILF helps public institutions strengthen integrity, collaboration, execution and transformational service.*

INSTITUTIONAL VALUE PROPOSITION

© 2026 International Leadership Foundation

GET STARTED

Bring This Portfolio to Your Institution

Every engagement begins with a short Leadership Challenge Pulse, not a standard course — so the programme you receive is configured around the problem you actually have. From a single Executive Briefing to a full Transformation Journey, ILF meets your institution where it is, anywhere in the world.

Discover → **Diagnose** → **Design** → **Develop** → **Deploy** → **Demonstrate**



International Leadership Foundation
www.ilfglobal.com