



# Executive Leadership Development

Building Whole Leaders Within Your  
Organisation

PRESENTED BY  
Uche Ezichi

# Table of Contents

---

<a href="#"><u>Executive Summary</u></a>	<b>03</b>
<a href="#"><u>Mission and Vision</u></a>	<b>05</b>
<a href="#"><u>Our Programmes</u></a>	<b>06</b>
<a href="#"><u>Organisational Health</u></a>	<b>11</b>
<a href="#"><u>Sample Programme</u></a>	<b>13</b>
<a href="#"><u>Delivery Tools</u></a>	<b>14</b>
<a href="#"><u>Our Partners</u></a>	<b>15</b>
<a href="#"><u>Contact Information</u></a>	<b>16</b>

# About Uche Ezichi

Architecting "Whole Leaders" for the Global Stage



**Uche Ezichi, PCC**  
Lead Coach

Uche Ezichi is a certified executive coach and management consultant with 20+ years of experience transforming senior leaders and their teams at top multinationals. He partners with INSEAD and London Business School on executive programmes, specialising in organisational health, leadership development, resilience building, and career transitions. His client list includes senior executives from diverse industries, including finance, technology, and non-profit.

Uche's expertise is sought after by senior executives at organisations like the World Bank Group, Bloomberg, Barclays, and Accenture. His background in investment banking (HSBC) and management consulting (Goldman Sachs, Morgan Stanley) provides a solid foundation for his work with C-suite clients. He tackles complex business challenges with a focus on achieving measurable results, leveraging his deep understanding of financial markets and strategic planning.

Through behavioural science and action learning, Uche empowers leaders to overcome blind spots, develop strengths, and eliminate destructive behaviours. His coaching style is both rigorous and supportive, pushing clients beyond their comfort zones while aligning their leadership with their values. He is known for his ability to build trust and rapport with clients, creating a safe space for personal and professional growth. He also draws upon a wide range of coaching methodologies, tailoring his approach to meet the unique needs of each individual.

Uche's consulting engagements often focus on organisational health and top team development. He works with executive teams to improve communication, collaboration, and decision-making, ultimately driving better business outcomes. His approach is data-driven and evidence-based, ensuring that interventions are targeted and effective. He also has a passion for helping organisations build inclusive cultures where everyone can thrive. In addition to his coaching practice,

Uche holds an Executive MSc in Coaching and Behavioural Change from Henley Business School and is currently a doctoral candidate researching leadership effectiveness. He is a licensed practitioner of various assessment tools, including GELM 360, Hogan, and Myers-Briggs. He is also the author of three books, including "Count the Cost: The 5 Unspoken Rules of Sustainable Success," which provides practical advice for achieving long-term success in both personal and professional life.

# About ACEEVA

Aceeva Consulting is a globally recognised learning organisation founded by Uche Ezichi. We specialise in providing customised executive development services to organisations, empowering teams towards peak performance, and enhancing productivity. Our clientele includes esteemed organisations such as Citi, Accenture, INSEAD Business School, and Imperial College Business School.

Our programmes are designed to equip participants with essential skills, tools, and techniques to improve their personal effectiveness and productivity in the workplace and in life. We have a world-class team of associates from across the globe to help deliver programmes, and our participants learn how to scale up their performance and master how to manage themselves and their relationships better.



## GLOBAL IMPACT

Uche has run programmes of varying sizes in organisations on all continents except Antarctica. Our live delivery sessions span Europe (various), Africa (Rwanda, Nigeria, Ghana), ME—Dubai, Saudi Arabia, and the Americas. He has built a solid network of clients turned partners with a repeat rate of 100%.

# Mission and Vision

Building whole leaders. We help current and potential C-suite leaders, executives, and management maximise their performance by improving their self-image, self-leadership, and perception through authenticity.



## MISSION

To develop whole leaders - leaders who succeed in both their personal and professional lives, without sacrificing one for the other.



## VISION

A healthy workplace where leaders feel enabled and equipped to learn, grow and perform at their optimum performance



# ACEEVA Programmes

Our programmes are designed through a co-creation model, allowing us to customise them to fit your needs.

## CO-CREATION MODEL

We co-design programmes that fit your needs, equip your leaders with tools to excel, and cultivate high-performing and content employees who enhance your bottom line.



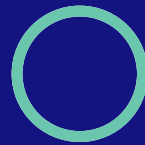
### Executive Leadership Development

Equip leaders with skills and techniques for improved personal effectiveness and productivity in the workplace



### Diversity in Leadership

Increase the performance of underrepresented leaders within your organisation and increasing diversity in the leadership pipeline



### SHINE

Empower employees to achieve their career goals by harnessing their uniqueness and maximising their current position.



### Executive Coaching

One-on-one, group and leadership teams coaching for your best talent to prepare them for the next stage in their careers.



### Organisational Health

Working with Senior Executive teams to maximise the "last" competitive advantage - being healthy



# EXECUTIVE LEADERSHIP DEVELOPMENT

This Programme is a six-month catalyst designed to equip all participants with skills, tools, and techniques for improving their personal effectiveness and productivity in the workplace and in life. Participants scale up their performance and master managing themselves and their relationships better.

In addition to transforming your executives, a critical benefit of the proposed programme is consulting on designing a training curriculum for your workforce and creating an empowering culture within your organisation.

The programme will give us valuable insight into the development needs of your organisation, their views of how training can be improved in your firm and how the culture can be enhanced. Such high-quality data will ensure we design a tailored training curriculum for your firm instead of a one-size-fits-all approach.



# DIVERSITY IN LEADERSHIP

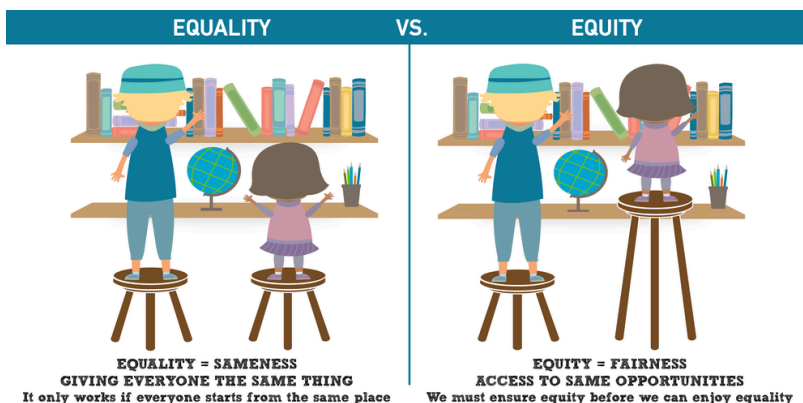
Uche Ezichi's programme is designed to assist female and ethnic minority talent in overcoming limitations that prevent them from bringing their true selves to work. The goal is to help your culture team create a fair and inclusive environment that promotes leaders and collective business success by embracing racial diversity.

Through impactful stories, humour, and relevant research, we will equip your team with the tools to establish a legacy within your organisation and beyond. We will also provide guidance on how to make "sensitive" conversations about race and gender more natural, allowing ALL races and female talent to engage in open dialogue, succeed, and have fun.

This programme provides tailored development interventions to support the unique needs of your diverse leaders. Our goal is to address their unique challenges, including imposter syndrome, lack of visibility, sponsorship, and disenfranchisement. Our approach is to empower them to take actions within their control while leaders steer your organisation from equality to equity.

- 1 Keep Motivation Up: Maximise engagement and performance through quarterly workshops
- 2 Keep High Potentials: Increase performance and fast track progression.
- 3 Establish Empowering Circles: a reflective, creative, challenging and confidential space to support leaders
- 4 Leadership Group Coaching: close touch approach for female and minority professionals who are middle managers and above.
- 5 Spotlight on Courageous Conversations: How to have difficult conversations

"All of us, is better than some of us"  
- Uche Ezichi



Equity is the goal. We empower your diverse leaders to get access to the 'stool' they need



# SHINE AS A LEADER

The SHINE programme is a transformative leadership development experience designed to accelerate the performance of your leaders. Our unique approach focuses on building a strong leadership identity, the bedrock of effective leadership. By understanding "who they are" and "what not to do," your leaders gain clarity and confidence, leading to better decision-making, deeper care for their teams, and ultimately, improved organisational results. As Craig Groeschel aptly states, "Everyone wins when the leader gets better."

The SHINE Philosophy is built on four pillars:

1. You can start from where you are. The core belief is that no matter how far you are from your goal, you can reach it from your current position.
2. You have everything you need. It acknowledges that you already possess all the resources you need to achieve your goals.
3. It is your responsibility. Self-motivated individuals take full responsibility for their career growth and embrace change.
4. What brought you here won't take you there.



Self-leadership: You can't lead others unless you lead yourself.



High-performing leader: Doing beyond expectations



Influence: Strong leaders develop a high level of personal influence

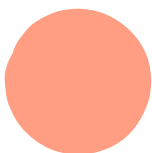


Navigating the middle: Lead effectively downwards

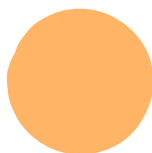


Endurance: Achieve results without breaking you or the team

## SHINE IN YOUR



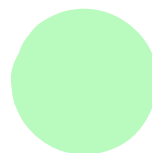
CAREER



CULTURE



PERFORMANCE



BUSINESS



LEADERSHIP

The SHINE programme addresses key barriers to success within varying areas of focus, from culture to minority employees. We dig deep to uncover limiting factors and create a programme for lasting impact and performance.

# EXECUTIVE COACHING

Our comprehensive coaching programmes are designed to equip your leaders with the skills to excel and become leaders people want to follow.

## Tailored Support:

- **One-on-One Coaching:** Individualised sessions focused on self-awareness, strategic thinking, emotional intelligence, and navigating complex leadership challenges.
- **Group Coaching:** Peer-to-peer learning and collaboration through facilitated discussions on critical leadership topics, fostering a supportive network.
- **Leadership Team Coaching:** Building high-performing teams through collaborative goal setting, communication strategies, and conflict resolution techniques.

## Programme Structure:

- **Customised Needs Assessment:** We collaborate with you to define specific goals and development areas for each leader or leadership group.
- **Blended Learning Approach:** One-on-one coaching sessions, group workshops, and access to online resources for ongoing learning.
- **Actionable Outcomes:** Concrete action plans and ongoing support to ensure successful implementation of learned skills.

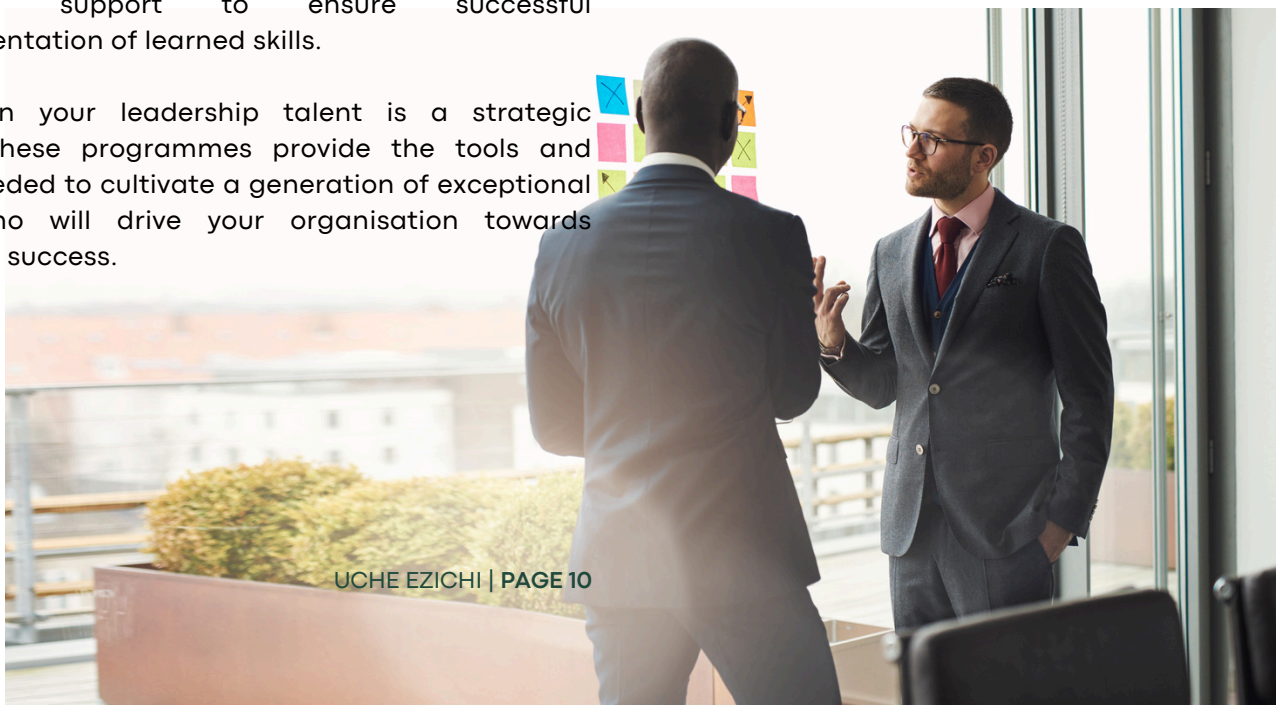
Investing in your leadership talent is a strategic decision. These programmes provide the tools and support needed to cultivate a generation of exceptional leaders who will drive your organisation towards sustainable success.

**Enhanced Leadership Effectiveness:** Develop the skills to make strategic decisions, inspire teams, and drive organisational growth.

**Transitioning to Executive Roles:** Gain the necessary tools and insights to navigate the complexities of C-suite leadership.

**Building High-Performing Teams:** Foster a culture of collaboration, trust, and accountability within your leadership team.

**Sustainable Success:** Develop long-term strategies for continuous learning and growth, ensuring lasting impact.



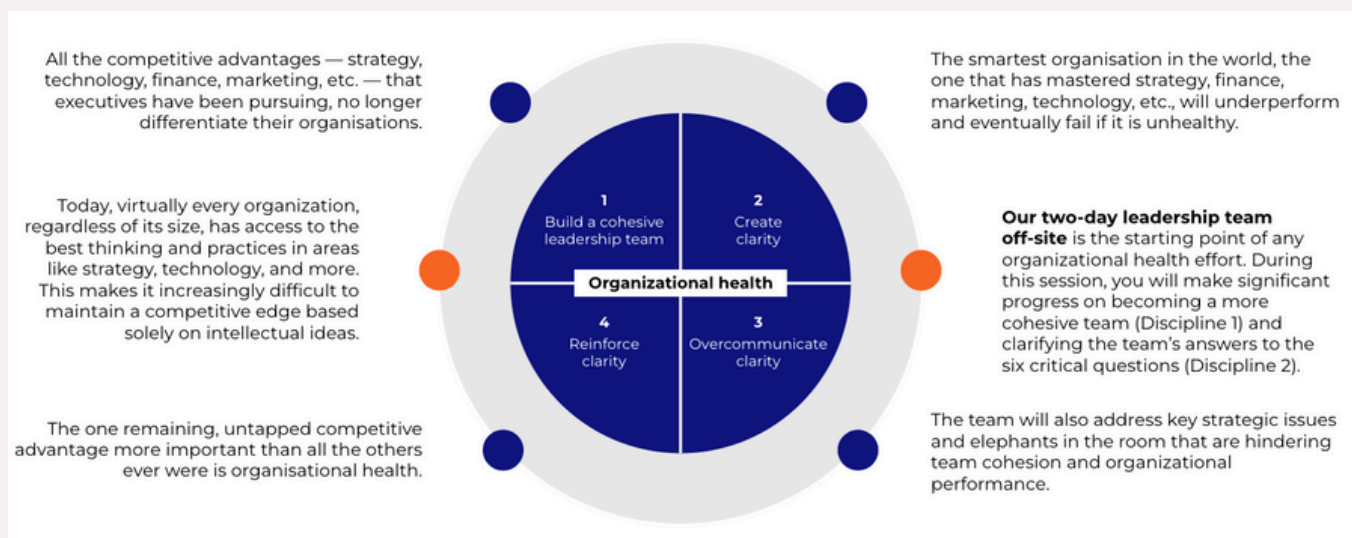
# ORGANISATIONAL HEALTH

## BUILDING A THRIVING ORGANISATION

All the competitive advantages — strategy, technology, finance, marketing, etc. — that executives have been pursuing no longer differentiate their organisations. Today, virtually every organisation, regardless of its size, has access to the best thinking and practices in areas like strategy, technology, and more. This makes it increasingly difficult to maintain a competitive edge based solely on intellectual ideas.

Amidst this changing landscape, there is one untapped competitive advantage that stands above all others - organisational health. Even the most intelligent organisation, one that has mastered strategy, finance, marketing, and technology, will underperform and eventually fail if it is unhealthy.

We work with the senior leadership team to maximise this last competitive advantage using the four disciplines of a healthy organisation. When your organisation is healthy, you boost morale, productivity, and retention of top talent.



## BUILDING A THRIVING ORGANIZATION: A PROGRAMME IN ORGANISATIONAL HEALTH

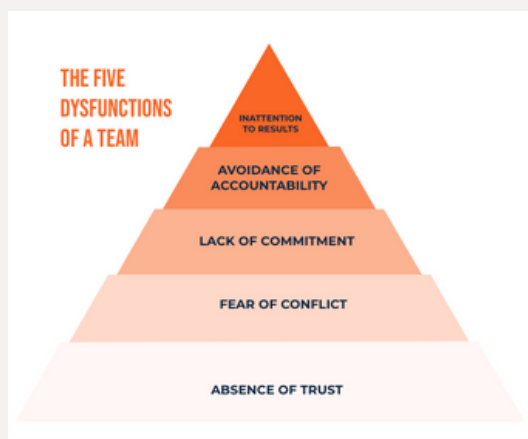
To help your organisation become healthy, we start by planning the first three months and building the possible touchpoints for the next eighteen. Our programme is designed to be efficient, allowing the leadership team to balance the day-to-day pressures of managing the business with maintaining cohesion and strategic alignment. We challenge ourselves to make major steps in 90 days.

Our approach is practical, relevant, and fast. We share opinions, push the team when needed and tell the kind truth. We guide you in having the hard conversations as a leadership team – these are where breakthroughs happen.

### Summary of the first three months:

- Pre-calls with the CEO and leadership team (as needed)
- The team completes the pre-work - team assessment questionnaire and reading - required for the initial offsite
- Initial two-day Leadership Team Offsite.
  - During this session, you will make significant progress on becoming a more cohesive team (Discipline 1) and clarifying the team's answers to the six critical questions (Discipline 2). Without clarity, politics, infighting, and confusion persist.
  - The team will also address key strategic issues and elephants in the room that are hindering team cohesion and organisational performance.
- Post-call with the CEO.
- Summary notes
- Your first Playbook
- "Always available" - On-going support for leaders via calls, messages and email. We know how hard it is to run an organisation – so we answer the phone when you call.

To help you build a cohesive leadership team, we empower you to overcome the five dysfunctions of a team.



# Sample Programme

The programme's initial phase will concentrate on equipping your executives with the necessary skills to improve their performance. We will collaborate with you to identify the most suitable course of action. As an illustration, one of the topics that we may cover is:

## Day 1:

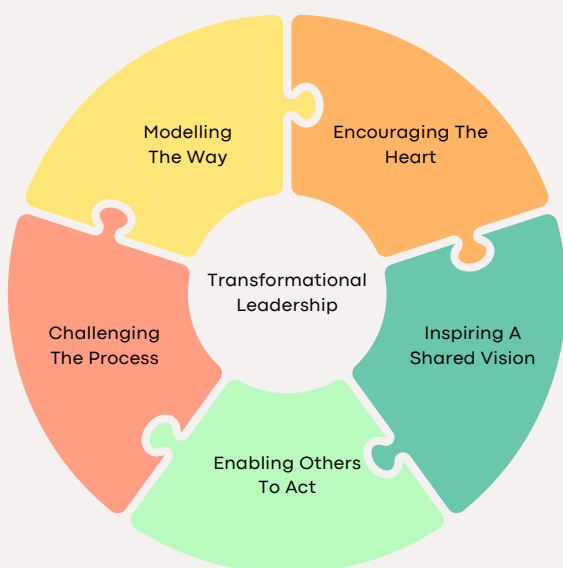
**ATTAINING HIGH PERFORMANCE: INCREASING ENERGY, MANAGING STRESS & MAXIMISING RESILIENCE**

Leaders must ensure their teams are highly engaged and performing at their best to inspire and motivate them. To achieve this, leaders need to manage the challenging aspects of leadership, which include stress management and developing resilience. These responsibilities are crucial for all leaders who want to perform at their best. Leaders have three primary responsibilities to become high-performing leaders:

- Self-management: Developing self-awareness and resilience
- Team energisation: Inspiring and coaching team members
- Shaping the environment: Providing support to the organisation

## Day 2:

On the second day, executives can participate in a transformational group coaching experience. Group executive coaching is an effective way for executives to learn from each other with the guidance of an executive coach. The process also provides ongoing mutual support to ensure the executives make the required changes.



The leadership coaching groups are categorised based on levels:

- Group 1 - Managing Director and Group Executive Directors
- Group 2 - Heads of Portfolio
- Group 3 - Management Team (excluding Managing Director and Executive Directors)

**We equip your leaders to be transformation leaders**

# DELIVERY TOOLS

Uche Ezichi will utilise a range of delivery methods customised to each programme. The programme will include a blend of workshops, lectures, group discussions, case studies, and group coaching sessions. These delivery methods can be used individually or in combination to suit your organisational needs. Before we begin, we conduct a survey of selected participants to identify their organisational requirements and ensure that the programme is tailored to meet those needs.



## WORKSHOPS

These are interactive sessions. Format: Teaching key concepts; group discussions, case study (x2) review, plenary discussions and Q&A.

## SESSIONS

Uche Ezichi will deliver a keynote talk on a key topic, providing mindset-shifting strategies, tips, and tools to empower delegates to become whole leaders.

## CIRCLES

Circles are composed of five leaders and facilitated by a coach (Uche Ezichi). Each session will run for 1.5 hours. A block of sessions can be agreed upon for each group.

## GROUP COACHING

Leadership group coaching day (1 day in person or 2 \* half-days online). Includes a 360 review which is debriefed, and personal leadership development plans are created.

## REVERSE MENTORING

Mentors leverage reverse mentoring to build a senior network. Also, how to show up credible, confidently, and caring (empathy). Mentees discuss sensitive topics deeply and walk in the mentor's shoes. Learning how to be an advocate in the senior leadership setting.

## OFFSITES

Facilitate offsite day(s) for leadership teams to help them build trust, tackle strategic challenges, engage in difficult conversations, assessing the elephants in the room. Ultimately, they become a cohesive LT.



# PARTNERS



Deutsche Bank



Jefferies



## BUSINESS SCHOOLS



## DELIVERY ASSOCIATE EXECUTIVE COACH

Uche is accredited to deliver programmes using methodologies from these organizations. He has passed their assessments as a delivery coach and facilitator.



For enquiries,  
contact us.



 [www.ucheezichi.com](http://www.ucheezichi.com)

 [ue@ucheezichi.com](mailto:ue@ucheezichi.com)

 +44(0)7579413277