

GILBERT A. ANG'ANA LEADERSHIP COACHING PROFILE



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Gilbert is a leadership/executive coach and an experienced organizational leadership development consultant with a particular interest in personal development, engagement & productivity and leadership. I have considerable experience in team coaching and action learning and have facilitated regional development programmes.

I believe passionately that equipping people with the right skills & values and helping individuals realize their full potential will help people make the right choices and embrace change, both for themselves

I use my previous business experience and people understanding, along with my coaching talents, to assist businesses and individuals in understanding their critical people-related issues and how to harness their talents to achieve both business and individual success.

Key Skills:

- Leadership/Executive Coaching & Mentoring
- Engagement & Productivity Coaching & Development
- Transitional & Career Coaching
- Team Coaching & Development

Professional Qualifications & Training

- PhD (Cand) in Organizational Leadership Development
- Diploma in Professional Coaching (Engagement & Productivity) by ICF
- Certified Leadership Coach & Practitioner by MLCT

Professional Memberships

- Associate member: Maxwell Leadership Certification Team

Coaching Style

I have a pragmatic, holistic approach to coaching. My focus is on the client's agenda, assisting others to achieve their goals, cutting through limiting beliefs and assumptions and helping them enhance their self-belief and awareness.

I create an environment where individuals feel able to take time out to explore and think about their personal development. I am both challenging and supportive, often enabling clients to create clarity in what and why they want to do. I enjoy supporting leaders to work on their personal style and impact, and exploring their assumptions, with teams. I blend the 5 Dysfunctions Model and Resilience using the optimal Team model and engagement & productivity values to maximize sustainable team performance.

Client Organizations

- Leadership Coach for Senior Leaders/Directors in a variety of Novartis Pharmaceutical Sub-Saharan region
- Leadership Coach for Senior Retail Leaders of Pioneer Insurance Co. Ltd in Kenya
- Accredited Leadership Coach for the ICC church Leading Young Development programme (Young Members of Parliament & young Pastors).
- Facilitator & Assessor in-house Fearless Institute leadership programme: Mavuno Church, Kenya
- Engagement & Productivity Leadership Masterclass facilitator – Accent Leadership Group
- Lead facilitator on leadership programme run by Africa Youth Awards & Mentor/Coach at Africa Matter Initiative (She Initiative Program)

Career Background

Before running my business in leadership/executive Coaching and Leadership Development, I had over 15+ years of experience in senior leadership commercial roles in the financial services sector. I held a number of senior management posts in a variety of organizations before moving full-time into development roles. Within these positions, I have been a driver in developing and implementing business development strategies, innovation & new product development strategies, and people strategies, enabling the businesses to achieve enhanced business performance.

I am an accredited leadership coach with the Maxwell Leadership Certification Team and an accredited engagement and productivity coach with the international coaching federation. I am also a change leadership practitioner and have supported various organizations in change leadership initiatives. In 2020, I left the financial sector to work as an independent consultant but still retain strong links.

I have been honoured and given various international accolades for my work in coaching consulting. Some of these are; Africa Leader of the Year 2022 & Coach Consultant of the Year 2022 by Africa Board for Coaching Consulting and Coaching Psychology (ABCCCP), Top 40 Global Change Management Gurus, 2022 by LeadersHum, Top 50 Influencers in Change Management by Thinkers 360 and recently, Top 40 under 40 change leaders by Change Cultivators and finalist in Africa Top 40 under 40 a continental platform for awarding outstanding Africans in their field.

Coaching & Consulting Projects

- ACT UNIVERSITY COLLEGE, RWANDA: Designed and implemented the organizational leadership program and modules for the master's program.
- PIONEER ASSURANCE LTD: Designed and implemented change leadership mastermind programs and follow-up leadership coaching for the top retail business senior leaders.
- PRESTIGE DRIVING SCHOOL, UGANDA: Assisted top management executive in designing & facilitating training and coaching of key staff and leadership team to improve their customer experience focus and ethical leadership.
- BELEA PHARMACY: Designed and implemented change leadership mastermind program – Innovate Leader Experience and follow-up leadership coaching for the managers across all ten outlets in Kenya.

- ICC CHURCH NAIROBI: Support and Coach young politicians and young pastors to better understand what is obstructing their path to progress and growth and collaboratively enable them to design their improvement path.
- AFRICA MATTER INITIATIVE: Coach and mentor women in social entrepreneurship to design and implement social ventures with a community impact focus through a one-year SHE program for young women in Africa.
- FEARLESS INSTITUTE – MAVUNO CHURCH, KENYA: Coaching all assessors and the Mavuno Church staff team, including campus lead pastors, through the change management process to improve their discipleship focus.
- PUBLIC SCHOOLS LEADERSHIP IMPACT: Worked with over 30 school head teachers and their guidance and counselling leads in designing, developing and delivering teens’ values-based leadership development program in Kajiado and Machakos Counties in Kenya.
- UNIVERSITIES INNOVATE LEADER CIRCUIT: Adopted The East Africa University in Kenya, designed and implemented a continuous values-based leadership development mastermind, coaching and mentorship to its students’ fraternity – Becoming a Leader of Influence

Most Recent Testimonials

“Over 30 branch managers of Prestige Driving School Uganda have become more aware and receptive, positively and actively engaging the top management in decisions affecting their growth at work and in their careers. This was a result of Gilbert Ang’ana’s engagement training and coaching”.

James Mugo, Managing Director, Prestige driving school Uganda / Kenya

“Gilbert Ang’ana has played a significant role in building strong leadership skills and practices among our students’ leaders, teachers and administrators. He has established positive work relationships, teamwork and collaboration by initiating decisive leadership and management techniques”.

John A. Wanyonyi, Head of school, Kitengela International School