

IMPACT REPORT

STRATEGIC LEADERSHIP MASTERCLASS

COHORT 2

From Leadership Learning to Organizational Impact

4th – 6th August 2026 | Work & Connect, Abuja



18 Leaders. 3 Days. One Leadership Journey.

SLM Cohort 2 brought together 20 professionals for an intensive leadership development experience focused on self-leadership, strategic execution, people leadership, communication, emotional intelligence, conflict resolution and crisis management.

18

Leaders Certified

40

Evaluation Responses

4.90/5

Recommendation Score

100%

Would Recommend SLM to
Their Organization

100%

Gained Practical Tools

100%

More Confident Leading People
& Teams

90%

Strongly Committed to Applying
the Learning

A MESSAGE FROM THE PARTNER, TRAINING AND DEVELOPMENT

A Leadership Experience Designed to Be Applied

SLM was designed around a simple belief: leadership development should extend beyond the classroom. Our goal was not simply to expose participants to leadership concepts, but to create an experience that encouraged reflection, challenged existing assumptions and equipped leaders with practical tools they could take back into their organizations.

Across three days, participants moved through a deliberate journey: understanding themselves, leading others and responding effectively to conflict and complexity.

What made Cohort 2 particularly valuable was the openness of the participants to examine their own leadership practices. Their feedback demonstrated not only strong appreciation for the programme, but a willingness to reflect, adapt and apply.

The next measure of success is what happens after the classroom. For us, SLM Cohort 2 is therefore not an endpoint. It is the beginning of a longer leadership development journey focused on translating capability into behavior and behavior into organizational performance.

With commitment,

Peter Esiole

Partner, Training and Development
Goldenmuv Premium Consulting Limited

4.90/5

Recommendation Score

100%

Would recommend SLM to their organization

40

Evaluation responses across three days

WHY SLM?

Talent Does Not Automatically Create Leadership

Organizations need more than technically competent professionals. They need leaders who can make decisions, communicate with clarity, manage people, navigate conflict and translate strategy into results. SLM was designed to develop these capabilities through a practical, experience-led leadership journey.



Strategic Decision-Making

Make better decisions with greater confidence.



Communication & Influence

Build trust, clarity and influence.



Conflict & Crisis Management

Lead effectively when pressure increases.



Team Effectiveness

Build accountable, high-performing teams.



Emotional Intelligence

Lead people with greater self-awareness and empathy.

THE THREE-DAY JOURNEY

LEAD YOURSELF → LEAD OTHERS → LEAD THROUGH COMPLEXITY

18

Certified
Participants

3

Days of
Training

40

Evaluation
Responses

DAY 1

Lead Yourself

- Self-Leadership
- Vision to Results
- Personality Assessment

Core question: Who am I as a leader?

DAY 2

Lead Others

- Team Management
- Communication & Influence
- Emotional Intelligence

Core question: How do I create impact through people?

DAY 3

Lead Through Complexity

- Conflict Resolution & Crisis Management
- Graduation

Core question: How do I lead when the situation becomes difficult?

THE COHORT

A Diverse Room of Leaders

SLM Cohort 2 brought together professionals from different organizations, sectors and leadership roles. Participants included senior executives, managers, heads of department, business development leaders, company secretaries and other professionals with responsibility for people, performance and organizational outcomes. The diversity of the cohort strengthened the learning experience by bringing different organizational perspectives into the room.

Organisations Represented

Illmi Children's Fund

Space Innovadoras Solutions Limited

Transkredit Finance Company Limited

Nasarawa Investment and Development Agency (NASIDA)

Milestone Global Bank Limited

Simph Tech Limited

Bezalel Estate Management Limited

Topview Hotel

NSCDC

Seniority Represented

COO

General Manager

Executive Director

Head of IT

Ag. Head of Business

Vice President

Business Development Manager

Head of Corporate Communications

Company Secretary

MD/CEO

Assistant Project Manager

Front Office Manager

Deputy Commandant

Head of Investment, Business Development and Media Unit

18

Certified Participants

3

Days of Training

Multiple

Organizations & Sectors Represented: Executive to Mid-Level Leadership

18 leaders. 3 days.
One room. One journey.

PARTICIPANT RATINGS: LOGISTICS & EXPERIENCE

A Programme That Improved With Every Day

Consolidated ratings across all 40 responses (Days 1-3). Each bar shows the full distribution of feedback from Excellent to Poor.

COORDINATION & COMMUNICATION

Registration Process



Communication Before Programme



Time Management



GMPC Team Professionalism



Overall Coordination



VENUE & FACILITIES

Venue Conducive for Learning



Seating Arrangement



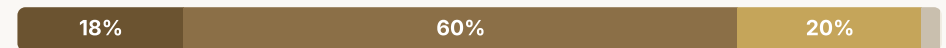
Audio-Visual Facilities



Tea Break Refreshments



Lunch Quality



Excellent
Very Good
Good
Fair
Poor

73%

Overall Coordination & Registration... the highest combined 'Excellent' ratings across the entire three-day programme.

Lunch quality remained the most modest score across the programme (78% Excellent/Very Good); a consistent, transparently reported area for future refinement.

Self-Leadership



Leadership Begins With Self-Awareness

Day 1 opened with a challenge to participants: examine your own habits, assumptions and leadership patterns before attempting to lead others. Across all three learning outcome measures, 100% of respondents reported positive impact; with strong endorsement across every statement.

"If you fail in self-leadership, you will fail in other forms of leadership."

— Participant, SLM Cohort 2

Learning Outcome Ratings Self-Leadership Session

Helped me understand myself as a leader



Helped me identify my strengths and leadership gaps



Helped me develop strategies for personal leadership growth



Excellent
Very Good
Good
Fair
Poor

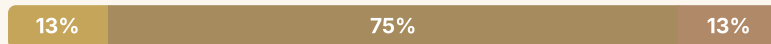
100% Positive across all three Self-Leadership outcome measures: 0% negative.

Vision to Results



Learning Outcome Ratings Vision to Results Session

Improved ability to translate strategy into execution



Improved ability to improve accountability within my team



Improved ability to drive measurable results



■ Excellent
 ■ Very Good
 ■ Good
 ■ Fair
 ■ Poor

The Most Honest Data Point in This Report

The Vision to Results session recorded more variation than any other module in the programme; most notably on "drive measurable results," where five participants rated their improvement as Fair rather than Agree or Strongly Agree. We are reporting this transparently rather than smoothing it over. It reflects genuine participant feedback and is already informing how this module will be strengthened in future cohorts (see What We Learned, page 26).

This session's outcomes were the most varied of the entire three-day programme. Five of sixteen participants rated "ability to drive measurable results" as Fair. This is reported here transparently, consistent with our commitment to honest evaluation.

88%

Still agreed or strongly agreed the session improved their ability to translate strategy into execution; the strongest of the three Vision to Results outcomes.

Personality Assessment



A Common Language for Understanding Themselves and Each Other

The Personality Assessment session gave participants a practical framework for understanding their own tendencies and those of their colleagues. Relevance scored highest of any measure in this module, with the large majority of participants rating the exercise Excellent.

Session Ratings Personality Assessment

Relevance of the Exercise



Practical Value



Ease of Understanding



Application to My Leadership Role



Excellent
Very Good
Good
Fair
Poor

81%

Rated the relevance of the exercise Excellent; the strongest single score of the Personality Assessment session.

DAY 1 — FACILITATOR PERFORMANCE

Strong Delivery, With an Honest Gap Between Sessions

Participants rated each Day 1 session independently across five performance dimensions.

Self-Leadership Session

Mastery of Subject



Clarity of Presentation



Practical Examples and Illustrations



Participant Engagement



Overall Effectiveness



Vision to Results Session

Mastery of Subject



Clarity of Presentation



Practical Examples and Illustrations



Participant Engagement



Overall Effectiveness



100%

Positive across all five Day 1 satisfaction measures

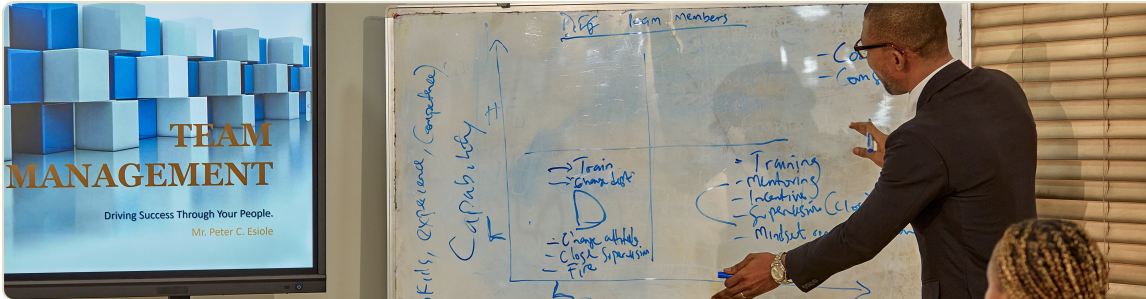
94%

Strongly agreed they'd recommend the programme to others

50/50

Split on immediate application... still 100% positive

Team Management



Building Teams That Can Be Trusted With Accountability

The Team Management session moved participants from theory into the practical mechanics of delegation, motivation and team accountability. Every outcome measure scored 93% positive or higher, with two participants rating Fair on delegation and conflict resolution.

Learning Outcome Ratings Team Management Session

Improved ability to build high-performing teams



Improved ability to delegate effectively



Improved ability to motivate employees



Improved ability to resolve team conflicts



■ Excellent
 ■ Very Good
 ■ Good
 ■ Fair
 ■ Poor

93%+

Positive across every Team Management outcome measure.

Communication & Influence



Learning Outcome Ratings Communication & Influence Session

Improved ability to communicate with confidence

57%

43%

Improved ability to influence without authority

71%

29%

Improved ability to build trust with stakeholders

64%

36%

Improved ability to handle difficult conversations

71%

29%

Excellent
 Very Good
 Good
 Fair
 Poor

The Session Participants Talked About Most

At least 8 of 14 Day 2 participants independently named communication as their biggest takeaway, their most impactful session, or something they intend to practice immediately; more than any other topic in the entire programme. 100% positive across every Communication & Influence outcome measure.

"Communication isn't a soft skill but a strategy."

— Participant, SLM Cohort 2

"Effective communication is the bedrock of good leadership."

100%

Positive across all four Communication & Influence outcomes; the topic most frequently cited as the programme's single biggest takeaway.

Emotional Intelligence



Leading With Greater Self-Awareness and Empathy

Participants explored how emotional intelligence shapes leadership under pressure; from recognising their own emotional patterns to building stronger workplace relationships. Two outcome measures recorded a single Fair rating each; the remaining two scored 100% positive.

Learning Outcome Ratings Emotional Intelligence Session

Improved ability to understand emotional intelligence



Improved ability to manage emotions under pressure



Improved ability to lead with empathy



Improved ability to build stronger workplace relationships



Excellent
 Very Good
 Good
 Fair

93%

Overall positive rating across all Emotional Intelligence outcomes, demonstrating strong growth in empathy and self-awareness.

DAY 2 — FACILITATOR PERFORMANCE

Day 2 Delivered the Programme's Highest Effectiveness Score

Two sessions rated independently across five performance dimensions.

Team Management

Mastery of Subject



Clarity of Presentation



Practical Examples and Illustrations



Participant Engagement



Overall Effectiveness



86%

Rated Overall Effectiveness as Excellent; the highest overall effectiveness score of the entire programme.

Communication & Influence

Mastery of Subject



Clarity of Presentation



Practical Examples and Illustrations



Participant Engagement



Overall Effectiveness



100%

Positive across all five Day 2 satisfaction measures

86%

Strongly agreed they'd recommend the programme to others

79%

Strongly agreed they learned practical leadership skills that day

A LIVE LESSON IN CHANGE MANAGEMENT

When Familiarity Becomes the Default

A simple intervention became one of the programme's most memorable leadership lessons. Participants' customized table-top identifiers were moved to different seats on Days 2 and 3. Several participants instinctively returned to their original positions.

"People can understand the need for change intellectually while still gravitating towards familiar behaviors."

READINESS → CLARITY → SUPPORT → REINFORCEMENT → ADOPTION

We did not only teach change. We demonstrated it.

Conflict Resolution & Crisis Management



The Strongest-Performing Session of the Entire Programme

The final session moved participants from understanding conflict to applying practical approaches for managing difficult situations and making decisions under pressure. Every outcome measure scored 100% positive, with 0% negative ratings recorded; the cleanest result of any session across the three days.

Learning Outcome Ratings Conflict Resolution & Crisis Management

Improved ability to resolve workplace conflicts



Improved ability to manage crises effectively



Improved ability to apply structured conflict resolution techniques



Improved ability to make sound decisions under pressure



■ Excellent
 ■ Very Good
 ■ Good
 ■ Fair
 ■ Poor

100% Positive across all four Conflict Resolution & Crisis Management outcomes. 0% negative.

DAY 3 — OVERALL PROGRAMME IMPACT

By the Final Day, the Verdict Was Unanimous

Across six programme-wide impact statements and a separate organisational recommendation question, Day 3 respondents reported 100% positive sentiment.



100% positive across all six programme impact statements. 0% negative.

DAY 3 — LOGISTICS HEADLINE

100%

Overall Coordination: Day 3

The only metric across the entire three-day programme to record a perfect 100% Excellent rating.

Registration Process	70%
Communication Before Programme	80%
Time Management	80%
GMPC Team Professionalism	90%
Venue Conducive for Learning	70%
Seating Arrangement	70%
Audio-Visual Facilities	90%
Tea Break Refreshments	70%
Lunch Quality	20% (80% Very Good)

DAY 3 — FACILITATOR HEADLINE

90%

Excellent: Across All Five Facilitator Metrics

The strongest facilitator performance scores of the entire programme. Every metric 90% Excellent or above.

Mastery of Subject



Clarity of Presentation



Practical Examples and Illustrations



Participant Engagement



Overall Effectiveness



The Results Were Unambiguous

4.90/5

Recommendation Score

100%

Would Recommend SLM to Their
Organization

40

Total Evaluation Responses
Across all three training days

0%

Negative Ratings Recorded
Across all Day 3 programme impact outcomes

100%

Gained Practical Tools

90%

Strongly Committed to Applying the
Learning

"Inspiring, practical and transformational."

— Participant, SLM Cohort 2

Leadership Development in an Institutional Context

The programme received visits from senior public-sector representatives during the learning experience and graduation. Their presence added an important institutional dimension to the programme and reflected the relevance of leadership capability across public and private-sector environments.



Hon. (Barr.) Rakiya Tanko Ayuba-Haruna

Chairman, Legal Matters Committee

VISITED: DAY 2



Rt. Hon. Ginika Tor

Federal Commissioner, National Salaries, Incomes and Wages
Commission

VISITED: DAY 3 / GRADUATION

STRATEGIC LEADERSHIP MASTERCLASS
(SLM) COHORT 2

GRADUATION!!!

CONVERGENCE OF
LEADERS



The room recognised.

Leadership development at institutional scale.



VOICE OF THE COHORT

What Stayed With Participants

Reflections shared by participants across the three-day programme.

SELF-LEADERSHIP

"If you fail in self-leadership, you will fail in other forms of leadership."

— Participant, SLM Cohort 2

PERSONAL GROWTH

"I can be a better leader by being intentional about my growth."

— Participant, SLM Cohort 2

OVERALL EXPERIENCE

"Inspiring, practical and transformational."

— Participant, SLM Cohort 2

COMMUNICATION

"Communication isn't a soft skill but a strategy."

— Participant, SLM Cohort 2

APPLICATION

"I left with actionable tools that I can immediately apply in my professional journey and in my personal life."

— Participant, SLM Cohort 2

Did the Experience Deliver Against the SLM Promise?

SLM OBJECTIVE	PARTICIPANT EVIDENCE
Strategic decision-making	Strong reported improvement in decision-making under pressure
Effective communication	100% agreement/strong agreement across key Day 2 outcomes
Conflict resolution	100% agreement/strong agreement
Crisis management	100% agreement/strong agreement
Emotional intelligence	100% agreement/strong agreement across key outcomes
Immediate application	100% agreement/strong agreement
Leadership confidence	100% agreement/strong agreement

The programme's intended outcomes were closely reflected in participant-reported outcomes.

WHAT WE LEARNED

Every Cohort Should Make the Next One Better

Participant feedback identified clear opportunities to strengthen future editions of SLM.

MORE EXPERIENTIAL LEARNING

More exercises, simulations
and practical case work.

STRONGER FOLLOW- THROUGH

Structured post-programme
application and
accountability.

GREATER PERSONALIZATION

Potential integration of
coaching and individual
development support.

SHARPER PROGRAMME OPERATIONS

Continued improvement in
time management,
coordination, logistics and
participant information
management.

DIGITAL ENHANCEMENT

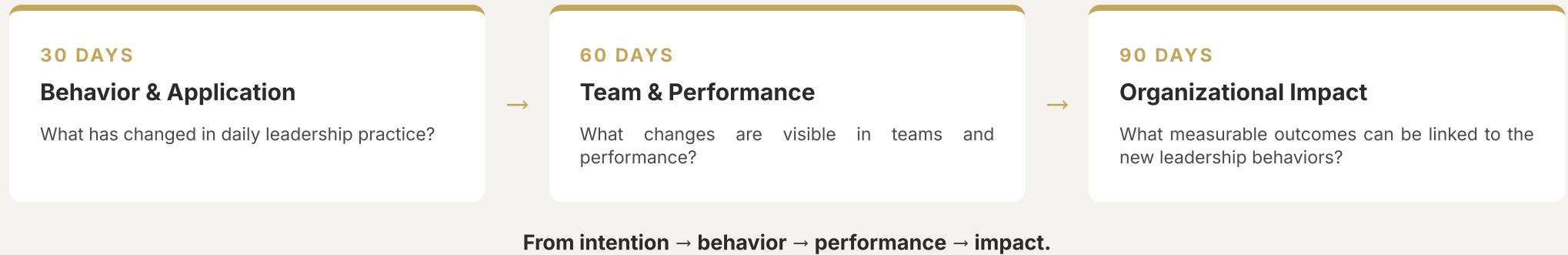
Greater use of technology
for assessments and
learning support.

The programme evolves because the evidence tells us where to improve.

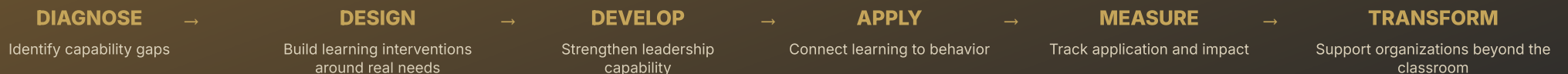
MEASURING WHAT HAPPENS NEXT

The Classroom Measures Learning. The Workplace Measures Impact.

SLM Cohort 2 provides strong evidence of perceived learning, capability and intended application. The next step is to measure sustained change.



THE GMPC LEADERSHIP & ORGANISATIONAL DEVELOPMENT MODEL



The Journey Has Begun.

SLM Cohort 2 brought together 20 professionals for an intensive three-day journey from self-awareness to people leadership and leadership under pressure. The evaluation evidence shows strong perceived gains in practical capability, confidence and readiness to apply the learning.

But the most important measure is still ahead. What happens when these leaders return to their teams? What behaviors change? What conversations become better? What decisions improve? What teams become stronger? What organizational outcomes follow?

That is where leadership development becomes organizational impact.

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Continue the Journey

- Schedule the 30-Day Behavior & Application Review
- Explore Executive Coaching for Cohort 2 Graduates
- Begin Planning for SLM Cohort 3

"I left with actionable tools that I can immediately apply in my professional journey and in my personal life."

— Participant, SLM Cohort 2