

# **MASTERY IN DIRECTORSHIP COURSE (MDir) PROPOSAL**

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**The Institute of Directors in Tanzania  
(IoDT)**



## ABOUT THE IoDT



**The Institute of Directors in Tanzania (IoDT)** was incorporated in 2010 as a voluntary and unique nationwide membership organization for directors in their individual professional capacity. The Institute is the champion of corporate governance in Tanzania and the leading authority in corporate training with a growing- client portfolio, standing as the leading directors' and senior executives' focus group in Tanzania.



With its **mission** of championing best business practices and effective corporate governance, The IoDT undertakes to propagate, promote, and enhance corporate governance as a practice and an ideal in Tanzania.

It offers a continuing professional development and certification program, networking, events, workshops, advocacy, and thought leadership for managers, board directors, board secretaries, and leaders in the public and private sectors.



With more than 13 years of practice, The IoDT has successfully trained and certified more than 2500 directors across the country and conducted board induction, leadership and management training with the major public and private institution in the country



## OVERVIEW

**Mastery in Directorship (MDir)** is specifically designed for the more seasoned board and senior management members to update, refresh, and enhance their corporate governance and leadership knowledge and skills to better perform and sustain their roles in the effective and efficient stewardship of their organizations.

MDir is a 3 – day Programme, facilitated by the top of the IoDT Facilitators (as per the profile in **Annex I**) which drills down on issues introduced during the Certification in Directorship (CiDir) Course. It also expands and covers standalone issues which, due to time constraint, were not fully dealt with during the CiDir (such as chairmanship [board & committee], leadership, performance management system, business ethics and technology governance). It finishes with contemporary issues and challenges representing some of the changes or transformations seen after the Certification (mainly representing by King IV and its lessons). Through discussions and pragmatic experience-sharing, facilitators and participants explore and analyze potential solutions, tools and effective practices

**This programme will focus on at least 6 key areas of effectiveness for high-performing boards:**

- **The Role of the Chairman**
- **Leadership – Theory & Practice (connection with Performance Management)**
- **Risk Management, specifically Technology / E-Governance**
- **Business Ethics**
- **Cyber Security Legal Framework and ICT Governance**
- **Updating and refreshing on key CiDir Issues & Recent Change of Corporate Governance Landscape (Carrying out Board Evaluations; Also, the King IV Code of Corporate Governance)**

MDir Programme is specifically designed for more **seasoned board** and **senior management members** specifically those who have already completed our Certification in Directorship (CiDir) Programme. Otherwise, those who can qualify should have a minimum of 5 years' experience and are seeking to further develop their knowledge and professional development, and who can enrich the sessions by sharing their experiences with their peers.



## Objectives:

**MDir addresses two of the primary objectives of the Institute:**

- To assist in building board members' effectiveness and capabilities through sharing of best practices and experiences
- To update and refresh knowledge of the certified directors on corporate governance and leadership issues to better sustenance of their roles in the effective and efficient stewardship of their organizations.

## Benefits

**Participants of this course will benefit experienced directors looking to expand and refresh their board leadership proficiency and preparing for their next lead director, board and/or committee chair roles.**

- Make a strong statement to share/stake-holders about your dedication to exemplary board leadership and begin your path toward the IoDT Fellowship—the pinnacle of Tanzania director credentials.
- Apply insights into the management and board's core responsibilities and critical competencies established in the CiDir—the standard for director education.
- Sharpen directors' committee and board leadership skills through lead director and key-committee (audit, compensation, and nominating and governance) training directly from seasoned chairs.
- Gain practical tools to establish a dynamic boardroom culture and improve communication and performance across the board and committees.
- Learn how to make the most of directors' time with fellow directors as the list of director responsibilities and committee requirements continues to grow.
- Prepare for emerging disruptions, including cyber risk and, through interactive simulations and case studies.
- Explore why boards should reassess their role in leadership and governance, including a framework for self- assessment.



## Methodology

The Course will utilize interactive methodology.

There will also be lectures where material plus instruments on the respective subject matter will be introduced so as to ignite discussions and exchanges during plenary and breakaway groups; with Boardroom practices plus numerous and extensive case studies covering the essential knowledge and skills for senior Tanzanian director.

## Literature:

A folder containing notes in a smart pack will be handed out.

It contains practical hints and tips to the participants for on-course perusal and post-course review/reference.

## Certification

At the end of this Programme, those who meet all the requirements of this course including attendance and the satisfactory completion of group and take-home assignments will be awarded The Mastery In Directorship Certificate by The IoDT.





## Your Investment

**MDir** Course Fee is **TZS 2,800,000/=** (minus **5%** discount for members of the IoDT)

**Covering:**

- Tuition,
- Materials (hard copy) and
- Conference for 4 days.

Participants will be responsible for their own transport and accommodation.



## ANNEX I: BRIEF BIOS OF THE COURSE FACILITATORS

### Mr. Said Baraka Kambi



Mr. Said Baraka Kambi is the founding CEO of the Institute of Directors in Tanzania (IoDT). He is an experienced business consultant and ex-banker. Mr. Kambi is a certified trainer with the International Finance Corporation (IFC). He is the Chair of the Africa Corporate Governance Network (ACGN) – a Johannesburg-based network of 19 national director-training institutes of Africa.

He also serves on a number of boards of public and private sector entities. He holds MBA (Finance, 1998) from the University of Dar es salaam.

### Dr. Almas Fortunatus Mazigo



Dr. Almas Fortunatus Mazigo is a lecturer at the Dar es Salaam University College of Education. He holds a PhD in Applied Ethics from Stellenbosch University, South Africa. He teaches Development Studies to undergraduate students and Applied Ethics courses to postgraduate students.

Dr. Mazigo's main research interests and consultancy areas are Development Planning, Monitoring and Evaluation, Management of Small and Medium Enterprises, Business Ethics, Corporate Social Responsibility, and Organizational Ethics.

### Amb. Mumba S. Kapumpa



He is past Board Member, Executive Director, past President of the Institute of Directors in Zambia and fellow of the IoDZ; former Zambia's ambassador to South Korea (2014-2017). He boasts more than 30 years' experience in the civil service, having served as the first Treasury Counsel.

He later became the Chief Executive of the Securities and Exchange Commission. He has served as the Chairman of the African Capital Markets Forum, a continental think tank for research, development and promotion of Capital Markets.

He also lectures on Corporate Governance at Cavendish University, Zambia. He has chaired conferences on Corporate Governance in Zambia, UK, Sri Lanka, France, India, Southern Africa and Tanzania. He has developed Board Charters, Strategic Business plan and training modules for the Government, Board Members and CEOs of local and regional corporations.

His articles in Law Development, Capital Markets and Governance have appeared in local and international magazines and journals.

**Dr. Eliamani Isaya Laltaika**



Dr. Eliamani Isaya Laltaika is a Judge of the High Court of Tanzania. He holds a doctorate degree in Intellectual Property from the University of Bayreuth, Germany where he was a recipient of the prestigious scholarship of the Max Plank Society. He is also a former Indigenous Intellectual Property Law Fellow of World Intellectual Property Organisation WIPO. Dr. Laltaika has published widely in the intersection of law, business and Information Communication Technology ICT. For the past 15 years, Dr. Laltaika has developed keen interest and built expertise in Commercial as well as Technology, Media and Telecommunications (TMT) related laws.

**Dr. Jabiri Kuwe Bakari**



Dr. Jabiri Kuwe Bakari is currently the Director General of the Tanzania Communication Regulatory Authority (TCRA). He has a PhD, in Computer and Systems Sciences from the Stockholm University, Sweden (2007), a MSc. (Eng.) Data Communication Degree from the Department of Electronic and Electrical Engineering, Sheffield University in UK (1999), and a BSc. Computer Science Degree from the University of Dar-es-Salaam Tanzania (1996).

His imprints of experience include that in technical, management and leadership posts in public sectors, also has over eighteen years of experience as an ICT management researcher, analyst, advisor and consultant. He is the Certified Member of the IoDT - he also serves on a number of boards of public sector entities.

**Neemayani Sanare Kaduma**




Neemayani Sanare Kaduma is an Associate Director with PricewaterhouseCoopers Tanzania. She has over 17 years of experience in providing IT risk assurance services entailing IT audits, IT projects assurance, cyber security management, business controls advisory and data analytics. Neemayani has led numerous such assignments in both the private and public sectors and has spent 2 years serving clients in South Africa and Swaziland.

Neemayani is a Certified Information Systems Auditor (CISA) and holds a Computer Science degree and an MBA from the University of Warwick, UK. She is also a certified lead implementer of ISO 27001 – Information Security standard. She is currently a board member of the ISACA chapter in Tanzania in which she previously served as the chapter President.






## ANNEX 2: TESTIMONIALS



**JOSEPHINE NJUNWAS** (MIoDT 1818)  
SHEPHARD CONSULTING

“ Thank you so much IoDT for the valuable and insightful training. The training was very interactive and engaging. I hope to apply everything I have gained from it in my career.



**ABEL KASEKO** (MIoDT 1923)  
NBC

“ The IoDT training proved to be a profound eye-opener for me. It afforded me the invaluable opportunity to grasp the significance of purpose in delivering value to shareholders. Moreover, I was fortunate to engage with individuals from diverse sectors, an experience that greatly expanded my horizons, especially in the realm of board dynamics’.



**STELLA SAKIA** (MIoDT 1969)  
RNR BUSINESS SOLUTION LTD

“ I recently completed the Directorship Certificate Course, and I must say it was an exceptional experience. The content was not only comprehensive but also incredibly insightful, providing a holistic understanding of the responsibilities and challenges that come with being a director. The course material was well-organized, easy to follow, and rich with real-world examples that made the concepts come to life. “I feel confident and well-prepared to take on directorial roles. The course not only imparted knowledge but also instilled the confidence and ethical framework required to excel in this demanding role. I would highly recommend this course to anyone aspiring to lead at the board level.