MCA TRAINING INTERNATIONAL

Executive Programme Portfolio 2026

Strategy Sets Direction. Leadership Determines Outcome.

We Build Leaders Who Deliver Both.

Executive-Level Leadership Development
Institutional Culture Transformation
Sustainable High Performance

1. WHO WE ARE

MCA Training International is a global leadership and organisational performance consultancy operating across Africa and internationally.

We partner with executive teams, senior leadership groups, and institutions to:

- Align leadership around strategic priorities
- Strengthen execution and accountability
- Develop character-based leadership capability
- Embed High-Performance Culture systems
- Drive measurable and sustainable organisational performance

Organisations may engage us for focused, high-impact leadership programmes — or for fully integrated leadership and culture transformation journeys.

In every engagement, our objective remains the same:

To elevate leadership capability and strengthen institutional performance.

2. OUR PHILOSOPHY

Most organisations do not fail because of strategy.

They struggle because leadership behaviours are inconsistent, execution disciplines are weak, and culture is unmanaged.

At MCA, we develop leadership at three interconnected levels:

- Identity – Who the leader is
- Mindset – How the leader thinks

- Behaviour – How the leader leads

When these are aligned, strategy becomes executable and culture becomes sustainable.

3. OUR CORE SPECIALISATIONS

Rather than offering disconnected workshops, MCA structures its interventions across five strategic pillars. Clients may engage within a single pillar or across multiple pathways.

I. High-Performance Leadership Systems

Our flagship leadership offerings include:

- High-Performance Leadership for Executives
- High-Performance Leadership (Parts 1–3)
- Transformational Leadership

These programmes build:

- Self-awareness and emotional intelligence
- Values-driven leadership maturity
- Strategic execution capability
- Leadership agility in complex environments

These may be delivered as stand-alone executive programmes or as part of broader institutional pathways.

II. Executive Alignment & Culture Transformation

We work directly with executive teams to design and embed culture frameworks that endure.

Key engagements include:

- Creating a High-Performance Culture
- Strategic Leadership
- Corporate Governance
- Organisational Leadership

Our High-Performance Culture model ensures:

- Behavioural clarity
- Cultural consistency
- Leadership accountability

- Sustainable performance standards

Many organisations begin with an executive immersion before progressing into structured culture implementation.

III. The Ultimate Leadership Development Process™

This is MCA's structured institutional leadership pathway.

A comprehensive 11-phase journey including:

1. High-Performance Leadership
2. Emotional Intelligence
3. Assessments & Coaching
4. Leadership Development Phases 1–3
5. One-on-One Coaching Integration
6. 360° Checkpoint Survey
7. Annual MCA Academy Subscription

This model integrates:

- Workshops
- Coaching
- Measurement
- Reinforcement

Organisations may adopt the full pathway or implement selected phases aligned to their strategic priorities.

IV. Performance & Accountability Systems

Leadership without execution discipline produces inconsistency.

Our performance-focused interventions include:

- Effective Execution
- Managing Performance
- Managing & Leading
- Decision Making
- Strategic Formulation

We embed:

- Accountability systems
- Performance management frameworks
- Execution disciplines
- Behavioural reinforcement structures

These programmes are frequently used both as stand-alone capability builders and as reinforcement mechanisms within larger culture initiatives.

V. Banking & Financial Services Expertise

MCA has extensive experience within financial institutions across Africa.

Specialised programmes include:

- Risk & Compliance Management in Banking
- Operational Efficiency in Banking
- Customer Relationship Management in Banking
- Cross-Selling for Banks
- Strategic Banking Leadership

Our banking interventions integrate leadership maturity, governance, risk awareness, and performance excellence.

4. OUR ENGAGEMENT APPROACH

While clients may engage us for a single programme, many choose to extend into broader partnerships after experiencing measurable impact.

Our structured implementation pathway may include:

Phase 1: Executive Immersion & Alignment
Phase 2: Culture Blueprint Design
Phase 3: Leadership Cohort Rollout
Phase 4: Accountability System Integration
Phase 5: Executive Coaching Reinforcement
Phase 6: Measurement & Sustainability

This ensures change cascades from executive leadership through management and into operational teams.

5. CLIENT PORTFOLIO

MCA has partnered with institutions across sectors including:

Financial Services & Banking
Energy & Infrastructure
Multinational Corporations
NGOs & International Development Organisations

Select clients include:

- Ecobank
- CalBank
- Standard Bank
- Stanbic Bank
- Deloitte
- BMW S.A.
- MTN
- Old Mutual
- PricewaterhouseCoopers
- Cargill
- MSD

Executive references available upon request.

6. WHY ORGANISATIONS CHOOSE MCA

- Executive-level facilitation experience
- Character-based leadership philosophy
- Structured culture implementation frameworks
- Multi-country delivery capability
- Integrated coaching and measurement
- Proven High-Performance Leadership methodology

We operate at board, executive, senior, middle, and junior management levels — while remaining practical, operational, and results-focused.

7. OUR CORE IDEOLOGY

Our work is anchored in five foundational values:

- Integrity
- Responsibility

- Excellence
- Character
- Sustainable Success

We believe leadership is not positional.

It is behavioural.

And behaviour shapes culture.

8. OUR COMMITMENT

At MCA Training International, we are committed to developing extraordinary leaders and organisations by equipping them with the character, systems, and strategic clarity required to:

- Maximise performance
- Drive organisational excellence
- Create lasting institutional impact

Whether through a focused executive intervention or a comprehensive leadership transformation journey, we partner with organisations committed to raising their leadership standard.