

Company Profile

Developing Transformational Leaders across the African continent and beyond

**10,000 Professionals from
28 Countries Trained**



Contacts:

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CEO-Vantage Africa School of Leadership

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Accredited by:



About Us

Vantage Africa School of Leadership is a premier institute of leadership and management focused on improving organizational productivity and efficiency by capacity building leaders across the African continent and beyond. We exist to develop transformational leaders.

Vantage Africa School of Leadership stands as a beacon in providing tailored corporate training, finely attuned to the specific requisites of each organization. Rooted in a fusion of theoretical insights, real-world case studies, and interactive exercises, our training methodology ensures enriched learning and the practical application of knowledge acquired.

Ultimately, our training is meticulously designed to equip your team members with the adeptness required to proficiently oversee projects, yield measurable outcomes, and contribute to the sustainable progress of the organization and your stakeholders.



Our Mission

To Develop Transformational Leaders across the African Continent and beyond.



Our Vision

To be the leadership training and consultancy firm of choice across the African Continent.



Our Core Values

- Professionalism
- Value
- Quality
- Innovation
- Collaboration

Our Training Programs

We offer diverse training programs both to individuals and organizations.
We customize each training to the unique needs of each organization.



Resource Mobilization & Proposal Writing Course

Empower your team with the skills to secure funding and develop compelling proposals, unlocking opportunities for sustainable growth and impact.



Project Management Professional Certification Course

Elevate your team's project management capabilities with industry-standard practices and methodologies, ensuring successful project delivery and stakeholder satisfaction.

Certified Monitoring and Evaluation Professional Course

Equip your team with the expertise to design and implement effective monitoring and evaluation frameworks, ensuring data-driven decision-making and program success.



Senior Management Course

Designed for senior leaders, this course equips them with strategic thinking, leadership agility, and decision-making skills essential for driving organizational success and navigating complex challenges.





Public Speaking Training

Enhance your team's communication and presentation skills, empowering them to articulate ideas confidently, influence stakeholders, and drive impactful messaging.



Statistical Data Analysis using SPSS Course

Equips your team with advanced data analysis skills, enabling evidence-based decision-making and insightful data-driven strategies.

Practical Accounting Course

Practical Accounting Course: Enhances your team's financial acumen with practical accounting skills, enabling better financial management, reporting accuracy, and strategic decision support.



Strategic Leadership Development Program (SLDP)

Develop strategic leaders equipped with visionary thinking, agility, and decision-making prowess to lead your organization towards long-term success and competitiveness.



Trainer of Trainers (ToT) Training

Build a pool of skilled trainers within your organization, enhancing training delivery quality, knowledge transfer, and professional development opportunities.



Supervisory Skills Training

Develop your frontline supervisors' capabilities in team management, communication, and conflict resolution, empowering them to lead with confidence and effectiveness.



Transformational Leadership Development Program (TLDP)

Helps cultivate a cohort of transformational leaders who inspire innovation, drive change, and foster a culture of high performance and organizational excellence.



Advanced Excel Training

Unlocks the full potential of Excel for your team, streamlining data analysis, reporting, and decision-making processes for increased efficiency and accuracy.



Microsoft Projects Training

Enhances your team's efficiency and productivity in project planning, execution, and tracking using Microsoft Projects, optimizing project outcomes and timelines.

**Enroll today and take charge of your career and professional growth.
You are welcome to sponsor your team for any of the courses**

Other Services

We offer a host of other services aimed at streamlining operations, improving performance and enhancing sustainability.



360 Degree Appraisal

Our vibrant online appraisal tool ensures fairness and objectivity, giving a holistic view of employee performance. We assure you more convincing results and a better justification for planning employee development.

Our 360-degree Appraisal is professionally structured to ensure confidentiality, accuracy, and actionable insights. We leverage customized tools and data-driven analytics to interpret feedback effectively, aligning individual performance with organizational goals.

Let us empower you to identify blind spots, reinforce strengths, and create targeted development plans.



Strategic Plan Development

Do you need a strategic plan? Our team, led by Dr. Benson Kiarie, will guide your team in developing a vibrant and innovative Strategic Plan that will lead your organization to exponential growth.

We will also ensure there is a vibrant M&E system in place to ensure implementation is articulate and well measured.

Dr. Benson holds a PhD in Strategic Management, and has assisted diverse organizations develop strategic plans.



Vibrant M&E Systems

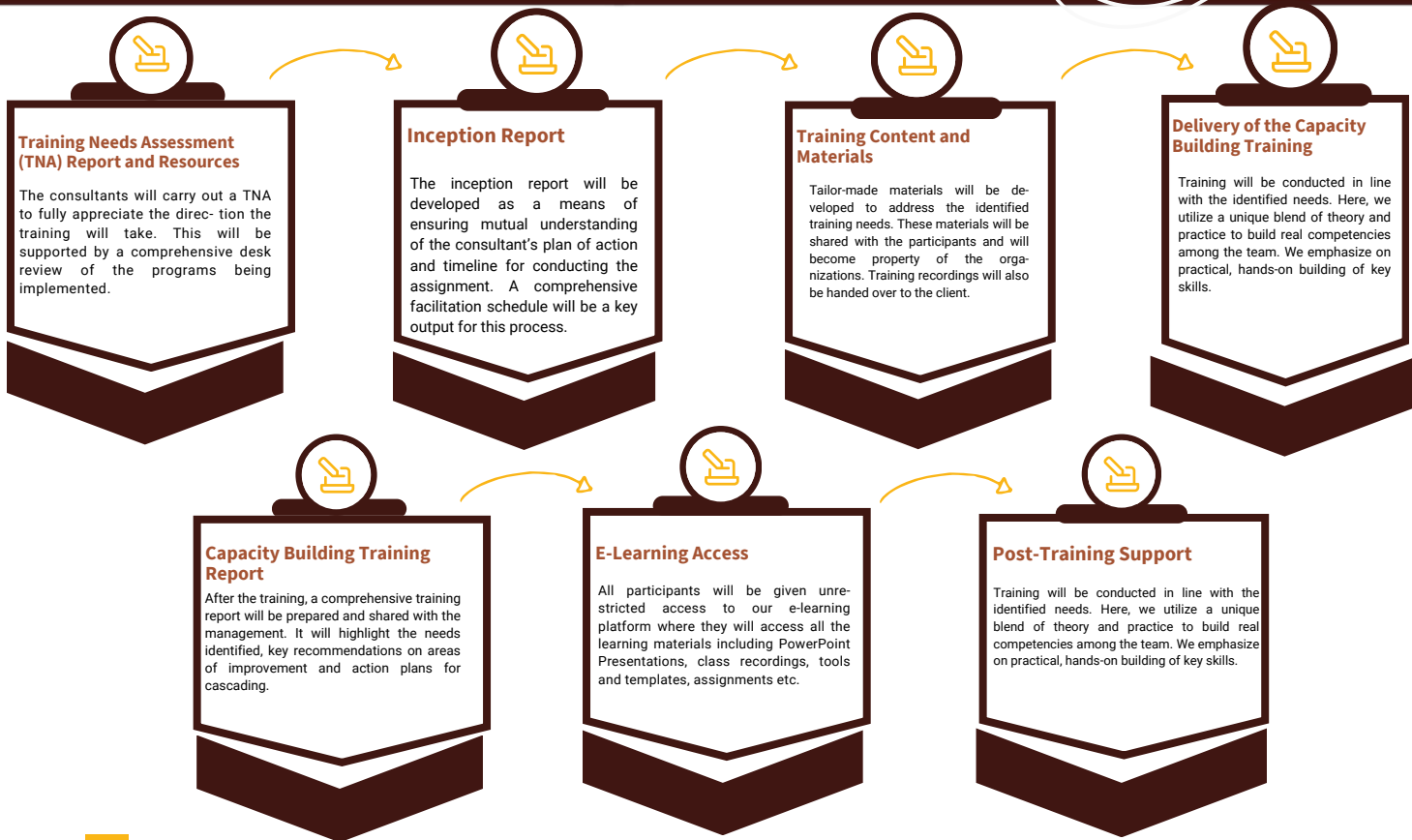
Monitoring and Evaluation is the cornerstone of every project. We cannot improve that which we cannot measure. Do you struggle getting the data you need, in the form that you need it? You definitely need a coherent M&E system.

By demonstrating impact through data, you will win more partnerships and manage your operations better.

Talk to us today for and start making data-driven decisions.

Our Unique Training Approach

We handle each client in line with their specific training needs. We bring on board the diverse experience we have garnered from all over Africa to design a truly impactful training solution.



Our Lead Trainer

Dr. Benson Kiarie is a renowned expert in Strategic Management and Monitoring & Evaluation (M&E), dedicated to driving impactful change across Africa. With a PhD in Strategic Management, he brings a wealth of knowledge and expertise in policy formulation, performance measurement, and organizational strategy

Holding multiple professional certifications, including Certified Public Accountant (CPA-K), Certified Public Secretary (CPS-K), Certified Human Resource Professional (CHRP), Lean Six Sigma (LSS), and Certified M&E Professional (CMEP), Dr. Kiarie is a versatile leader bringing extensive experience in the training sessions.

Driven by a passion for evidence-based decision-making, Dr. Kiarie has been instrumental in strengthening M&E systems across Africa. He has successfully partnered with governments in Tanzania, Namibia, The Gambia, and beyond, developing frameworks that enhance policy execution and impact assessment. Through strategic collaborations with institutions such as ATBU University (Nigeria) and The Open University of Tanzania, he continues to champion M&E excellence, equipping organizations with the tools to measure, analyze, and transform their operations for sustainable growth.

With a firm belief in the power of data-driven strategies, Dr. Kiarie is committed to reshaping Africa's development narrative, ensuring that policies and programs deliver real, measurable impact. He has trained over 10,000 professionals and more than 1,000 organizations across 28 countries, empowering institutions to optimize performance, enhance accountability, and drive sustainable growth.



Dr. Benson Kiarie, PhD

Other Key Trainers

We bring together a team of 90 professional trainers from 23 countries Across Africa and Central America. Our team is carefully selected from the best, and intensively trained to deliver training programs the “Vantage Way”. Here are some of them:

90 Trainers from 23 Countries



Mr. Pantaleon Shoki

Tanzania

Pantaleon Shoki is a MEL expert with a PhD candidacy in Monitoring, Measurement, and Evaluation. He has extensive experience in policy advocacy, impact assessment, and program evaluation across sectors like economic development, trade regulation, and health. He has consulted for UNICEF, USAID, and MEDA, developing MEL frameworks and strengthening government oversight.

Currently, he leads CLM Consultant Ltd, serves as MEL Director at SECCA, and is the Executive Secretary of TanEA. His work spans Tanzania, Kenya, Uganda, and beyond, focusing on trade regulation, economic empowerment, and data-driven decision-making. Skilled in STATA, SPSS, and Power BI, he integrates technology with policy impact to drive sustainable development.



Amsayaw Tefera

Ethiopia

Amsayaw Tefera is a Monitoring, Evaluation, and Learning (MEL) expert with an MSc in Biostatistics and over 13 years of experience in data management, research, and impact assessment. He has worked with international organizations, NGOs, and government agencies, specializing in electronic data systems, health program evaluation, and statistical modeling.

Currently, he serves as a Monitoring & Evaluation Officer at the Ethiopian Ministry of Health (UNOPS) and has previously advised MEL programs for End Fund-NALA Foundation and Sightsavers. His expertise includes DHIS2, REDCap, and ArcGIS, supporting data-driven decision-making in disease control and public health initiatives. Fluent in Amharic and English, he is committed to enhancing evidence-based policy and program effectiveness.



Monica Chirinzepi

Zimbabwe

Monica Chirinzepi has a background in Midwifery and Monitoring & Evaluation (M&E). She has extensive experience in quality assurance, patient safety, and healthcare management, serving as the Quality Assurance and Patient Safety Manager at the Ministry of Health and Child Care (Sally Mugabe Central Hospital).

Monica has a proven track record of improving healthcare systems through mentoring, training, and data-driven program evaluations. Her skills include utilizing M&E frameworks and data analysis tools to enhance healthcare delivery. Committed to patient-centered care, she is passionate about advancing healthcare practices and training future healthcare professionals.



Nicholas Oloo

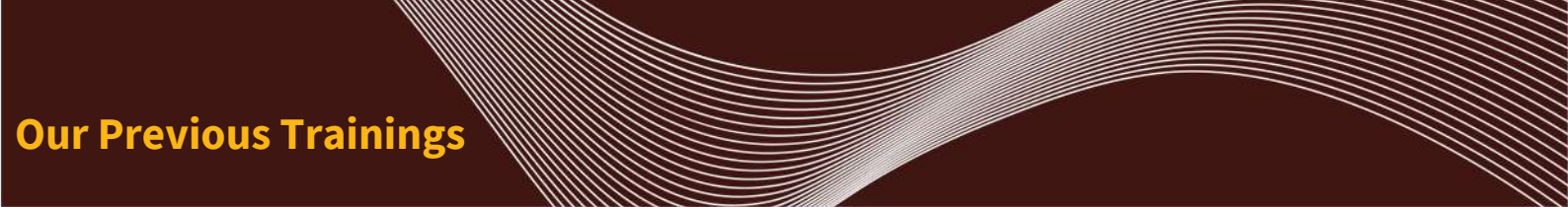
Kenya

Nicholas Oloo has over 12 years of professional and managerial experience in project management, Monitoring and Evaluation, Food Security, Community Managed Disaster Risk Reduction (CMDRR), Water Sanitation and Hygiene (WASH), Natural Resources Management (NRM), Education, HIV/AIDS, and Advocacy Interventions.

He has worked in Kenya, Somalia, Uganda, Tanzania and South Sudan with organizations such as Save the Children, OXFAM Kenya, UNHCR, Oxfam Novib Somalia, ICRC, The Kenya Red Cross Society, Rockefeller Foundation, Social-Life and Agricultural Development Organization (SADO SOMALIA) and CAFOD (Catholic Agency for Overseas Development).

Our Previous Trainings

LWF/WS Training on M&E	Kakuma refugee camp hosts refugees from South Sudan and other neighbouring countries. Many organizations operate there with an aim of providing relief services and preparing the refugees to be productive citizens should they choose to go back to their countries. On this occasion, we trained staff from LWF/DS on Project Monitoring and Evaluation in Kakuma, Dadaab, Nairobi and Kismayu. It was a highly successful training.
World Bank Funded Training for Community Leaders	Training Community Leaders on Sustainability of projects funded by World Bank. We customize our training methods to be impactful to the participants we are training. Here, we adopted a highly simplified approach that ensured the community leaders grew in their competence to spearhead sustainability of projects funded by World Bank in their areas.
Online M&E Training	Our online trainings have attracted more than 10,000 participants from over 28 countries. We usually have intakes every month for all our open programs. We usually meet from 8pm to 9.30pm EAT to ensure our clients continue with their daily responsibilities even as they study.
KCCB Training on Ms Project	Kenya Conference of Catholic Bishops (KCCB) approached us to train their project officers on Resource Mobilization and Proposal Writing. We later trained them on Corporate Governance, and then on Microsoft Project. Most of our clients always come back for more trainings after experiencing our services.
RAA Ltd Leadership Training	RAA Ltd is a distribution company based in Kenya. When they felt the need to train their HODs on Leadership, they reached out to Vantage Africa School of Leadership. We trained the team in 2 cohorts for 2 days each.
Caritas Nairobi Project Officers Training	We have conducted more than 5 trainings for Caritas Nairobi so far. A large majority of our clients always come back to us for more trainings. Our priority is to deliver exceptional training programs to exceed the expectations of the client, and inspire real transformation



Our Previous Trainings

Office of the Prime Minister, Tanzania	We trained Office of the Prime Minister, Tanzania on Monitoring and Evaluation. From the feedback we got, it was evident that the training was impactful to the participants.
Anglican Development Services	Anglican Development Services training on Resources Mobilization And Proposal Writing. We successfully delivered the training to their Project Managers.
UNESCO IICBA	UNESCO International Institute for Capacity Building in Africa approached us to train their Directors on Resources Mobilization Strategies. This training was held from 6th to 9th November 2022.
Good Shepherd Minor Seminary	We trained Good Shepherd Minor Seminary on leadership skills in order to capacity build the line managers and staffs for them to spearhead the growth of the organization. The feedback was positive and evident that indeed that training was impactful.
LEWA Conservancy-360 Degree Appraisal	LEWA Wildlife conservancy doesn't believe in traditional appraisal methods. When they engaged us to develop a state of the art 360 degree performance appraisal system, we knew we were contributing towards conservation efforts in Africa, and we gave it our best.
Impala Industries	We trained Impala Glass Industries supervisors on Supervisory and leadership skills for 3 days. The training was held in 2023.
Chance for Childhood Rwanda	We trained this organization in March 2024 on Project Monitoring and Evaluation. We also developed an M&E system. In 2025, they came back for another round of training
GIZ Namibia	We trained a team from GiZ Namibia, together with leaders from Public Enterprises in the country on Monitoring and Evaluation.

Our Previous Trainings

Our clients have had nothing but praise for our exceptional training programs. Join us to discover why.



ABUBAKAR TAFAWA BALEWA UNIVERSITY

P.M.B. 0248, Gubi Campus, Bauchi, Nigeria

Sustainable Procurement, Environmental and
Social Standards Enhancement (SPESSE) Project

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Center Leader

Professor Ibrahim Hassan Garba

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Kigali, 18/03/2025

Recommendation Letter

It is with great pleasure that we recommend Vantage Africa School of Leadership following an outstanding **Monitoring and Evaluation (M&E) training program** conducted for our leadership team in Rwanda from **25th to 28th February 2025**. This training, held in **Kigali, Rwanda**, was highly impactful and aligned perfectly with our organizational needs.

Under the expert facilitation of **Dr. Benson Kiarie**, the training delivered a **practical, insightful, and engaging learning experience**. Dr. Kiarie's ability to simplify complex M&E concepts into **clear, actionable strategies** made the sessions both dynamic and deeply relevant to our work in child-centered programming. His real-world examples and hands-on approach ensured that our team could **immediately apply the lessons learned**.

The training significantly strengthened our capacity in **program design, performance measurement, and impact assessment**, equipping us with the necessary tools to enhance the effectiveness of our interventions. The interactive nature of the sessions fostered critical thinking and encouraged **collaborative problem-solving**, which has already begun to influence our approach to project evaluation.

Given the value we gained from this program, we **confidently endorse Vantage Africa School of Leadership** as an exceptional provider of M&E and leadership development training. We look forward to future collaborations and encourage organizations seeking **high-quality, results-driven training** to engage their services.

Sincerely,



Felicien TURATSHIZE

Country Representative

Chance for Childhood

CHANCE FOR CHILDHOOD - WE FIGHT FOR EVERY CHILD.

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@ChanceChildhood



Daraja Kenya Initiative

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education@daraja.org

daraja.org

To Whom It May Concern,

RE: Recommendation Letter for Vantage Africa School of Leadership.

On behalf of the Daraja Kenya Initiative, I am pleased to recommend Vantage Africa for exceptional training sessions conducted to our diverse team of 65 people. The expertise in leadership development, performance management and goal setting provided invaluable insights that have greatly enhanced our organizational effectiveness since then.

Concepts addressed included, performance management, strategic goal setting, aligning teams for impact and developing a shared vision for success. Participants gained practical strategies to redefine performance management, transform ambition into achievable outcomes, drive results through practical goal setting, and communicate a shared vision to inspire alignment. Additionally, the sessions emphasized personal growth, self-assessment techniques, and principles of continuous improvement.

Vantage Africa's facilitation was highly engaging, well-structured, and tailored to address the specific needs of our organization. The positive feedback from our staff is a testament to the effectiveness of their training.

I highly advocate Vantage Africa to any individual or organization seeking transformative coaching. Their dedication to professional development and organizational growth is genuinely commendable.

Sincerely,



Victoria Gichuki

Managing Director

Daraja Kenya Initiative

DARAJA KENYA INITIATIVE
P.O BOX 1507-10400,
NANYUKI, KENYA
TEL: 0726041454

Our Ref: Your Ref: Date: 27th February 2025

RECOMMENDATION LETTER

To Whom It May Concern,

We are pleased to provide this recommendation for **Vantage Africa School of Leadership**, following an exceptional **Monitoring and Evaluation (M&E) training program** delivered to our senior leadership team from **18th to 20th December 2024**. The training, conducted in **Seychelles**, exceeded our expectations in both content and delivery.

Dr. **Benson Kiarie**, the lead trainer, demonstrated outstanding expertise in M&E, using a **practical, hands-on approach** that deeply engaged our team. His methodology ensured that complex concepts were broken down into **clear, actionable insights**, making the learning process not only effective but also highly relevant to our institutional needs.

Our team gained **valuable skills** that will significantly enhance our capacity in planning, implementation, and impact assessment of projects and programs. The training provided **real-world applications** of M&E principles, equipping us with tools that we can immediately apply in our work.

Given the **tremendous value** we derived from this training, we **strongly endorse Vantage Africa School of Leadership** as a premier provider of M&E capacity-building programs. We look forward to **continued collaboration** with them, not only in M&E but also in other leadership and management training areas.

We highly recommend Vantage Africa to organizations and institutions seeking top-tier training in **Monitoring & Evaluation, leadership development, and professional capacity-building**.

Sincerely,



Dr. Adenike Moshod Abioye

M & E Officer (Procurement)

SPESSE

Abubakar Tafawa Balewa University, Bauchi

spesse-ce.atbu.edu.ng



10,000 Professionals Trained, 500 Organizations Impacted, 28 Countries Reached

Client Testimonials



**Dr. Rebecca Nyandam,
Ghana**

I have taken a number of programs from Vantage Africa School of Leadership, including Transformational Leadership Development Program, Certified Monitoring and Evaluation Professionals Training among others. What keeps me coming back is the quality of delivery and convenience of the programs.



**Victoria Gichuhi
Head of School, Daraja Academy**

Vantage Africa delivered beyond our wildest expectations during a leadership training we held recently. It was affordable and effective, and we have already made a decision to incorporate this kind of training in our organization culture.



Godfridah Sitali, Zambia

When Vantage Africa School of Leadership delivered a Resource Mobilization and Proposal Development training to Program Managers from Kenya Conference of Catholic Bishops (KCCB). The training was delivered in a simple and effective manner, and this gave me confidence to approach diverse funding partners.



Fredrick Rwibasira, Rwanda

"The course at Vantage Africa School of Leadership was transformative. The sessions were engaging, practical, and highly relevant to today's leadership challenges. The facilitators provided valuable insights that I've already applied in my workplace with great success. I now feel more confident in leading change and making strategic decisions. This course is a must for anyone looking to enhance their leadership skills and drive impactful change in their organization."

Our Valued Clients



Countries We Currently Serve



Kenya



Uganda



Rwanda



Tanzania



South Africa



Burundi



Botswana



Egypt



Cameroon



Djibouti



Ghana



Mozambique



Malawi



Gambia



Zambia



Sierra Leone



Lesotho



DR Congo



Zimbabwe



Ethiopia



South Sudan



Nigeria



Liberia

Why Clients Use Our Services



1

Our expertise in Training

With the lead trainer having a PhD in Strategic Management and numerous certifications, your team is guaranteed top-notch content in the training. Having successfully trained diverse organizations across various sectors, we bring a wealth of knowledge and practical experience to empower your team.



2

Learning & Implementation Support

After the training, we offer a 3 months post-training support to your organization to help you implement everything that you learn during the training. We will walk the journey with you and guide you all the way. Our approach is relational, and we ensure our clients succeed in embedding behavior change that supports their vision.



3

Experiential Learning

We use a unique blend of theory and practice in our approach that is aimed at maximizing learning and fully grounding participants as effective mentors. The practical aspects of the training take center stage in our delivery. We don't just focus on increasing knowledge....we build real competencies.



4

Highest Professional Standards

We conduct all our training and consultancy assignments with the highest professional standards. Key in our delivery is a high level of respect for our clients and their stakeholders, and we treat any information we come across in our line of work with utmost confidentiality.

Gallery

Immerse Yourself in a Visual Journey of What We Have Achieved in the Past



Empowering leaders in Windhoek- Happy Clients after an M&E Training



Dr. Benson Making a Presentation during MEL Conference in Zanzibar



A team from Government Institutions in Tanzania after a successful training in Nairobi



Yet another successful training in Mogadishu, Somalia



New batch of Certified M&E Professionals in Lesotho



Leadership and innovation in action—Botswana edition



Presidential Delivery Unit Training in Banjul, The Gambia

Vantage Africa School Of Leadership



Developing skills, driving national progress-Addis Ababa



Vice Chancellor of ATB University in Nigeria and his team of senior leaders are trained in Seychelles



Building capacity for a brighter Sierra Leone



Empowering changemakers across South Africa



Developing visionary leaders for tomorrow- Zambia Team



Liberia professionals undertake an M&E Training



An interactive session filled with insights and innovation-TZ



Knowledge that drives progress— training in Zimbabwe



Professional growth in progress—watch this space



Developing skilled M&E practitioners - S Sudan



Hands-on learning for future M&E experts



Measuring success, improving results—Rwanda Team



Need a training for your team? We'd be excited to discuss this further and explore ways of working together to build the capacity of your team

Simply

- ✓ Drop an email and we will get back to you
- ✓ Drop a WhatsApp message on the numbers provided
- ✓ Give us a call

We look forward to a truly beneficial partnership with your institution



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