



Vantage Africa

School of Leadership

Institutional Profile



Accredited by:



Who We Are



Vantage Africa School of Leadership is a premier Pan-African leadership and capacity-building institution that works with governments, NGOs, the private sector, and development organizations to strengthen performance and results. We have trained 18,000+ professionals across 28 African countries, combining practical, competency-based training with consultancies that help institutions improve leadership, project delivery, and Monitoring & Evaluation (M&E) and we increasingly support this work through innovative digital solutions such as the Eval360 platform, virtual learning, and institutional capacity-building support.

Our Mission & Vision



Our Mission

- To empower emerging and established leaders with cutting-edge leadership education, mentorship, and experiential learning opportunities.



Our Vision

- A prosperous Africa led by values-driven leaders, we emphasize integrity, excellence, collaboration, service, and innovation. Through our programs, we aim to build resilient leaders who can address Africa's challenges and seize its opportunities.

Core Areas of Expertise

**Monitoring, Evaluation,
Accountability & Learning (MEAL)**

1



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**Project Management Certification
Course**

2



11

Senior Management Course

3



12

Microsoft Project Training

4



13

**Statistical Data Analysis using
SPSS Course**

5



14

**Transformational Leadership
Development Program**

8



15

Trainer of Trainers (ToT) Training

9



16

Supervisory Skills Training

Practical Accounting Course

**Performance Management
Training**

Premium CV writing Services

Public Speaking Training

Advanced MS Excel Training

**Strategic Leadership
Development Program**

Our Unique Training Approach

Where Learning Meets Transformation!

Vantage Africa approach is immersive, practical, and results-driven designed to turn learning into immediate action.

01

Immersive Adult Learning

We apply proven adult learning theories, interactive, experiential, and learner-centered for maximum retention and practical application

02

Coaching-Infused Facilitation

Every session blends training with coaching, building trainers who can not only teach but inspire and transform

03

Hands-On Practice Labs

Participants design and deliver real training sessions, receiving structured feedback to refine their facilitation style

04

Real-World Case Scenarios

Content is grounded in real organizational challenges to ensure relevance and immediate applicability

05

Peer Review & Mentorship

A built-in feedback and mentorship loop ensures trainers learn from one another and continuously improve

06

Certification with Impact

Participants walk away not just with a certificate—but with the confidence, tools, and readiness to deliver training that sticks

Our Unique Training Approach

Where Learning Meets Transformation!

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LEARN THE FUNDAMENTALS



- Micro-learning sessions (10–15 minutes) on key topics: goal-setting (SMART, OKRs), feedback models (e.g., SBI, Radical Candor), and appraisal techniques.
- Engaging content through videos, infographics, real-world examples

E

EXPERIENCE THROUGH SIMULATION



- Role-playing exercises where managers and team members simulate real conversations (e.g., giving tough feedback, conducting check-ins).
- Scenario-based group challenges that mimic common workplace dynamics.

A

APPLY WITH REAL-TIME TOOLS



- Participants bring their own performance challenges or team goals and apply new strategies in a live workshop setting.
- Use of interactive templates: feedback forms, 1-on-1 planning sheets, development plans.

D

DEVELOP ONGOING HABITS



- Post-training Action Plans with 30/60/90-day follow-ups.
- Access to a Performance Toolkit Portal with templates, videos, and tracking tools.
- Optional monthly coaching circles for continuous growth and accountability

Our Competitive Advantage

1) A proven MEAL powerhouse—built through training at scale

We don't only conduct evaluations; we have trained 10,000+ M&E professionals across 28 African countries, working across governments, NGOs, and development partners. This depth gives us sharp insight into what “works in the real world” and helps us translate evaluation findings into practical, implementable improvements for institutions—exactly what BAC-IN needs.

2) Strong digital advantage through Eval360 (AI-enabled MEAL system)

We have developed Eval360, a comprehensive AI-enabled digital MEAL platform that strengthens data quality, reporting, learning, and accountability. This gives our team a strong edge in assessing BAC-IN's alumni systems and data practices, and in proposing clear, scalable system improvements (tools, workflows, dashboards, and feedback loops) that institutions can actually sustain.

3) Access to a powerful professional ecosystem through VAMEPA (1,000+ members)

Through the Vantage Africa M&E Professionals Association (VAMEPA), we convene and learn from 1,000+ MEAL practitioners across Africa. This network strengthens our ability to validate findings, benchmark good practice, and mobilize specialized expertise quickly—ensuring the evaluation is grounded, credible, and informed by current field realities.

4) Practical on-the-ground experience across all listed BAC-IN countries

We have direct experience working in all BAC-IN countries listed in the TOR, giving us strong contextual understanding and the ability to move fast with stakeholder engagement. This reduces the learning curve, strengthens cultural sensitivity, and improves the quality of interpretation—so conclusions and recommendations are context-aware and actionable.

5) A carefully selected team built for this TOR

We have assembled a highly qualified team with the exact blend this assignment demands: evaluation leadership, mixed-methods research, inclusion and safeguarding competence, and strong reporting skills. This ensures we deliver a process that is rigorous and ethical, and outputs that are clear, decision-ready, and aligned to the TOR—on time and to a high standard.

Our Lead Trainer

Founder, CEO & Lead Trainer – Vantage Africa School of Leadership

Expert in Performance Management & Strategic Leadership

Dr. Benson Kiarie is a highly accomplished leadership and performance management specialist with over 15 years of experience in management, training, and consultancy. He is the Founder and CEO of Vantage Africa School of Leadership, where he has personally trained more than 5,000 professionals from over 28 countries.

Dr. Benson holds a PhD and MBA in Strategic Management, along with a Bachelor's degree in Education. He is also a Certified Public Accountant (CPA-K), Certified Public Secretary (CPS-K), Certified Monitoring and Evaluation Professional (CM&EP), Certified Human Resource Professional (CHRP), and Lean Six Sigma Yellow Belt. His strong academic background is complemented by deep practical expertise in strategic alignment, goal setting, performance measurement, and people development. Throughout his career, he has served in various leadership roles including Education Officer, Training Officer, Branch Manager, Regional Manager, and Head of Business Development & Operations. These roles have enriched his understanding of organizational performance from multiple lenses—operational, strategic, and human capital.

He equips leaders with the skills to drive results while building trust and accountability across teams. His sessions emphasize clarity, consistency, and continuous improvement—making performance management not just a process, but a mindset.



Dr. Benson Kiarie, PhD



Dr. Benson's Trainer of Trainers (ToT) training was truly transformative! His deep expertise, interactive facilitation, and use of real-world examples made complex concepts easy to grasp. I now feel confident designing and delivering effective trainings. This experience has significantly strengthened both my facilitation skills and my ability to empower others.

Mr. Felicien Turatsinze
Country Director
Chance for Childhood, Rwanda

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. Paul Kamau

Kenya

Mr Paul Kamau has more than 17 years' experience in Resource Mobilization. He has worked as a Fund Development Manager at Kenya Girl Guides Association, Fundraising Coordinator at Africa Education Trust, Partnership Manager at GCN, Grants Manager at FIDA-Kenya, Resource Mobilization Manager at ANPPCAN and Country Manager at Nuru Lutheran Media Ministry.

He holds a Master in Business Administration, Bachelor of Science (BSc.) Diploma in Marketing among many other qualifications.

Paul has attended conferences, presented research papers and trained in Hong Kong, Canada, Slovakia, Switzerland, Finland, Germany among many other Countries.

He is an authority in matters Resource Mobilization and Proposal Writing.



Rwigema Fred

Rwanda

Rwigema Fred is a seasoned Monitoring and Evaluation (M&E) trainer and Project Management Professional (PMP). He brings over a decade of experience in designing, managing, and evaluating development projects across Africa.

With master's degrees in Project Management and Finance, he excels in translating complex concepts into practical, hands-on learning for professionals at all levels. As CEO of Sustainable Global Consultancy Firm, he integrates Result-Based Management (RBM) and sustainability principles to drive impact. His training sessions are enriched by real-world consulting experience, making him a sought-after M&E expert. Fluent in English and proficient in French, he effectively engages diverse audiences across regions.



Monica Chirinzezi

Zimbabwe

Monica Chirinzezi 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).

Some Recommendations from Previous Clients

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
Centre of Excellence



Center Leader
Professor Ibrahim Hassan Garba
B.Sc. (Biochemistry) Unimaid, M.Sc. Ph.D. (Biochemistry) UNIJO,
Cert. BHRE, AHRE (Dar-Es-Salam), PG Cert (Res. Med) University of Pretoria,
Fellow (FRED College)
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m_ahmadazeez@yahoo.com



**Chance for
Childhood**
We fight for every child

f o i n
@ChanceChildhood

Kigali, 18/03/2025

Recommendation Letter

ur Ref: _____ Your Ref: _____ Date: 27th February 2025

RECOMMENDATION LETTER

To Whom It May Concern,

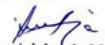
We are pleased to provide this recommendation for **Vantage Africa School of Leadership**, following an exceptional Monitoring and Evaluation (M&E) training program delivered to our senior leadership team from 16th to 20th December 2024. The training, conducted in Seychelles, exceeded our expectations 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. Adekunle Moshood Abioye
M & E Officer (Procurement)
SPESSE

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

Sincerely,



**Chance for
Childhood**
www.chanceforchildhood.org

Felicien TURATSINZE
Country Representative

Countries We Currently Serve



Kenya



Uganda



Rwanda



Tanzania



South Africa



Burundi



Botswana



Egypt



Cameroon



Djibouti



Ghana



Somalia



Malawi



Gambia



Zambia



Sierra Leone



Lesotho



Eswatini



Zimbabwe



Ethiopia



South Sudan



Nigeria



Liberia



United Kingdom

Gallery

Immerse yourself in a visual journey of what we have achieved in the past



Empowering leaders in Kigali, Rwanda



Dr. Benson makes a presentation during MEL Conference in Zanzibar



A team of senior government officials from Tanzania have just completed a one week training in Nairobi



Participants pose for a photo after a successful M&E Training in Kigali, Rwanda



Dr. Benson has just completed training this team of professionals from Lesotho



Leadership and innovation in action—Botswana edition



Leadership training for Presidential Delivery Unity in The Gambia

Vantage Africa School Of Leadership



Developing skills, driving national progress-Ethiopia



Inspiring leadership and innovation - Seychelles



Building capacity for a brighter Sierra Leone



Empowering changemakers - South Africa



Developing visionary leaders for tomorrow - Zambia



Leadership engagement - South Sudan



An interactive session in Tanzania



Knowledge that drives progress—training in Zimbabwe



Professional growth in progress—Cameroon Training



Developing skilled M&E practitioners to enhance project effectiveness



Hands-on learning for future M&E experts



Measuring success, improving results—M&E in motion!



We'd be excited to discuss this training 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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