



THE CFO LEADERSHIP ACADEMY 2024/25

Anchoring the CFO: “Navigating Economic Uncertainty”



The CFO Leadership Academy **focuses on enhancing your capabilities for success in this highly complex function** by equipping you with the requisite skills to deal with the **internal and external pressures while delivering value** for your organization.

Program Overview

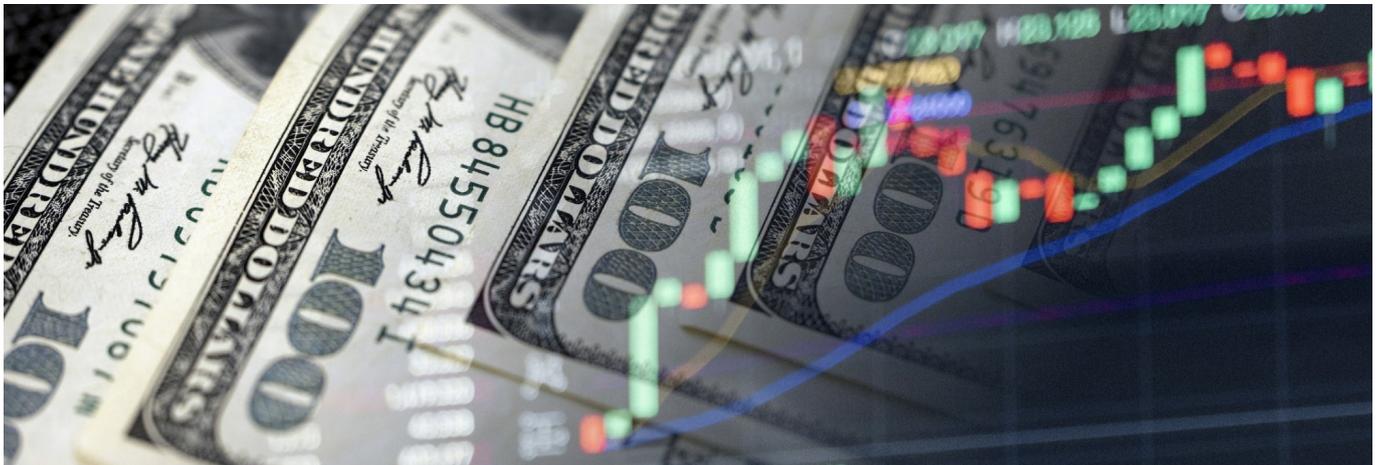
Global challenges of inflation, war crises, stock shortages, reduced government and international funding, diminished rigid thought processing, cultural wars, digitization, environmental campaigns, currency risks demand for a shift our approach to various roles in the work place.

Are you ready to fully anchor your CEO by creating value for your organization as you navigate today's economic uncertainty? Are you keen about acquiring the skills to drive strategic value, innovation, while transforming your organization? Do you want to connect with other senior finance leaders and experts from different industries and sectors? If you answered in the affirmative to these reflections, then this is the program for you. The CFO Leadership Academy is a unique and comprehensive leadership development program designed exclusively for you.

Mastering Change: The New CFO Mandate.

Finance leaders are deeply involved in determining how businesses adapt to significant changes in how work gets done—particularly in places where digital and finance intersect.

CFOs are uniquely qualified to drive changes in how their companies experiment with new technologies, evaluate ESG risks and opportunities, and execute transformations.



Why the CFO Leadership Development?

- i. Identify and improve your leadership style; The academy provides you with an opportunity to enhance your leadership, decision-making skills and competencies as you provide anchorage to your CEO.
- ii. Enhance your confidence as a leader and establish new ways of influencing the teams you lead; Accelerate your capability to effectively connect with the various stakeholders; managing board relationships, strategic partner engagements and negotiations. Position yourself as a Chief Value Officer by continually applying new relevant insights to deliver value.
- iii. Establish valuable network with your peers across the industry to discuss and respond to the emerging issues in the market and share their leadership challenges; Enhance your ability to leverage the trending and emerging technologies to enhance your organizations productivity.
- iv. Build your regional and global competencies while appreciating cultural diversity in the workplace. Learn together and establish new networks across the border through the program designed and aligned travel experience /excursions.



CFO Leadership Pillars



Leadership in the C-Suite

Developing self-mastery.

Communication and influence; problem solving and decision making; leadership.



Strategic Agility Becoming a valued team leader.

Big picture thinking; client and stakeholder needs; competitive advantage.



Playing in the C-league

Shape relationships for success.

Managing board relationships; managing auditors as well as private and public regulators.



Post- C-Suite Life Scale up to step up

Get the ropes on how you can best prepare for life after your C-Suite life?

Our Value Propositions

Personal Growth and Support

Provides a platform for you to tap into your greatest potential through guided engagements, discussions of case studies by carefully selected faculty (professors of practice).

Continue to connect with our Professors of Practice to enhance the implementation of emerging personal insights resulting from the program.

Customized CFO Leadership Curriculum

This program was developed in consultation with leading CFOs, CEOs and senior executives in leadership practice who participate in the delivery and panel discussions.

It's an integrated learning experience that combines academic rigor with real-world experiences to equip you in developing adequate solutions to meet global challenges.

Enjoy the benefits of belonging to the CFO LA Alumni.

Going through this program qualifies you for the CFO LA Alumni where you benefit through; continuous peer-learning from all the CFO LA cohorts; being considered for board, training faculty, part-time advisory roles with our various strategic partners.

Our Pedagogy

Our methodology of engagement employs an integrated learning-based approach involving; self-assessment, peer knowledge-sharing, experiential exercises, practical workplace application and reflection.

Throughout the program, learning will be related to the day-to-day challenges and realities of the participants. This process will be enhanced through participant-led discussions about the leadership challenges that they encounter at work and a program assignment in which participants are required to complete a class project that is communicated in during the program to accelerate learning, behavioral change and knowledge transfer.



Program Calender

Quarter I: Leadership in the C- Suite

May 23, 2024 Self-Mastery	June 20, 2024 Disruptive Leadership Matters	July 18, 2024 Panel Discussion
<ul style="list-style-type: none"> ▪ A Journey of Self-Exploration - Becoming Your "Best Self" - Julius Kakeeto MD - PostBank ▪ What's your Cover story? - <i>The leader you aspire to be.</i> - Dunstan Rukare; Global Financial Operations Director - UpEnergy Group ▪ Cover Story Exercise - <i>Where do you see yourself 10 years from today?</i> - Prof. Samuel Sejjaaka; Team Leader - MAT ABACUS Business School. 	<ul style="list-style-type: none"> ▪ Learning Agility - <i>Knowing What to Do When You Don't Know What to Do!</i> - Emma Mugisha; ED - Stanbic Bank. ▪ The DNA of a Disruptive Leader. - Dr. Peter Kimbowa (PK); Board Chairman - NSSF Uganda ▪ When the Going Gets Tough! - Prof. Allan Katwalo; MAT ABACUS Business School. 	<ul style="list-style-type: none"> ▪ Discussion: Executive presence and influence - By Prof. Samuel Sejjaaka; Dunstan Rukare and Dr. Jeff Sebuyira <p>Create your leadership checklist. - Reference Michael Useem.</p>



Quarter II: Strategic Agility

August 22, 2024 From Business to Value Partner	September 19, 2024 C- Suite Politics and Ethical Dilemmas	October 17, 2024 Panel Discussion
<ul style="list-style-type: none"> ▪ The Big Picture Thinking - <i>Drivers of and Trends For a Global Economy.</i> - Selestino Babungi; MD - UMEME. ▪ Sustainability & ESG: Reporting fundamentals. - Edgar Isingoma; KPMG - EA. ▪ The Art of Negotiation - Dr. Levi Kabagambe. 	<ul style="list-style-type: none"> ▪ Evolving into an Authentic Leader - <i>Navigating C-suite politics</i> - Samuel Odeke ▪ Mastering the Art of Dealing with Auditors - Aguma Mpairwe; Senior Consultant - MAT ABACUS Business School. ▪ Case Study: Creative Accounting - CFOs Gone Rogue - Aguma Mpairwe; Senior Consultant - MAT ABACUS Business School. 	<ul style="list-style-type: none"> ▪ Managing Board Relationships and Dealing with Stakeholders - By Prof. Samuel Sejjaaka; Dunstan Rukare; Dr. Jeff Sebuyira Mukasa and Dr. Peter Kimbowa (PK). <p>"Boards that Lead" - Reference Michael Useem.</p>



Quarter III: Playing in the C-league

November 21, 2024 Culture and Change Management	December 19, 2024 Excellence in Execution	January 23, 2025 Panel Discussion
<ul style="list-style-type: none"> ▪ Managing Inter-Generational Team. - Rachel Dumba; CEO – Steadman Group. ▪ Leveraging Coaching Culture. - Joan Mugenzi; Founding President and CEO Imagine Me Africa. ▪ When Can Culture be Lethal? - Prof. Allan Katwalo; MAT ABACUS Business School. 	<ul style="list-style-type: none"> ▪ Leading Change and Managing Transitions - <i>The VUCA World!</i> - Stephen Asiimwe, ED – Private Sector Foundation Uganda (PSFU). ▪ Digital Disruption & Impact on Leadership. - Badru Ntege, CEO - NFT Consult Ltd. ▪ Peak Performance: The Science of Deliberate Practice. - Prof. Samuel Sejjaaka; Team Leader - MAT ABACUS Business School. 	<ul style="list-style-type: none"> ▪ Enhance your team spirit, competencies and skills at the C-suite, being an effective part of the senior team. - Expert Facilitated Conversations.



Quarter IV: Post- C-Suite Life

February 20, 2025 Beyond the Horizon.	March 20, 2025 Technology - Reshaping Finance With Technology.	April 17, 2025 The Post C-Suite Life
<ul style="list-style-type: none"> ▪ Exposure Trip Prof. Samuel Sejjaaka; Team Leader - MAT ABACUS Business School. <p>NOTE: The exposure trip travel, air ticket, accommodation and other related expenses are not part of the program fees.</p>	<ul style="list-style-type: none"> ▪ CFO as a Chief Data Steward. - Francis Otim; CEO - Business Intelligent Solutions. ▪ Cyber Security - <i>Risk- Based Management</i> - Mustafa B. Mugisa; CEO - Summit Consulting Ltd ▪ Platforms and Ecosystems - <i>the New Business Digital Thinking.</i> - Micheal Niyitegeka. 	<ul style="list-style-type: none"> ▪ Work Life Integration and Surviving the Corporate Rat Race. - Eng. Dr. Frank B. Sebbowa; Principal Consultant - Frank Energy Consultants. ▪ Investing for Meaningful Retirement. - Simon Mwebaze CFA; General Manager - UAP Financial Services. ▪ Next Steps/ Wrap Up
Graduation and Launch of Next CFO Leadership Academy 2025		



About MAT ABACUS Business School

MAT ABACUS Business School is an institution that was formed as the result of a merger between the Management and Accountancy Training Company (MAT) and Abacus Business School (ABS).

The merger created the requisite synergies to transform the industry through practical higher education, research and scholarship relevant to the resolution of our continent's challenges.

The Management Accountancy Training Company and Abacus Business School (ABS) were both established institutions recognized in the areas of specialty that include, but are not limited to, professional courses and executive leadership training respectively.

Both institutions have been able to impact the education sector due to the quality of the programs that are offered. MAT is one of only five Approved Learning Partners (ALPs) at the platinum level in Africa. It has a custom equipped training center with modern teaching facilities, utilizing over 10,000 square feet of classroom space.

Abacus Business School (ABS), on the other hand, provides quality education and training for industry and business practitioners across all sectors and levels of management through interactions with top leadership of the different companies in the various sectors.

ABS identified a glaring gap in the current education system, which is that the curriculum delivered by most institutions does not resonate with existing and emerging industry needs. In a dynamic environment, there is also a need for those already in this employment to re-skill and up-skill in order to remain relevant in this Volatile Uncertain Complex and Ambiguous (VUCA) environment.

Our Services

Professional Training Courses – We provide professional management and accountancy training for leading programs including The Association of Chartered Certified Accountants (ACCA), The Chartered financial Analyst (CFA), The Certified Public Accountants CPA(U), Certified Internal Auditor (CIA), Project Management Professional (PMP) exams, ICDL which is the international standard in digital skills certification and the Heriot-Watt University MBA from Edinburgh Business School.

Executive Education – We provide Executive Education to leading institutions in Uganda including Leadership Development, Change Management training, and custom trainings like the CFO Leadership Academy program, Finance for Non-Finance Executives (F4NFE) and the Annual Excellence in Corporate Management Workshop (ECMW).

Business Advisory Services - We now provide consulting support to institutions assisting them in their quest to achieve excellence using consultants with specific industry experience and deep domain knowledge.

Our Professional Programs



1999

The Management and Accountancy Training Company (MAT) was established

2014

Abacus Business School (ABS) was established

ACCA

Platinum Approved Learning Partner (ALP)

MAT ABACUS is Approved ACCA tuition provider in Uganda and is one of only five Approved Learning Partners (ALP's) at the Platinum level in Africa.

+10,000

We operate over 10,000 square feet of classroom space

+3,000

Over 3,000 students every year benefit from services of our highly qualified and experienced teaching professionals for their professional programs (ACCA, CPA(U) and CFA)



About the Institute of Certified Public Accountants of Uganda (ICPAU)



The Institute of Certified Public Accountants of Uganda (ICPAU) is the national Professional Accountancy Organisation (PAO). ICPAU was established in 1992 by an Act of Parliament, now the Accountants Act, 2013.

The functions of the Institute, as prescribed by the Accountants Act, 2013 are:

- i. To regulate and maintain the standard of accountancy in Uganda; and
- ii. To prescribe and regulate the conduct of accountants and practising accountants in Uganda.

In pursuing these functions, ICPAU offers the following services:

- Professional accountancy education and research
- Licensing of accounting firms
- Quality Assurance
- Continuing Professional Development programmes
- Prescribing professional standards for use in Uganda
- Professional Guidance
- Investigations and Disciplinary
- Advisor to the Government



The Certified Public Accountants (CPA) course

CPA is a professional accountancy qualification designed to produce competent professional accountants capable of making a positive contribution to the professional and the national economy in general. The graduates of the course have the potential to serve in many capacities, which include financial and management accountants, finance managers, auditors, tax and financial consultants, chief operating officers, and Chief Executive Officers, among others.

Entry Requirements are any one of the following:

- Bachelor's Degree
- An Accounting Technicians Certificate/Diploma or other Diploma (2 years)
- A professional course certificate
- Uganda Advanced Certificate of Education (UACE) with at least 2 principal passes or the equivalent plus Uganda Certificate of Education (UCE) with at least 5 credits including English and Mathematics





MAT ABACUS
Business School

Knowledge. Clarity. Works