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IMMERSE
COACHING COMPANY

VISIONARY
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SUMMARY REPORT

VISIONARY LEADERSHIP CONFERENCE

2023

*A Pan-African Leadership Empowerment Convening
of Africa's **Emerging and Established** Leaders.*

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SUMMARY REPORT

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LEADERSHIP
CONFERENCE
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Overview of Visionary Leadership Conference 2023

*A Pan-African Leadership Empowerment
Convening of Africa's Leaders*



The Visionary Leadership Conference, hosted by IMMERSE Coaching Company, is an international and flagship annual conference, convening Africa's leaders to envision and execute a transformative future.

The inaugural edition, which took place in Lagos, Nigeria, from September 29th-30th 2023, gathered over 400 leaders to explore key considerations and capabilities required by emerging and established leaders on the continent, in order to birth and build possibilities and high performance in individuals, industries and institutions.

With the theme **"Advancing High Performance, Impact and Legacy through Visionary Leadership,"** the hybrid conference rallied a community of founders, entrepreneurs, career professionals, and visionaries, in a convening that ignited new ideas, forged partnerships, and empowered powerful paradigms for creating transformative leadership in Africa.

Keynote Speakers, Panel Speakers and Seminar Facilitators were present, across different industries and delivered actionable insights for leaders. These included:



Senior Leadership

Making Impactful Transitions into Senior Leadership Careers and Boards with Abiola Adediran.



Women in Leadership

Advancing Talent, Opportunities, and Leadership Impact as a Future-Forward Female with Aramide Abe.



Visionary Entrepreneurship

Solving Real Problems, Accessing Markets, and Shaping the Future through Business with Dr. Emmanuel Tarfa.



Workplace Leadership:

Showing Up, Building High-Performing Teams, and Achieving Business Goals at Work with Kemi Ogunkoya



Leadership Compass

Crafting and Promoting Your Unique Leadership Brand, Identity, and Roadmap with Dr. Samuel Ekundayo



Legacy Leadership

Triggering Transformation for the Next Generation through Mentorship and Catalytic Communities with Damilola Oluwatoyinbo



CEO Roundtable: Navigating

Strategic Priorities within Your Organization – Purpose, Culture, People, and Profits with Ayodeji Kurunmi



Visionary Excellence and Execution Mastery

Embracing the Power of Visioning, Execution and Personal Transformation with Debola Deji-Kurunmi

Through these impactful conversations, and a strategic lineup of panel sessions, masterclasses, unique coaching immersion, networking opportunities, exhibitions, and our awards gala, emerging leaders from various sectors were empowered to recognize the potential within Africa and the diverse opportunities to drive high performance, impact, and legacy.

The networking session was a culminating moment of the conference, where attendees were provided a perfect opportunity to leverage resource mobilisation in acquiring support and strategic partnerships for their vision. This valuable exchange crystalized their insights on visionary leadership with an opportunity for strategic collaborations in their life's work.

The conference was marked by tailorable insights and strategies on living a life of impact through visionary leadership and execution mastery..

VISIONARY LEADERSHIP INTENSIVE 2023 REPORT

The Visionary Leadership Intensive, a prelude to the Visionary Leadership Conference, is a 5-part Coaching Intensive to Accelerate Vision, Leadership and Impact which took place from **September 7th to 9th, 2023**.

This virtual intensive hosted more than 1,200 participants, over the course of three days via Zoom and the official YouTube channel of IMMERSE Coaching Company. They had the opportunity to learn from an outstanding lineup of speakers, including **Rhett Power**, CEO and Founder of Accountability Inc., best-selling author, and the #1 Thought Leader on Entrepreneurship according to Thinkers360; **Fela Durotoye**, an Executive Coach, Leadership Expert, Global Speaker, and Nation Builder; **Dr. Niyi Borire**, an award-winning Neurologist, Neuroscience Researcher, Lecturer, Speaker, and Change Agent; **Ngozi Divine-Basil**, the General Manager of IMMERSE Coaching Company and **Debola-Deji Kurunmi**, the Founder of IMMERSE Coaching Company.

The founder of IMMERSE Coaching Company, **Debola Deji-Kurunmi**, officially opened the intensive on Thursday, 7th September, with a teaching on Visioning and Execution, highlighting the important role of a mind infrastructure in building a visionary life.

She revealed that the ability to envision a compelling, colorful, and beautiful future is not merely a product of growth but rather an upgrade of the mind. According to Debola Deji-Kurunmi, investing in the mind daily is a crucial practice for anyone striving to stand out and achieve extraordinary results.

She further deconstructed the systems of achieving a truly visionary life, which involves balancing radical evolution with rapid execution.

Following the eye-opening conversation, **Mr. Fela Durotoye** took the tides of the conversation to another level by speaking on the importance of legacy leadership. According to him, legacy is the immortal element of human life, it is your life even after you've gone. It is the evidence that you were here. Thus, intentional living is necessary to the work of discovering life's purpose.



**YOUR PURPOSE
IS WHY YOU CAME,
YOUR LEGACY
IS THE EVIDENCE
THAT YOU CAME.**

"Your purpose is why you came, your legacy is the evidence that you came."

He urged everyone present to step out and maximise the potential within. We each carry something powerful within us, and what we make of our gifts is in our hands, not God's.

"Your talent is God's gift to you, what you do with your talent is your gift to the world."

Day two commenced with **Ngozi Divine-Basil** tackling the critical question of how businesses can enhance their structure and organization within the first decade.

Ngozi underscored the expedience of establishing robust systems. She emphasized that to create effective systems, leaders must be avid learners, as the quality of their systems directly mirrors their wisdom. She elaborated on the essential traits leaders must possess to set up these structures, beginning with building personal productivity systems. This, she explained, would inevitably influence the broader organizational framework. Leaders must also be adept at envisioning and clearly articulating their vision to their teams. This clarity is crucial for breaking down annual organizational goals into actionable monthly plans for each department.



**YOUR TALENT IS
GOD'S GIFT TO YOU,
WHAT YOU DO WITH
YOUR TALENT IS
YOUR GIFT TO
THE WORLD.**

Her insights provided delegates with practical strategies and emphasized the intrinsic link between a leader's personal development and the overall growth and efficiency of their organization.

To bring the day's session to a close, **Dr Niyi Borire** illustrated the intricate connection between brain function and leadership. He underscored that what sets leaders apart is their ability to gain sudden, profound understandings of complex issues. Dr. Borire encouraged the audience to structure their lives to foster these moments of clarity. The strategies he recommended include minimizing distractions, maintaining mental tranquility, and taking breaks from demanding tasks.

He also introduced the **ACCESS** code, a framework for effective leadership:

- A - Autonomy:** Thriving when in control of events.
- C - Certainty:** Assurance of continuity within the organization.
- C - Connection:** Building meaningful relationships with others.
- E - Equality:** Ensuring fair treatment for all.
- S - Status:** Recognition of achievements.
- S - Safety:** Creating an environment where vulnerability is safe.

Dr. Borire's insights and proprietary ACCESS code offered a roadmap for leaders aspiring to cultivate conducive environments to receive and act on powerful insights.

Rhett Power brought the Intensive to a peak by providing CEOs with a strategic guide to upscale their business and organisational performance. He asserted three key business truths: leadership has become more challenging, complacency invites disruption, and having a unique edge sets you apart. Power urged leaders to be ruthless in letting go of staff who don't drive the firm's growth. He asserted that, **"An employee should be performing at 120% before hiring additional hands."**

Closing the 2023 Visionary Leadership Intensive, Debola Deji-Kurunmi delivered a second part of Visioning Execution. She revealed what a leader's premium gifts are, emphasizing how this clarity accelerates purpose, introduces significant rewards, and propels visibility.



IMMERSE
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DAY 1

2023

VISIONARY LEADERSHIP CONFERENCE

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KEYNOTE SESSIONS

CALL TO AGENCY, Vision and Personal Leadership



By Debola Deji-Kurunmi

Day One of the Visionary Leadership Conference 2023 kicked off with a powerful keynote speech by Debola Deji-Kurunmi, the Founder and CEO of IMMERSE Coaching Company. Addressing the theme, "The Call to Agency, Vision, and Personal Leadership," Debola inspired delegates to take charge of their personal growth and leadership journey. To facilitate this, she urged attendees to identify five individuals within their circles who could honestly highlight their vulnerabilities. She emphasized the importance of understanding one's unique approach to acquiring knowledge, a crucial step in addressing personal blind spots and fostering continuous improvement.

She underscored that success systems are not mere coincidences but are rooted in deliberate habits, practices, thought patterns, communication styles, and lifestyles that lead to consistent, replicable outcomes. She also encouraged delegates to recognize and intentionally apply the systems that have previously driven their success, highlighting that these achievements were not random but the result of well-established processes.

Concluding her session with a food for thought, DDK asked, "Are things the way they are because you are the way you are? What one thing would you change that can radically shift everything for you?" This poignant question left delegates contemplating the transformative impact of personal change on their leadership and success.

KEYNOTE SESSIONS

DOMINO EFFECT: The Transformational Legacy of Leaders Raising Leaders

By Fela Durotoye



"It's not the things you amass that form your legacy, it's the things you leave behind."

This resonant quote was the compelling opening of Fela Durotoye's outstanding keynote speech on Day 1 of the Visionary Leadership Conference 2023. His speech focused on the profound impact of purposeful living and legacy-building, urging delegates to align every aspect of their lives with their ultimate purpose.

Mr Fela's presentation emphasized the importance of synchronizing one's thoughts, speech, time, team, tasks, and treasures with their life's purpose. He challenged delegates to contemplate what they could create in line with their purpose that would endure beyond the current generation. His call was clear: true leaders think not only of their immediate impact but also of the lasting contributions they can make for future generations.

Addressing business owners specifically, Mr Fela encouraged them to integrate long-term vision into their business models and goals, ensuring that their enterprises are built to outlive the present era. By fostering a mindset of legacy and purposeful action, he inspired all attendees to consider the broader, enduring influence of their leadership and endeavors.



KEYNOTE SESSIONS

WHY VISIONARY LEADERSHIP MATTERS FOR FORWARD-THINKING ORGANISATIONS



By Dr. Oleg Konovalov

Popularly acknowledged as the “da Vinci” of Visionary Leadership, **Dr. Oleg Konovalov** delivered an illuminating keynote on the critical role of visionary leadership in modern organizations. Emphasizing that life itself is humanity’s greatest asset, he asserted that vision is the second greatest, imbuing life with purpose and direction. Dr. Konovalov outlined several key points regarding vision and leadership, which are essential for any forward-thinking organization.

Dr. Konovalov explained that vision is a collective agreement on how the future should look. It must be pragmatic, functional, executable, bankable, and investible. He stressed that vision is becoming the lifestyle of the next generation due to the intentional cultivation of spaces for visionaries. Effective leadership, he noted, involves leading by sharing a forward-thinking mindset and focusing on value creation rather than people-pleasing.

He also categorized visionaries into three types: investors, who fund visions; space creators, who build environments for visions to thrive; and people visionaries, who shape the caliber of individuals involved in a vision.



LEADERSHIP ASSESSMENT +DEBRIEF BY DDK

During the conference, two leadership assessments were conducted, allowing leaders to discover and evaluate their Instinctive/Personal Leadership styles. The assessments identified the following leadership types:

- AMBASSADOR
- ADVOCATE
- PEOPLE MOVER
- SAGE
- TRUTH-SEEKER
- CREATIVE BUILDER
- EXPERIENCED GUIDE

Debola took this discovery a step further with a comprehensive debrief session, examining the unique traits of each leadership style. For instance, those with the Experienced Guide leadership style possess an innate ability to empathize and offer profound insights, often acting as natural therapists. These individuals are vast reservoirs of knowledge on diverse topics.

She offered personalised insights to leaders who are primarily experienced guides on using their wisdom effectively to avoid becoming ineffective sages who know much but lack tangible results.

All leaders were reminded that scoring low in a particular leadership style does not preclude them from achieving similar success. They were encouraged to perform situational analysis to identify and implement strategies that may not come naturally to them, while also strengthening and leveraging their existing strengths to achieve desired outcomes.

MASTERCLASS SESSION



WORKPLACE LEADERSHIP: Showing Up, Building High-Performing Teams and Achieving Business Goals at Work

with Kemi Ogunkoya

The Masterclass session was an important highlight of the Visionary Leadership Conference, commencing with a Masterclass session titled "**The Workplace Leadership: Solving Real Problems, Accessing Markets, and Shaping the Future through Business.**" This session focused on the defining characteristics and actions of successful leaders.

Central to the Masterclass was the concept of authenticity. Effective leaders are not chameleons; they bring their genuine selves to the table, fostering trust and deeper connections with their teams. Authenticity, however, must be coupled with a commitment to team development. Leaders play a crucial role in nurturing a growth mindset and creating opportunities for their teams to thrive.

The session warned against the pitfalls of leadership illusions, such as believing in inherent superiority, the permanence of current situations, or possessing infallible vision. Successful leaders are adaptable, open to feedback, and collaborative, essential traits for navigating the ever-changing business landscape.

Introducing the concept of "Executive Intelligence," the Masterclass provided a framework for continuous self-improvement. This framework focuses on three key areas: task accomplishment, collaboration skills, and self-awareness with adaptability. By honestly assessing their strengths and weaknesses, leaders can chart a path for ongoing growth.

A highlight of the session was the Dozen Model, a comprehensive roadmap for leadership development. This model outlines twelve core principles, from having a clear vision and strong values to effective communication and unwavering commitment. The Dozen Model emphasizes both personal development and a team-centric focus. Essential qualities like responsibility for personal actions and team growth were underscored.

The Masterclass stressed building confidence through competence and values, not arrogance. Authentic

connections, both with oneself and the team, create a supportive community. Consistency in showing up, striving for continuous improvement, and employing critical thinking to solve problems effectively were identified as hallmarks of successful leadership. Leading with empathy and consideration, prioritizing the well-being and growth of the team, was highlighted as a transformative approach to cultivating a positive work environment.

In conclusion, the Masterclass on Workplace Leadership offered a valuable roadmap for aspiring and experienced leaders. By embracing authenticity, focusing on development, and adhering to the principles of the Dozen Model, participants gained crucial insights on solving real problems, accessing markets, and shaping a positive future for their organizations.



LEGACY LEADERSHIP: Triggering transformation for the Next Generation through Mentorship and Catalytic Communities

with Damilola Oluwatoyinbo

This enlightening Masterclass on Legacy Leadership by Damilola Oluwatoyinbo took a deep dive into the principles of effective leadership, emphasizing the pivotal role of mentorship and collaborative communities.

The session opened with the concept of "Masterful Mentorship," highlighting the transformative power of guidance and support in developing future leaders. "Catalytic Communities" were also emphasized, showcasing how a collaborative environment can significantly accelerate leadership growth.

Central to the discussion was the "3Ps" framework: Purpose, People, and Principles. Oluwatoyinbo stressed the importance of discovering one's purpose, building meaningful relationships, and adhering to strong principles as the foundational pillars of leadership. He introduced the metaphor of leadership as a "SHIP," a vessel steering others towards new heights. He argued that self-leadership is crucial—without leading oneself effectively, one cannot guide others.

Drawing inspiration from iconic leaders like John Maxwell and Ronald Reagan, the session underscored the essence of influence and the ability to inspire greatness in others. The significance of vision was also a key focus. "Dreams are the language of the soul," Oluwatoyinbo stated, adding that a great leader refines those dreams into a clear, compelling vision.

The concept of "Legacy Leadership" was explored in depth, emphasizing the need for selflessness. Effective legacy leaders invest in the next generation, sometimes stepping back and adapting their methods while staying true to their core values and mission. The speaker challenged the traditional notion of rewarding titles, advocating for testing competence and loyalty through assigned work. A great leader, he noted, leaves a lasting impact, inspiring others to follow even in their absence.

The session introduced the **"3Cs": Cause, Communication, and Community.**

Cause: Identifying the "Why" behind actions, the driving force that sustains leaders through challenges.

Communication: Speaking the language of followers to effectively inspire and guide.

Community: Building a strong, supportive network is essential for growth and achieving goals.

Two key elements were identified as essential for establishing oneself as a leader:

Vision:

A clear, compelling vision that unites and motivates others.

Values:

Core principles that guide actions and form the foundation of a leader's community.

The Masterclass concluded with a powerful message: leadership is a journey, not a destination. Leaders must continuously evolve and grow alongside those they empower. The true mark of a leader is not only building others up but also being open to personal growth and transformation.



LEADERSHIP COMPASS: Crafting and Promoting your unique Leadership Brand, Identity and Roadmap

with Dr. Samuel Ekundayo

Dr. Samuel Ekundayo's session gave an in-depth exploration into the development of leadership through self-discovery and purposeful action. He emphasized that individual strengths and experiences are one's greatest assets on the leadership path.

True leadership, he explained, thrives on inspiration, sparked by a clear vision and a profound sense of

purpose. Inspiration, according to Dr Ekundayo, cannot be manufactured; it emanates from within, fueled by a leader's unwavering commitment to a cause greater than themselves.

This commitment is deeply intertwined with the concept of purpose. The session highlighted the importance of identifying your "why"—your life's guiding vision. Leaders, Dr. Ekundayo emphasized, are those who dedicate themselves to a calling that compels them to serve others. This dedication distinguishes true leaders from those who merely follow the crowd.

He presented a framework for understanding a leader's life journey through four distinct stages:

1. **Dependence:** In this initial stage, individuals learn by mimicking others, with independent thought and personal values yet to develop.
2. **Discovery:** Marked by self-discovery, individuals begin to define their values, make independent decisions, and recognize the need to prioritize.
3. **Devotion:** At this stage, individuals devote themselves to maximizing their potential, building a legacy, and prioritizing service over personal gratification.
4. **Devise:** The final stage focuses on sustaining one's legacy through mentoring and empowering the next generation.

Leadership development itself was broken down into three stages:

- **Being:** This stage centres on self-investment, where leaders acquire the tools and resources necessary to become the leaders they are meant to be.
- **Doing:** Here, the focus shifts to actively pursuing one's calling, taking action, and serving those they are meant to help.
- **Having:** The final stage is about creating positive change, leveraging skills and experiences to make a lasting impact on others and the world.

By understanding their unique potential, embracing their purpose, and actively pursuing their calling, participants of the "Leadership Compass" Masterclass are equipped to chart their course towards effective leadership. This journey of continuous growth and self-discovery ultimately leads to creating a positive impact on the world.



CEO ROUNDTABLE: **Navigating Strategic Priorities within your Organisation - Purpose, Culture, People and Profits**

with Ayodeji Kurunmi

During this Masterclass session, Mr Ayodeji Kurunmi guided CEOs through strategies for navigating the complexities of building a successful organization. The focus was on achieving a balance between purpose, culture, people, and profitability.

The session began with a deep dive into the motivations that drive CEOs, recognizing that these motivations can evolve. A key takeaway was the importance of aligning a CEO's drive with the organization's purpose to inspire and motivate team members effectively.

CEOs were equipped with strategies to identify and deliver unique value to their target market. Emphasis was placed on creating systematic processes to ensure consistent value delivery. Discussions also explored how to identify what sets a company apart and how to leverage that for innovation.

Building a winning corporate culture was another focal point. The Masterclass emphasized the importance of defining core organizational values. Beyond defining these values, the session also addressed how to translate them into a tangible culture that fosters employee engagement and fuels success. Practical methods for embedding these values into everyday operations through systems and processes were also explored.

The importance of people was highlighted, emphasizing the need for CEOs to prioritize employee well-being and engagement. Specific actions that CEOs can take to demonstrate care for their people, such as increased communication, recognition programs, and improved work-life balance initiatives, were discussed.

In conclusion, this Masterclass equipped CEOs with a framework to build a purpose-driven organization. It provided them with tools to create value, foster a strong culture, and most importantly, prioritize their greatest asset: their people. By navigating these strategic priorities with the insights gained, CEOs can build organizations that not only thrive but also leave a positive impact on the world.



VISIONARY EXCELLENCE AND EXECUTION MASTERY: Embracing the Power of Visioning, Execution and Personal Transformation

with Debola Deji-Kurunmi

In an electrifying masterclass delivered by Debola Deji-Kurunmi, participants were empowered to harness the transformative power of visioning, execution, and personal growth. The session provided a structured pathway for self-discovery and goal achievement, making it an invaluable experience for all who attended.

The masterclass gave insight into structuring one's life to cultivate fulfillment in core areas. Participants identified specific action steps to enhance their "SEEING" phase, where vision formation takes place. Sharing experiences within this phase was encouraged, fostering an environment of mutual learning and growth.

As the discussion progressed, emphasis was placed on aligning personal strengths and talents with envisioned goals. Strategies for building partnerships with like-minded individuals were explored, highlighting the power of collaboration in achieving ambitious dreams.

The "shedding phase," a period of letting go of limiting beliefs and habits, was another focal point. Practical tips were provided to maximize this transformative phase.

Finally, the masterclass addressed the "stewarding phase," which focuses on managing one's vision effectively. Participants learned the importance of implementing systems to ensure accountability while maintaining a balance between vulnerability and oversharing.

In conclusion, Debola Deji-Kurunmi's masterclass equipped participants with a robust framework for personal transformation. By fostering a clear vision, aligning strengths with goals, and navigating key phases of growth, individuals were empowered to achieve their full potential.



SENIOR LEADERSHIP: Making Impactful Transitions into Senior Leadership Careers Roles and Boards

with Abiola Adediran

In this transformative masterclass led by Abiola Adediran, aspiring leaders were equipped with essential tools to navigate the ascent to senior leadership positions and board roles. The session was a deep dive into the skills and strategies needed for impactful transitions in leadership careers, with discussions centered on the expertise and experience necessary to qualify for senior leadership. Participants were encouraged to identify specific focus areas for development over the next six months, creating a clear game plan with actionable steps to ensure steady progress towards their goals.

Another key focus was building an inclusive and diverse workplace. Strategies for fostering an environment that values different perspectives and experiences were explored, with participants identifying concrete steps to promote inclusivity within their teams.

Additionally, emotional intelligence, a crucial skill for senior leaders, was also addressed. Participants were guided in assessing their current emotional intelligence, as well as provided with practical improvement tips to enhance emotional intelligence over the next six months.

Preparing for leadership transitions was another significant takeaway. The session explored various approaches to ensure a smooth transition into senior leadership positions. Participants identified specific strategies to facilitate this process, making the path to senior roles more systematic.

Finally, the masterclass tackled the topic of positioning oneself for board leadership. Participants developed a comprehensive game plan outlining their strategies for achieving this goal over the next three years.

In conclusion, Abiola Adediran's masterclass empowered aspiring leaders with a clear roadmap for professional growth. By identifying development areas, fostering inclusivity, enhancing emotional intelligence, and planning for transitions, participants were equipped to confidently navigate the path to senior leadership and board positions.



WOMEN IN LEADERSHIP: Advancing Talent, Opportunities and Leadership Impact as a FutureForward Female

with Aramide Abe

Through this masterclass, Mrs Aramide Abe empowered women to navigate the path to leadership positions. This session was a dynamic exploration of identifying strengths, building relationships, and taking decisive actions for future advancement.

The masterclass guided participants on a journey of self-discovery, encouraging them to identify their core gifts and strengths. Participants evaluated themselves on a scale of one to ten to gauge how effectively they were utilizing these strengths. This self-awareness, Mrs. Abe highlighted, is often the critical first step toward leadership development.

Equipping oneself for leadership was another key theme. Practical advice was offered, with suggestions for specific actions participants could take within the next month to enhance their leadership skills and marketability.

Leveraging existing relationships and building new ones were also addressed. Strategies to maximize the value of their current networks were explored, while participants also identified steps to cultivate new, valuable relationships that could support their future endeavors.

The masterclass also introduced the concept of "Questions To Keep Asking," a framework designed to encourage ongoing self-reflection and development. Participants were encouraged to commit to asking themselves these questions monthly for the next six months, fostering a growth mindset and propelling them forward on their leadership journey.

Overall, the masterclass provided women with the tools and inspiration to navigate the path toward leadership. By identifying strengths, leveraging relationships, and taking consistent action, participants were empowered to become the Future-Forward leaders of tomorrow.



VISIONARY ENTREPRENEURSHIP: Solving Real Problems, Accessing Markets and Shaping the Future through Business

with Dr. Emmanuel Tarfa

This Masterclass session held by Dr. Emmanuel Tarfa explored key elements of a thriving organization: Core values, Employee competence, and Effective leadership.

Core Values: The Compass

Clearly defined core values – the fundamental beliefs that guide an organization – were highlighted. Integrating these values into decision-making, employee conduct, and all aspects of business fosters a unified and ethical work environment.

Leaders Who Lead by Example

Leaders play a critical role in shaping culture. The masterclass emphasized the importance of leading by example and embodying the core values through actions that demonstrate integrity, transparency, and commitment. This sets a clear standard for employees to follow.

Investing in People: A Growth Mindset

The session emphasized fostering a culture of continuous learning. By providing opportunities for training and development, organizations equip employees with the skills and knowledge to excel.

Recognition and Rewards: Fueling Excellence

Acknowledging and rewarding employees who exemplify the company's values and demonstrate high competence motivates them to strive for excellence. This can take the form of promotions, bonuses, or public recognition.

The masterclass concluded with a powerful message: "**Hire individuals who have the potential to become like you.**" This underscores the importance of recruiting individuals who not only possess the necessary skills but also align with the organization's values and leadership philosophy.

DAY 2

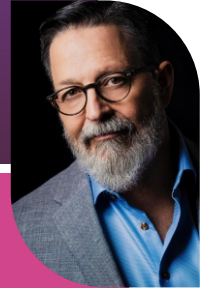


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LEADERSHIP SURVIVAL GUIDE: Navigating Leadership Challenges In A Rapidly Changing World



By Rhett Power

Rhett Power, CEO of Accountability Hub Inc., kicked off his keynote session with a compelling address on thriving in today's fast-paced business environment. Mr Rhett emphasized that leadership is tougher now than ever due to the normalization of complacency. He warned that those who become complacent are inevitably headed for disruption.

He shared key strategies for business growth, emphasizing the importance of shifting focus from working in the business to working on the business. This means prioritizing upscaling over daily operational tasks. He also highlighted the necessity for leaders to "walk the talk," acting in alignment with the company's values. Inconsistency and avoiding tough decisions can erode team trust and belief.

Concluding his session, Mr Rhett urged leaders to "test fast and fail fast." This involves swiftly letting go of non-contributing staff and launching minimum viable products to gain an early mover advantage. He advocated for using data gathered from early iterations to fine-tune offerings, rather than waiting for perfection, which can lead to missing market opportunities and investing in obsolete products.

KEYNOTE SESSIONS

THE NEUROSCIENCE OF LEADERSHIP: Brain Insights for Driving Personal and Organisational Transformation



Dr. Niyi Borire

The conference continued with a session with Dr Niyi Borire, An award-winning Neurologist and Director of Southwest Neurology. Using his understanding of psychology, he elaborated on how the brain of a visionary works in response to leadership. What differentiates leaders are the insights they receive, and Dr Niyi defined "Insights" as the sudden knowledge of complicated issues.

He identified the need to arrange our lives in ways we can receive insights, and suggested cutting off distractions, ensuring the mind remains in a state of rest and taking breaks from intensive work as tips to help develop a life that receives insights.



PANEL SESSION

The first two keynote speeches were followed by a high-value strategic networking session. Attendees were encouraged to leverage the opportunity for resource mobilisation by approaching at least five people to share their needs, as well as what they had to offer. This 30-minute session was a vibrant and productive interaction, fostering valuable connections among participants.

The virtual audience was not excluded from this experience. WhatsApp groups were created for those seeking specific skills or assistance, leading to an abundance of resource sharing. Our attendees left with benefits ranging from gym memberships and photoshoot sessions to virtual and personal assistants, and even business partners.

To further engage participants, a recap quiz was taken, with winners receiving gifts ranging from health insurance to free courses, and corporate headshots from our partners and sponsors.



FAITH-BASED LEADERSHIP: A Vehicle of Influence for Activating True Transformation in People, Society and Nations

with Pastor Ituah Ighodalo

Pastor Ituah Ighodalo, the Senior Pastor of Trinity House Lagos, delivered an inspiring presentation on the vital role of balancing spirituality with excellence in the workplace. He passionately emphasized the importance of pursuing the highest levels of education and training, even for those with ministry callings.

Drawing on numerous examples, Pastor Ighodalo illustrated how academic prowess can be a powerful tool for church or ministry growth. He urged delegates to consider the experience, background, and credentials of their spiritual leaders, beyond their anointing. Highlighting the biblical story of Joseph, he noted that it was Joseph's skills that secured his place in the palace, not just his anointing.

"Anointing alone cannot run an organization," Pastor Ighodalo emphasized. "Knowledge is essential". While you don't need a degree to have an anointing, you need one to communicate effectively and fulfill your anointing's purpose.



BUSINESS LEADERSHIP: Two Decades' Worth of Leadership Lessons from Building an Impactful Business in Africa

with Temilola Adepetun

Mrs. Temilola Adepetun, Founder of SKLD Integrated Services Limited, inspired the audience with her entrepreneurial journey. She recounted how frustration over sourcing school supplies for her son at 40 inspired her to start her business. Mrs. Adepetun shared her early challenges, her business expansion into multiple locations, and her transition from working in the business to working on the business.

In her address, she challenged entrepreneurs to think big and embrace partnerships. "It is better to have a smaller portion of a bigger pie than a bigger portion of a small pie," she remarked, urging business owners to welcome external investors to expand their vision. She stressed the importance of meticulous documentation of processes, expenses, and income to provide a solid foundation for scaling.

When asked what advice she would give her younger self, Mrs. Adepetun offered these insights:

- Be bolder and seek more knowledge.
- Have a vision from the start and set targets.
- Establish structure in your business early on.
- Understand that leadership involves tough decisions.
- Know when to cut your losses.
- Avoid sentimentality in business; don't dwell on setbacks, move on.
- A great leader is one who, when they fall, stands up again.

Her inspiring words resonated deeply with the audience, leaving them with practical wisdom and motivation to forge ahead in their entrepreneurial endeavors.



FUTURE-FORWARD FEMALE™ 25 under 25 Awards



FUTURE
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FEMALE™

A Gala Celebrating Visionaries Shaping Tomorrow

The **Future-Forward Female™ Movement** is a global collective dedicated to empowering visionary women of African descent. Through its inspiring vision, legacy of leadership, and cross-border collaboration, the movement aims to catalyze, connect, and celebrate the achievements of **Future-Forward Females™ worldwide**.

The Visionary Leadership Conference 2023 culminated in the first of its kind **Future-Forward Female™ 25 Under 25 Awards**. Orchestrated by the visionary Debola Deji-Kurunmi, this groundbreaking event marked a milestone in recognizing and empowering 25 young women under 25 who are making significant strides in their respective fields.

The awards celebrated not only the remarkable accomplishments of these young women but also aimed to catalyze their ongoing efforts, connecting them with industry-specific opportunities and mentorships. The ceremony showcased their tenacity, brilliance, and grit on a global stage.

The event honoured 25 outstanding young women across seven categories of youthful female leadership: **Visionary Leader, Impact Maker, Disability Champion, Queen of Enterprise, Transformation Voice, Partner in Purpose, and Culture Ambassador**. Each awardee exemplified the diversity and depth of talent among young African women, embodying the spirit of the Future-Forward Female™ Movement.

Esteemed guests, including royal nobles and matriarchs such as Olori Atuwatse III, Queen of the Warri Kingdom, and Mrs Adenike Ogunlesi, Founder of Ruff 'N' Tumble, graced the ceremony. Their presence added a touch of regality, inspiring both awardees and attendees with their wisdom and insights.

Mrs Ogunlesi's thought-provoking address urged the audience to imagine a redefined Nigeria, challenging them to reflect on the values and principles that should shape society. Her words resonated deeply, encouraging collective responsibility in shaping the nation's future.

Olori Atuwatse III emphasized the importance of personal leadership for any visionary. Her eloquent speech highlighted the crucial role of individual commitment and leadership in driving positive change.

The awards ceremony, the evening's climax, spotlighted each awardee's exceptional contributions. The atmosphere was charged with excitement and pride as family, friends, and well-wishers cheered on the young leaders. The diversity of the awardees reflected the rich tapestry of talent and innovation emerging from the younger generation.

The unique contributions of our sponsors and partners; Malta Guinness, L'Avyanna Skincare, iFitness, Nuban Beauty, Radio Now, and the Big Sisters made the evening a huge success.

As the night drew to a close, the impact of the **Future-Forward Female™ 25 Under 25 Awards** resonated not only with the awardees but also throughout the community. The event set a new standard for recognizing the potential of young female leaders. The celebration of these visionaries will undoubtedly inspire a generation of Future-Forward Females™ to envision and create a future where their contributions are globally acknowledged and celebrated.

In the profound words of Debola Deji-Kurunmi, ***"This moment marks the initiation of a movement destined to persistently catalyze, connect, and celebrate the extraordinary achievements of Future Forward Females™ across the globe."*** She emphasized that while the future belongs to women, it is a particular kind of woman who will shape it, one who possesses self-mastery, harnesses her genius, thrives in innovation, is visionary, and is committed to building a lasting legacy.

The **Future-Forward Female™ Movement** remains steadfast in nurturing and elevating women of this calibre.



Post-Visionary Leadership Conference Intensive:

A LEADERSHIP ACTION PLANNING AND COACHING SESSION

On October 24th, a Post-Visionary Leadership Intensive was held, equipping attendees with practical tools to drive meaningful change in their lives. The second leadership assessment from Day 1 was picked up from where it was left off. The results were thoroughly examined and discussed, allowing members to ask questions and gain clarity.

DDK inspired leaders to operate from their strengths, emphasizing that this approach allows them to create from a place of genius. She also urged leaders not to shame female leaders for their strengths, recognizing their vital contributions to leadership. DDK provided pragmatic advice to female leaders on balancing their strengths, ensuring they are neither overbearing nor too intense.

In response to a question about filling a specific organizational role, DDK advised leaders to prioritize internal talent before looking outside. She suggested maintaining both an aspirational and a pragmatic organizational structure, merging roles when necessary.

To crystallize the learning experience, we provided our attendees with additional resources, including a 60-day roadmap for leaders and a comprehensive list of leadership materials.




VISIONARY LEADERSHIP CONFERENCE

60-Day Game-Plan for High Performance Team Execution

60-DAY GAME PLAN FOR HIGH-PERFORMANCE TEAM EXECUTION

DOWNLOAD



VISIONARY LEADERSHIP CONFERENCE

Personal Leadership Growth Planning Template & Supporting Resources

PERSONAL LEADERSHIP GROWTH PLANNING TEMPLATE AND SUPPORTING RESOURCES

DOWNLOAD

Testimonials

Testimonials



Onaopemipo Akinola

"Attending in person was truly a gift, and the energy in the room, filled with like-minded men and women, was just what I needed to kickstart the conference. My biggest takeaway on the first day was from the Masterclass with Mr. Deji Kurunmi. It was eye-opening, even though we couldn't finish, it transformed my understanding of the role of culture in every institution.

DDK reinforced this on Day 2, emphasizing the need for custodians of the RIGHT culture to stand firm. The insights and hope Pastor Ituah shared were essential, making it clear that the greatness we seek for our nation is possible, but it requires our commitment. Every speaker was a hit, and the networking game showed me that networking is not just about what I need but also what I can offer.

Thank you, VLC 2023!" ❤️



Temitope Oyewole

"The conference was mind-blowing; every session was impactful and inspiring. I particularly loved Sir Fela Durotoye's session, which sparked a thought-provoking conversation on legacy leadership, societal contributions, and solving generational problems.

Mrs. Temilola and Dr. Niyi Borire's sessions were equally powerful, with realness, vulnerability, and genuine counsel. Dr. Niyi explained the neuroscience of leadership, while Mrs. Temilola shared her business scaling strategies and the mindset for legacy leadership. Coach DDK's wisdom on self-governance and legacy leadership was invaluable. I have so much to unpack and am eagerly awaiting the session replays."



Deana Chukwuemeka

"Attending VLC 2023 was transformative. The powerful insights, like 'Anyone can disbelieve; you have to be a partner with God,' resonated deeply. Embracing the notion that the only permission I need is God's was a game-changer.

The idea that vision is about today's determination, not just future desires, ignited a new sense of purpose. The visionary analogies of the telescope, camera, map, and books provided practical tools for personal growth. Understanding the five stages of the visionary journey has given me a roadmap to navigate challenges and seize opportunities. Thank you!"



Gertrude Buabeng

"VLC 2023 has shifted my mindset from blame to taking personal responsibility. I now understand that I am responsible for my outcomes. This realization has motivated me to pursue certifications like CISSP and DICS to better serve my Tribe.

Thank you, PDDK and Team, for this amazing opportunity, for pulling me from darkness into the place God has ordained for me. I love this journey, no turning back!"



Tosin Akingbolasan

"The Visionary Leadership Conference 2023 was extremely insightful and empowering. I'm so glad I invested in my growth by attending. I've already started applying the knowledge from various sessions in my teams, like leading others to generate their insights and problem-solving, as mentioned by Dr Niyi Borire. A big thank you to the IMMERSE Coaching Company for organising such a transformative conference!"



Tosin Daniel-Kenny

"FD's analogy of the seedless grape has stayed with me. His statement, 'We don't start businesses to make ends meet,' has shifted my perspective on business and solutions.

I've learned to give back to institutions that shaped me and to build people up rather than use them. VLC 2023 was extremely insightful, and I'm grateful to GDDK and the IMMERSE Coaching Company for organizing this empowering event for visionary leaders."



Oluwaseun Okuneye

"Great insight. Knowledge impacted. The investment made into the conference was worth it. I enjoyed myself and I learnt to prepare myself and those around me for the future ahead because I am a visionary leader. Thank you DDK and the VLC Team."



Uchechukwu Umeha

"It was my first time and honestly, I received clarity and persuasion regarding my journey and process. Although I missed out on the first day because of work, the second day was a blessing all around. No regrets."



Moni Baruwa

"VLC 2023 was phenomenal and very insightful. A lot of light bulb moments and transformative keys that I can apply in my life and organization."



Chinyere Chimezie

I came to VLC 2023 with the expectation to know my strengths and my gaps in Visionary Leadership and VLC 2023 answered my questions and gave me so many rich insights on how to be a Visionary Leader who executes rapidly.

One of my key takeaways is, that a leader is not a celebrity. My goal as a leader is to create value and solve problems, not become a celebrity.

Another key takeaway is to work more with my head on the business, and not with my hands.

Also, leadership is about legacy, passing on the baton (seed) of being a visionary from one generation to the next.

VLC 2023 was so good, too good! And I'm immensely grateful to IMMERSE Coaching Company for putting this together and especially grateful to General DDK for giving me the scholarship to attend this life-changing conference.



2023 REPLAY



<https://shop.immersecoaching.co/VLC2023>

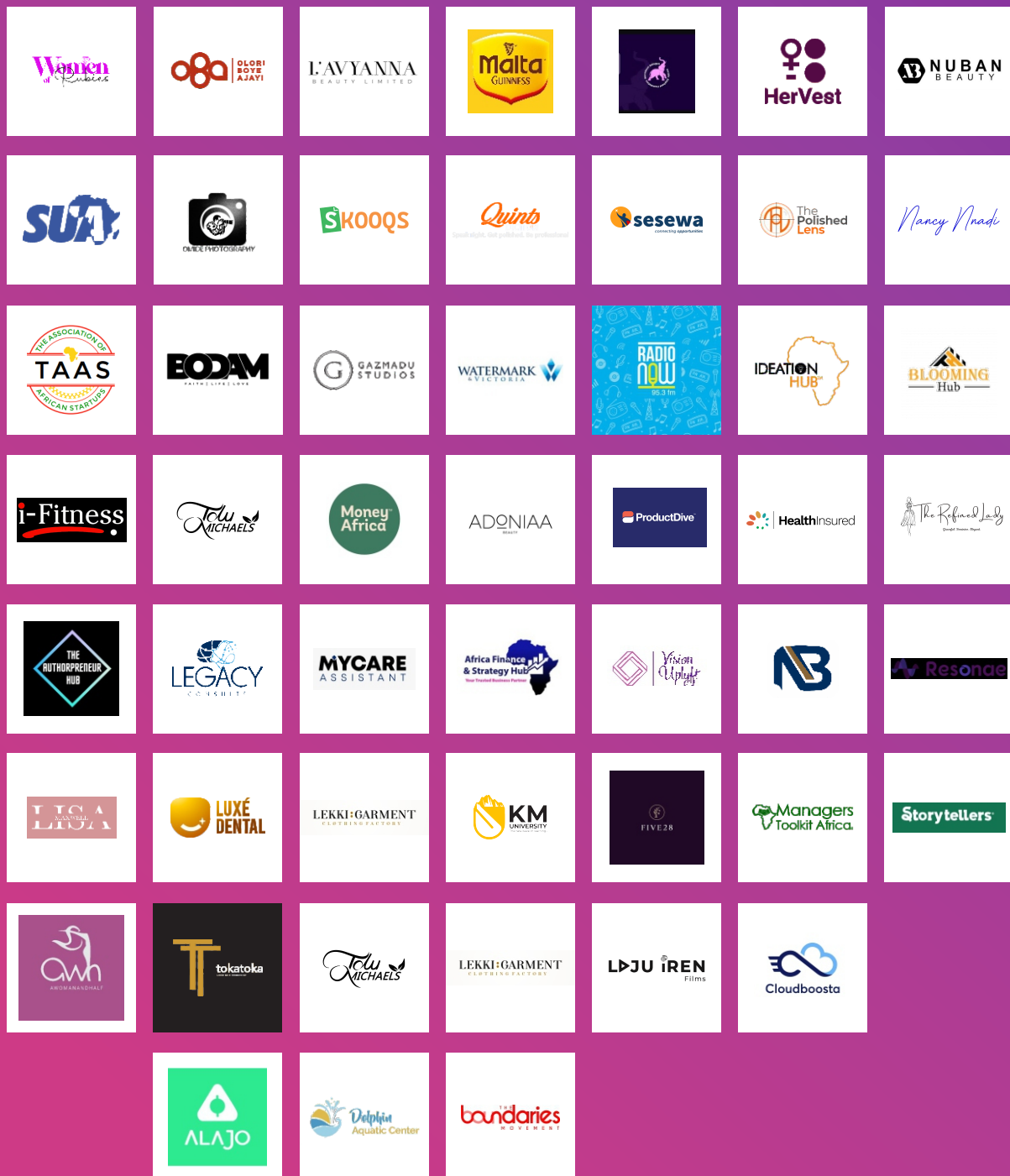


At the 2nd Edition of the Visionary Leadership Conference, we will deliver a first-class corporate coaching conference that focuses on the power of visionary leadership in shaping transformational outcomes for individuals and institutions.

<https://immersecoaching.co/vlc-2024>

Thank you

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SUMMARY REPORT

VISIONARY LEADERSHIP CONFERENCE

— 2023 —

*A Pan-African Leadership Empowerment Convening
of Africa's **Emerging and Established** Leaders.*