



[www.saltinstituteghana.org](http://www.saltinstituteghana.org)



*'Effective leadership leads to sustainable transformation of everything around us. Transformational leaders are cultivated as individuals who can think and act with integrity and manage change with dexterity.'*

| SALT Institute



INSTITUTE





# Origin

Sundoulos Advanced Leadership Training (SALT) Institute was founded in 2003 but its genesis dates to 1997. During that year's edition of the annual continental prayer conference of the Intercessors for Africa (IFA), held in Addis Ababa, Ethiopia, God revealed to the intercessors that they faced "challenges in Africa that prayer alone by itself could not solve." It was further explained that African nations did not have good, proper foundations (the foundations not having been laid on the scriptures); secondly, the nations did not have servant leaders in their governments; thirdly, leaders in the nations did not know how to apply biblical principles to leadership. To tackle these challenges, IFA was directed to train and equip the leaders who will bring about the desired transformation in the land.

SALT Institute is therefore a response to that call. The institute is committed to raising, training, and developing servant leaders for business and public life in Africa as well as the global marketplace.

**The strategy is to train and build leaders who, will be able to, inter alia:**

- Lay new foundations in leadership based on godly principles for African peoples and the nations
- Mobilize human resources and build coalitions from available human resources with a view to providing the best possible governance;
- Translate God's plan for their nations into reality by planned implementation;
- Understand what will transform African nations economically, socially, and politically;
- Interpret national crises correctly, work out solutions and implement recommendations accurately;
- Handle the intrigues of governance and leadership without losing personal integrity;
- Become channels through which righteousness and justice can flow to impact people and politics.

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Sundoulos (Greek) means "fellow servants of the same Lord", as used in Matthew 18:29.



### Vision:

A world class knowledge and learning centre dedicated to the development of transformational leaders for Africa and the global community.

### Mission:

To maximize the human capital dividend of Africa through the delivery of time tested scripture-based knowledge, practices and mindset.



## OUR VALUES:

The Power and influence of the Holy Spirit encapsulates the values of SALT Institute.

### Scripturally Driven

We strive to be a model organization, honouring God in our corporate lifestyle, achieving a creditable reputation in the marketplace based on Biblical principles.

### Passionate

We love the things we do and strongly believe in transformational leadership inspired by scriptural foundations

### Innovative

We constantly improve ourselves and find unique ways to deliver our training and learning programmes

### Responsive

We proactively engage our learners and other stakeholders and remain accountable to them.

### Individual Growth

We create an environment that fosters systematic growth of individuals to become forces of positive influence while in the institute and when they enter the market place.

### Teamwork

We create an environment that produces unity of purpose, synergistic relationships and optimum results.



- i. Post Graduate Certificate in Transformational Leadership
- ii. Post Graduate Certificate in International Relations
- iii. Post Graduate Diploma in Transformational Leadership
- iv. Post Graduate Diploma in International Relations
- v. Bachelor of Arts in Transformational Leadership
- vi. Bachelor of Arts in International Relations
- vii. Master of Arts in Leadership and Management
- viii. Master of Arts in International Relations and Diplomacy

Each course is delivered on an interactive platform, featuring pre-recorded videos, quizzes and sample projects. The structure of learning will reinforce peer learning and inspiration, debating ideas, discussions of concepts and frameworks and regular individual activities that allow learners to master and apply concepts.

Our Practical curriculum lets students practice new thinking and attitude about integrity, stewardship and leadership.

You cannot learn transformational leadership and international relations by sitting in a lecture room. That's why SALT Institute's rigorous curriculum teaches students the theory and principles and gives students the opportunities to apply them in real life settings.



## POST GRADUATE CERTIFICATE IN TRANSFORMATIONAL LEADERSHIP

It is a generalist leadership programme designed for middle-level management who require to improve their understanding of the modern trends in leadership that produce tangible and lasting change in organizations. The Programme consists of courses that give insight into emerging leadership frameworks, analytical and problem-solving skills and techniques.

At the heart of each course is the foundation of integrity, accountable leadership and self-management.

### MAIN SUBJECTS INCLUDE:

- The foundations of effective leadership
- Servant leadership and the leader without a title
- Influence, Persuasion, and Negotiation
- Difficult Conversations as a Leader
- Reflections on the importance of learning as a leader
- Reputation capital and footprints of a leader
- Planning for next step in your professional career.



## POST GRADUATE CERTIFICATE IN INTERNATIONAL RELATIONS

This is a generalist programme for equipping leaders with understanding and skills to operate in the global environment. The programme consists of courses which will equip participants with basic knowledge in:

- The history and dynamics of International Relations,
- International Economic Relations,
- International Law, International Economics,
- International Trade and International Organization.



## POST GRADUATE DIPLOMA IN TRANSFORMATIONAL LEADERSHIP

Designed for middle-top level management, the programme is aimed at acquainting participants with an in-depth understanding of leadership and principles underpinning effective leadership. It is built on the time-tested foundation of how to achieve success without bending ethical principles. The programme consists of courses which equip participants with analytical and problem-solving skills:

- Understanding leadership and rules of synergy
- Leadership versus management
- Ethics of leadership and the rules of engagement
- Biblical models of leadership and case studies
- Jesus, the hallmark of servant leadership – case study
- Principles of servant leadership
- Communication management
- Leading and Managing teams
- Effective attitudes in leadership
- Organizational development and behaviour
- Manpower and succession planning in leadership
- Critical thinking and problem solving and decision making
- Research methods and applications in leadership

# POST GRADUATE DIPLOMA IN INTERNATIONAL RELATIONS

Effective leaders require good understanding and skills to operate in the global environment. The programme equips participants with basic knowledge in the history and dynamics of international relations, international economic relations, international trade, international law and international organizations.

## THE COURSE WILL COVER:

- The theories and practice of international relations
- Government and political institutions
- Leadership and administration
- Comparative political systems
- Political communication management
- International trade systems
- Political history and political science
- Political economy and global market issues
- International law and politics
- International organizations and politics
- Diplomacy and leadership
- Critical thinking, problem solving and decision making
- Research and reporting





## BACHELOR OF ARTS IN TRANSFORMATIONAL LEADERSHIP

Designed to offer advanced training in transformational leadership, the programme has a strong organizational component while providing a broader perspective on leadership. The study of topics such as principles of servant leadership, decision making, conflict resolution, knowledge management, ethics and reputation capital equips students with varied nuances of leadership that can be applied across multiple disciplines.

The courses emphasise leadership from a Christian perspective and give students strong foundational knowledge of leadership theories, concepts and principles and equips them with skills to immediately apply the knowledge in their places of work and influence.

The degree programme builds on the modern concepts of leadership and how effective leaders create lasting foundation for sustainable organizations.

- Principles of transformational leadership
- Survey of great leaders
- Biblical models of leadership
- Principles of servant leadership
- Ethics of leadership
- Innovation leadership
- Communication and influence
- Strategic planning
- Organizational dynamics
- Managerial decision-making
- Managing and leading teams effectively
- Research methods and application



## BACHELOR OF ARTS IN INTERNATIONAL RELATIONS

The programme aims at equipping learners with knowledge and analytical skills to enable them address seemingly intractable global problems and the political nature of responses to them and to consider whether there are global responsibilities that result therefrom.

The courses advance critical knowledge about mitigating conflict and promoting cooperation within and across states. In addition, they provide insight into relationships between international structures, processes and political institutions, including states, international organizations as well as social movements and international non-governmental organizations (NGOs).

The programme focuses on the broad areas of foreign policy, international political economy, global governance and international law, contemporary global politics and economics. In the end, learners develop solid intellectual grounding in the key debates, historical events, and political institutions in a global world.

### THE COURSES INCLUDE:

- Introduction to international relations
- Diplomatic protocol and etiquette
- Foreign policy and diplomacy of African countries
- Case study of Ghana's foreign policy and diplomacy
- Foreign policy of the USA and western European countries
- Foreign policy of Russia and eastern European countries
- The history of international relations
- Introduction to international law
- Diplomacy and leadership
- Political economy, governance and political structures
- Human rights in world politics
- Introduction to international organizations.
- Introduction to international economic relations
- Theory of international relations



## MASTER OF ARTS IN LEADERSHIP AND MANAGEMENT

Gain the knowledge and experience you need to successfully prepare for new leadership roles, increase emotional intelligence and engagement capabilities, handle complex problems, and lead change.

This programme is designed for individuals at all levels who want to exercise stronger leadership capabilities by:

- Creating a vision for others to follow and support
- Solving complex problems and challenges
- Engaging others to enhance performance
- Leading organizational change efforts
- Thinking and communicating strategically

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### CORE COURSES

- Servant Leadership
- Redemptive Ideology and transformation
- Transformational Leadership
- Building Organisational Culture; Leaders as Architects
- Communication for Leaders and Managers
- History of Ideologies in Africa
- Adaptive & Restorative Leadership
- Strategic Management



## MASTER OF ARTS IN INTERNATIONAL RELATIONS AND DIPLOMACY

SALT Institute's Master of Arts in International Relations and Diplomacy is an academic programme that prepares students not only for careers in the foreign service, in intergovernmental organizations, or international businesses, but also in such fields as journalism, non-governmental watchdogs or NGOs, foreign policy think tanks and academic research.

Drawing from multiple fields, including finance, law, history, philosophy, and theology, this programme is decidedly interdisciplinary. The rigorous nature of the programme challenges students to develop an in-depth understanding of international affairs and international diplomacy. It is designed for high achievers seeking top level roles in their career.

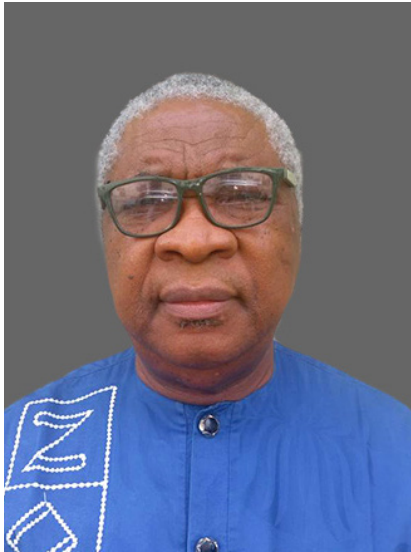
### **THE CURRICULUM COVERS SUBJECT AREAS SUCH AS:**

- Theories of International Relations
- International non-Governmental organisation
- International law
- American Foreign Policy
- Foreign Policy & Diplomacy of African Countries
- Diplomatic Protocol & Etiquette
- Administration of Foreign Policy
- International Economic Relations

Students will analyse current issues in the field within specific historical and cultural contexts, producing research-based writing, participating in debates, and gaining practical training in negotiation and mediation of conflicts.

# BOARD OF TRUSTEES

Barrister Emeka Nwankpa  
(Nigeria) – Chairman



Emeka Nwankpa is a lawyer by profession. He is the Chairman of Intercessors for Africa and has been involved in the ministry of intercession for over four decades. He is also the Chairman of Sundoulos African Leadership Training (SALT) Programme.

Emeka is an Adviser to the International Christian Chamber of Commerce as well as Chairman, Board of Trustees, Pastors/ Ministers Prayer Network. He chairs the following institutions: a) the Nigerian Consumer Protection Council of the Federal Ministry of Industry, Trade and Investment; b) Academic Board of the Africa Pastors and Ministers Prayer Network; c) Board of Trustees, Intercessors for Nigeria; and d) Board of Trustees, Intercessors for Africa (IFA).

Prior to these, he served as the Pro-Chancellor and Chairman, Governing Council of Abia State University, and Member, Committee of Pro-Chancellors of Nigerian Universities. He has authored several books, including: "Redeeming the Land – Interceding for Nations"; "The Lord is a Man of War – A Manual for Spiritual Warfare"; "Idolatry – Principles, Problems and Panacea".

Emeka received his law degree from the University of Ile-Ife and Nigerian Law School, Lagos. He is an Alumnus of the Advanced Leadership Training Course of the Haggai Institute, Singapore.

He is married to Bade Nwankpa, a retired Pharmacist, and they have three adult children and several grandchildren. He speaks Hausa, Igbo and Yoruba fluently, in addition to English.



## Pastor Dr. James Obeng (Ghana) – Member



Pastor Obeng is the General Overseer of Evangel Church International and the National Co-Ordinator of Network of Intercessors of Ghana. He is also the Chairman of Evangel Church Biblical Training Institute (EBTI).

He is involved in pastoring and in the intercessory movement in Ghana. His ministry has taken him to countries in Africa, Asia, Europe, North America, and the Far East.

Prior to taking up full time ministry, he worked as a Senior Public Relations Officer at the Ghana Highway Authority.

He is the author of several books, including “The Fire of the Holy Spirit” and “Raising Champions in Times of Crisis”.

Pastor Obeng received his bachelor’s degree in Communications and Biblical Studies at Evangel College in Springfield, Missouri; Master’s and Doctorate degrees in Theology at the Andersonville Theological Seminary, Camilla, Georgia, USA. He is an alumnus of the Haggai Advanced Leadership Institute, Singapore.

He is married to Pastor Jemima Obeng and the marriage is blessed with four children and six grandchildren.



## Dr. Fatima Alabo (Ghana) – Member



Fatima is the Co-Founder and Director of Royal Standard Learning Centre in Accra and a member of the Board of Trustees of the Intercessors for Africa (IFA).

Over the years, Fatima has pursued research work in history, international relations and modern languages. She was a Senior Lecturer in History and Russian Language at the Hassan II University in Casablanca and served as the Director of External Relations with the Moroccan Post and Telecommunications.

She was the pioneer Head of the French Department of the Central University College, Ghana's premier private university and Acting Dean of the Faculty of

Arts and Social Studies of the University.

Fatima was actively involved in social work in Italy, Angola, India and Russia while on the diplomatic circuit with her husband, Ambassador Dr. Kodzo Alabo. In Russia, she was the President of the Group of African Ambassadors' Wives (GAAW). In that role, Fatima spearheaded major projects, including securing grants and making donations to orphanages in Moscow as well as Ebola victims in Sierra Leone, Liberia and Guinea.

Outside academia and diplomacy, Fatima is an ordained Minister of the Gospel. She was instrumental in planting of churches in Angola, India and Russia. In Russia, she pastored the Christian House Chapel (CHC) in down- town Moscow and created a vibrant worship experience for a growing international congregation.

Fatima possesses a Master of Arts degree in History and PhD in International Relations, both from the Kiev State University, Ukraine.

Fatima is married with two adult children and a grandson. She is fluent in English, French, Arabic, Russian and Italian

## Dr. Steve Ogan (Nigeria) – Member



Steve is the President of High Calling Outreach, a Literature Evangelism Ministry, which distributes Christian Literature and mobilizes support for battered women, abused widows and the destitute.

He is a member of the Board of Trustees of several organizations, including the Intercessors for Africa, Abia State University of Agriculture Chapel, the Rainbow Book Club which won the prestigious Port Harcourt World Book Project of UNESCO.

Steve has authored more than 150 books which have been published in Nigeria, East Africa, the United Kingdom, India and Malaysia. He was given a Bestsellers Award by the Uzima Publishers in Nairobi, Kenya for two of his books: "How to Beat Your Husband" and "How to Beat Your Wife."

Steve holds a Bachelor of Arts Degree in History from the University of Port Harcourt, as well as Master of Arts and Doctorate degrees in Legal History from the University of Ibadan. He is married to Atim Sofiri Ogan, and they have five biological sons and many adopted children and grandchildren



Dr. Kodzo Alabo  
(Ghana) – Member



Kodzo is a member of the Board of Trustees of the Intercessors for Africa (IFA). He also leads an independent consulting practice in Diplomacy and International Economic Relations.

He is a career diplomat with strong track record spanning over three decades with the Ghana Ministry of Foreign Affairs and Regional Integration (MFARI). He served in Italy, Angola, India and Russia and became the Ambassador Extraordinary and Plenipotentiary to the Russian Federation with concurrent accreditation to Armenia, Azerbaijan, Belarus, Kazakhstan, Moldova, Mongolia, and Ukraine.

Prior to being appointed Ambassador, Kodzo served in various senior positions, including being the Director of the Africa and Regional Integration Bureau of MFARI, making him the Government's Chief Adviser on African, African Union and ECOWAS affairs; he was also a member of the Ghana delegation during the negotiation of the United Nations Arms Trade Treaty. He was instrumental in major milestones in bilateral and multilateral business negotiations with other African countries.

Kodzo was educated at the University of Ghana, Legon and Kiev State University's Faculty of International Relations and International Law in Kiev, Ukraine. He possesses master's and PhD degrees in International Economic Relations. He also holds post-graduate diplomas in Management and Public Administration from the Ghana Institute of Management and Public Administration (GIMPA), and International Relations from Nairobi University in Kenya.

Besides English, he is fluent in Russian and French and has working knowledge of Italian and Portuguese. An ordained Minister, Kodzo is married to Dr. Fatima Alabo and they are blessed with two adult children and a grand-son.



## Dr. James Magara (Uganda) – Member



James is a cherished voice on leadership in Uganda and beyond. His passion to see Africa’s immense human capital put to use is evident in his book, “Positioning Africa in the 21st Century: The Pivotal Role of Leadership and Think Tanks”.

James has been actively involved in raising the standard of leadership across Africa by raising, developing, mentoring and equipping other leaders. He is a facilitator and curriculum developer for servant leadership and business training programmes including Sundoulos African Leaders Training (SALT) Programme, Africa Kingdom

Business Forum (AKBF), and Institute for National Transformation (INT) where he is the International Deputy Director General.

Since 2007 he has been the chairman of Uganda Youth Forum and currently the board chairman of Uganda Heart Institute.

He holds Doctorate degree in Strategic Leadership from Regent University, Virginia Beach, USA; Master of Arts in Organizational Leadership and Management from Uganda Christian University, Mukono; Master of Science in Dental Prosthetics from University of Bristol (UK) and Bachelor of Dental Surgery from Makerere University in Kampala, Uganda. He is an alumnus of the Haggai Advanced Leadership Institute, Singapore.

He is married to Lorna. They have brought up four adult children, Timothy, Joseph, David, and Jemima. They live in Kampala, Uganda.



Dr. Reuben Coffie  
(Ghana) – Member



Until joining SALT Institute, Reuben was the CEO of yesaAfrica. He has served in senior leadership roles in international development across East, Southern and Western Africa. These include, principally, work with, Care International, Chemonics International, SNV Netherlands Development Organization, DAI Europe and The Palladium Group.

He has previously led the strategic and organizational development of the University of Health and Allied Sciences (UHAS) and Centre for Democratic Development (CDD), Ghana. He also served as Senior Technical Advisor for SNV Netherlands Development Organization in East and Southern Africa

covering Ethiopia, Kenya, South Sudan, Tanzania, Rwanda, Mozambique and Zimbabwe.

Reuben received his bachelor's and master's degrees in Economics at Peoples Friendship University of Russia, MBA certificate at Oklahoma Christian University/Peoples Friendship University of Russia and a Doctorate degree in Business Administration (Business Leadership & Management) at Walden University in Minneapolis.

Reuben is fluent in English and Russian and has working knowledge of French. He is married to Diana Coffie and they are blessed with three children.

## THE CORE MANAGEMENT TEAM

Dr. Kodzo Alabo,

Dr. Fatima Alabo, Director of Finance and Administration

Dr. Reuben Coffie,



## THE FACULTY

Abednego Ofori-Addo, MD  
Amb. Kodzo Alabo, PhD  
Amb. Mercy Debrah-Karikari, MA  
Amb. Novisi Aku Abaidoo, MA  
Amb. Elizabeth Adjei, MA  
Chidinma Braye-Yankee, MA  
Emeka Nwankpa, MA  
Ernest Nana Adjei, MA  
Fatima Alabo, PhD  
George Asumadu, PhD  
Gordon Abeka-Nkrumah, PhD  
James Obeng, PhD  
Larry Attipoe, MA  
Mawuli Coffie, DBA



Driven by a mindset for transformation in Africa, our Faculty bring a strong blend of real life leadership experiences and sterling academic practice to bear on our core competencies: integrity, stewardship and leadership.

## CONTACTS:

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## **AUTHORISATION**

SALT Institute's operations are authorised by the National Accreditation Board (Ghana)

## **AFFILIATION**

SALT Institute is affiliated to GIMPA





**SALT  
INSTITUTE**

Integrity | Leadership | Stewardship

**CENTRE OF EXCELLENCE IN  
TRANSFORMATIONAL LEADERSHIP  
AND INTERNATIONAL RELATIONS**

