



THE GLOBAL LEADERSHIP SUMMIT

lead where you are



2025
SUMMIT GUIDE

GLS25 Speaker Schedule

SESSION 1
09:00 am - 11:00 am



ERICA DHAWAN



STEPHANIE CHUNG



JON ACUFF

SESSION 2
11:00 am - 01:00 pm



THASUNDA BROWN
DUCKETT



ANABAHATI MLAY



DR. PROSPER KIRUMU

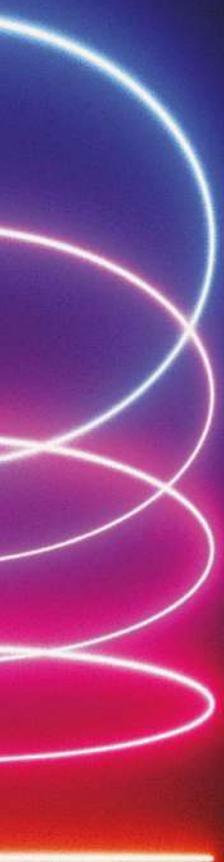
SESSION 3
02:00 pm - 04:00 pm



MBUTHO CHIBWAYE



JOHN C. MAXWELL



Dear Leader,

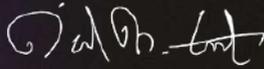
Welcome to the 2025 Global Leadership Summit.
We're so glad you're here.

Leaders don't settle for the status quo. They push
beyond what's expected.

I bet that's why you're here. To seek your next
steps. To dream big. To take things beyond yourself.

Over our time together, you will be equipped
and inspired to lead where you are. To create
transformation in the world around you.

Because you — no matter your context —
have influence.



David Ashcraft
President and CEO
Global Leadership Network



Erica
DHAWAN

*LEADING AUTHORITY ON 21ST CENTURY TEAMWORK,
COLLABORATION & INNOVATION; BESTSELLING AUTHOR*

Erica Dhawan is an internationally recognized authority on 21st-century teamwork, collaboration and innovation. Named by Thinkers50 as the “Oprah of Management Thinkers,” Dhawan shares innovative strategies to unlock the collective power of teams, build a culture of trust across any distance and create authentic engagement to ensure competitiveness. Considered one of the management thinkers most likely to shape the future of business, Dhawan frequently appears in Harvard Business Review, Fast Company and Wall Street Journal.

Unleashing Connection
THROUGH DIGITAL BODY LANGUAGE

“These days we don’t talk the talk or even walk the talk — we write the talk,” says Erica Dhawan. In our digital age, building trust and fostering connection has become more complex, especially when teams are separated by generations, work styles and physical distance. Many leaders feel it is harder than ever to inspire engagement, encourage risk-taking and create meaningful bonds within their organizations and teams. Join Erica Dhawan as she unpacks the challenges of virtual communication and introduces the concept of “digital body language.” Learn how to identify and interpret the signals and clues that define modern collaboration. Walk away with practical ways to foster trust, enhance connection and inspire confidence — no matter the platform or distance.

Outline

- Connectional Intelligence
- Digital Body Language Styles
 - » Digital Natives
 - » Digital Adapters
- Four Laws
 - » Value Visibly
 - » Communicate Carefully
 - » Collaborate Confidently
 - » Trust Totally

"READING MESSAGES CAREFULLY IS THE NEW LISTENING.

Writing clearly is the new empathy."

Digital BODY

LANGUAGE ASSESSMENT

Which one fits you best:

I'm more of a Digital Native (quick, short messages, dislike phone calls).

I'm more of a Digital Adapter (prefer longer context, like face-to-face or calls).

Where might my style create friction?

Write one example:

How could I bridge the gap?

LEADERSHIP PLAYBOOK

FOUR LAWS IN PRACTICE

LAW	CURRENT HABIT	SMALL SHIFT I WILL MAKE
Value Visibly <i>Show appreciation, acknowledge time and effort, adapt to digital styles.</i>		
Communicate Carefully <i>Clarity over speed</i>		
Collaborate Competently <i>Unlock ideas from anyone, anywhere</i>		
Trust Totally <i>Create safe spaces</i>		

QUESTIONS FOR REFLECTION (PERSONAL)

1. Do I read digital messages with the same care as I would listen in person? What can I do differently, and how?
2. Am I clear and empathetic in my written communication, or do I leave room for misunderstanding? Can I recall a recent incident where this happened, and how can I do this differently based on the insights from this talk?
3. Which of the Four Laws—Value Visibly, Communicate Carefully, Collaborate Confidently, Trust Totally—do I most need to grow in? How can I do that?

QUESTIONS FOR DISCUSSION (GROUP)

1. Where does our team most often misinterpret digital body language (emails, chats, video calls)? What strategy can we adopt to decrease this? How can we apply this?
2. How can we better include quieter voices and those outside our usual circles in collaboration?
3. What one meeting this week could we redesign for more engagement and effectiveness? What can that look like?

MY ACTION STEPS



More resources:
<https://glni.org/gls25-erica-dhawani/>

Instagram: https://www.instagram.com/ericadhawan_/

X: <https://x.com/ericadhawan>

YouTube: https://www.youtube.com/channel/UCo2UXHdLiuXhS9vwpG_S2g

LinkedIn: <https://www.linkedin.com/in/ericadhawan/>



UNLEASHING CONNECTION THROUGH DIGITAL BODY LANGUAGE

ERICA DHAWAN
LEADING AUTHORITY ON 21ST CENTURY TEAMWORK,
COLLABORATION & INNOVATION; BESTSELLING AUTHOR

CONNEXIONAL INTELLIGENCE

The capability to unlock new and unrealized value by fully maximizing the power of networks and relationships.



4 TRUST TOTALLY
Create safety for honesty and risk-taking.



Digital or Digital
Planes Prefers internal verbal/probal
Consistent use of channels
More frequent, snicker messages

"We don't just walk the talk - we write the talk."

3 COLLABORATE COMPETENTLY
Maximize the collective expertise.

DIGITAL or Digital

Planes Prefers external New technology/probal
Inconsistent use of channels
Less frequent, ignore quality messages

CONNECTIONAL INTELLIGENCE



1 VALUE VISIBLY
Show people they matter in digital spaces.

2 COMMUNICATE CAREFULLY
Choose clarity over brevity.

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Stephanie CHUNG

FORMER CHIEF GROWTH OFFICER, *Wheels Up*;
SALES & LEADERSHIP EXPERT

Stephanie Chung made history as the first African American and second female president of a major private aviation company. As an aviation sales leader, she generated \$1B in revenue annually, and she now brings her 30 years of experience to coach others in the neuroscience of sales and leadership. Chung serves on the Make-A-Wish board and collaborates with senior national security leaders through Business Executives for National Security, helping solve some of the nation's most complex security challenges.

How to Lead People WHO ARE NOT LIKE YOU

One of the biggest challenges leaders face today is connecting with team members who think, work and communicate differently than they do. Instead of trying to make everyone fit the same mold, great leaders learn how to unlock the strengths in those differences — because it's not just the right thing to do, it's smart leadership that ultimately drives business wins. Stephanie Chung, a proven executive and author of "How to Lead People Who Are Not Like You," brings practical insight and real-world experience, sharing how to build trust, communicate with clarity and create a culture where everyone feels seen, heard and motivated. Walk away with actionable strategies to lead more effectively and gain a competitive edge by leveraging the full potential of every individual.

Outline

- Leading Others Who Are Not Like You
- Be an ALLY Leader With the EARN System
 - » ALLY (Ask, Listen, Learn, You Take Action)
 - » EARN (Environment, Alignment, Rally, Navigate)
- What Is It Like Being Led by You?

"LEADING PEOPLE WHO ARE NOT LIKE YOU

isn't charity—it's strategy."

Ally and Earn

CHECK-IN

Rate my ALLY skills out of 5.

- Ask _____
- Listen _____
- Learn _____
- Taking Action _____

Rate the current EARN needs in my team:

- Environment _____
- Alignment _____
- Rally _____
- Navigate _____

Rally with Vision

Tasks don't inspire — vision does. Rewrite one of your current goals as a vision

STATEMENT:
Current task/goal:

Vision reframe (why it matters, who it serves, bigger picture):

Legacy Block

One day, your team will tell the story of being led by you. I want my team to say:

LEADERSHIP PLAYBOOK

ALIGNMENT DRILL

Stephanie dares you to ask 5 people these questions.

PERSON	WHAT BUSINESS ARE WE IN?	HOW DO WE MAKE MONEY?	HOW DO YOU CONTRIBUTE TO THE WIN?

QUESTIONS FOR REFLECTION (PERSONAL)

- Who on my team is most different from me — and how well do I really know what motivates them? How can I get better?
- Do I create an environment where people feel safe sharing ideas and challenging the status quo? How can I change this?
- Which part of the E.A.R.N. framework (Establish, Align, Rally, Navigate) do I most need to grow in as a leader? How can I do this?

QUESTIONS FOR DISCUSSION (GROUP)

- What benefits have we seen (or could see) from leading and leveraging a diverse team?
- How can we make sure every person knows how they contribute to the “win” of our organization?
- What would it look like for us to rally around vision instead of just focusing on tasks?

MY ACTION STEPS



More resources:
<https://glnl.org/gls25-stephanie-chung/>

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HOW TO LEAD PEOPLE WHO ARE NOT LIKE YOU

STEPHANIE CHUNG
FORMER CHIEF GROWTH OFFICER, WHEELS UP;
SALES & LEADERSHIP EXPERT

Leading difference
isn't clarity -
it's smart strategy.



DIVERSE TEAMS are
more productive, innovative,
and profitable.

ALLY
Leadership
Ask
Listen
Learn
You take Action

"Your Leadership legacy is the story
your team will tell"

People follow vision, not
task lists.



EARN
system
Establish Safety
Align Goals
Rally the Troops
Navigate Turbulence

Safe
+ Seem
+ Supported
= **Best Work**

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Global Leadership Network Initiative



GLN's Women Leaders Network is an initiative of the GLN and is a global movement of local cohorts that will identify, empower, equip and release women in leadership. We desire to see women leading well with and alongside men, and fully use their God given leadership gifts for His purposes. Our vision is to see a unified global network of women leaders bringing transformational impact to their churches and local communities.



LEARN MORE:

GlobalLeadership.org/WomenLeaders

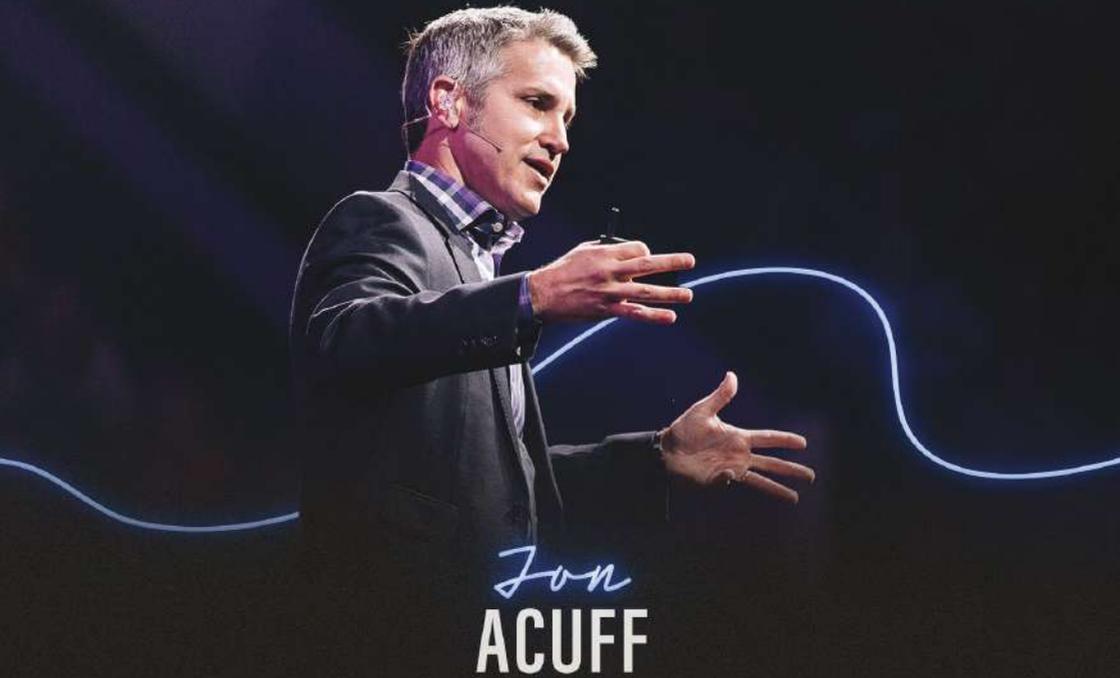


our mission is to raise confident, equipped, and impactful women leaders who serve with excellence and transform their communities.

— WLN Tanzania



Equip Women Leaders



Jon ACUFF

INC Top 100 Leadership Speaker;
BESTSELLING AUTHOR

Jon Acuff is the New York Times bestselling author of 10 books and is published in more than 20 languages. When he's not writing, Acuff can be found on a stage, as one of INC's Top 100 Leadership Speakers. He's spoken to hundreds of thousands of people at conferences, colleges and companies around the world including FedEx, Nissan, Microsoft, Lockheed Martin, Chick-fil-A, Nokia and Comedy Central.

Procrastination PROOF

"When I woke today, suddenly nothing happened. But in my dreams, I slew the dragon." Too many of us find ourselves living out these lyrics — stuck between what we want to do and what we actually do, endlessly putting off the things that really matter most. Boomers wrestle with seeing the next chapter as a chance to thrive, not retire, Gen X and Millennials wonder if it's too late to pivot and Gen Z grapples with the myth of work-life balance in search of true meaning. Join Jon Acuff as he redefines procrastination as a storehouse of untapped creativity, energy and time — waiting to be unlocked. Explore how applying four cornerstone permissions work together to create a success loop. Walk away equipped with a proven framework to stop procrastinating and take the first step toward leading a remarkable life.

Outline

- Procrastination is a Mindset Issue
- Four Permissions:
 - » Dream
 - » Plan
 - » Do
 - » Review
- Know Your Stuck Spot
- Which Permission Do You Need Right Now?

"PAPER SHRINKS
fear."

LEADERSHIP PLAYBOOK

Find your STUCK

SPOT

Check where you get stuck most often:

DREAMER
1,000 ideas, zero actions

PERFECTIONIST
Always planning, never starting

HUSTLER
Always doing, never slowing to think

ANALYST
Always reviewing, predicting failure

Practice Positivity:

Write one negative thought you replay — and the positive soundtrack to replace it with.

Current Soundtrack

New Positive Soundtrack

QUESTIONS FOR REFLECTION (PERSONAL)

1. Where am I most prone to procrastinate — and which permission (Dream, Plan, Do, Review) do I need right now?
2. What “negative soundtrack” do I keep replaying, and what positive one could I replace it with?
3. When I look at my current goals, are my thoughts and actions truly aligned with the results I want? What needs to change?

QUESTIONS FOR DISCUSSION (GROUP)

1. Which “stuck type” (Dreamer, Perfectionist, Hustler, Analyst) shows up most often in our team culture?
2. How can we give each other permission — to dream bigger, to plan smarter, to do bravely, and to review honestly?
3. If we had to start one delayed initiative within the next 48 hours, what would it be, and what would we pause to make room for it?

MY ACTION STEPS



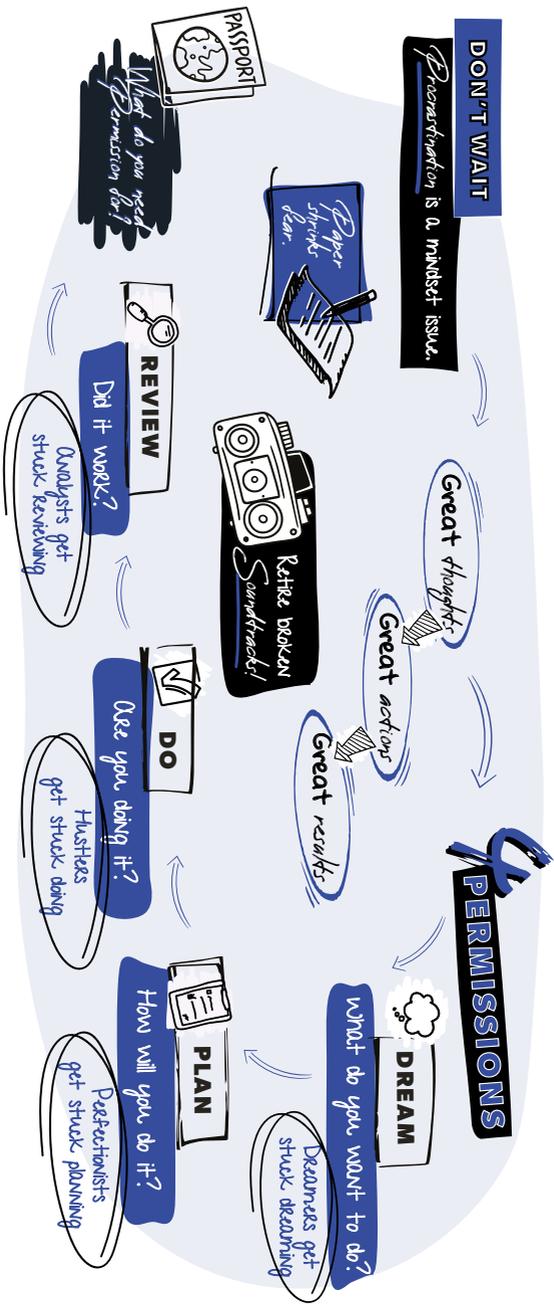
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<https://glnl.org/gls25-jon-acuff/>

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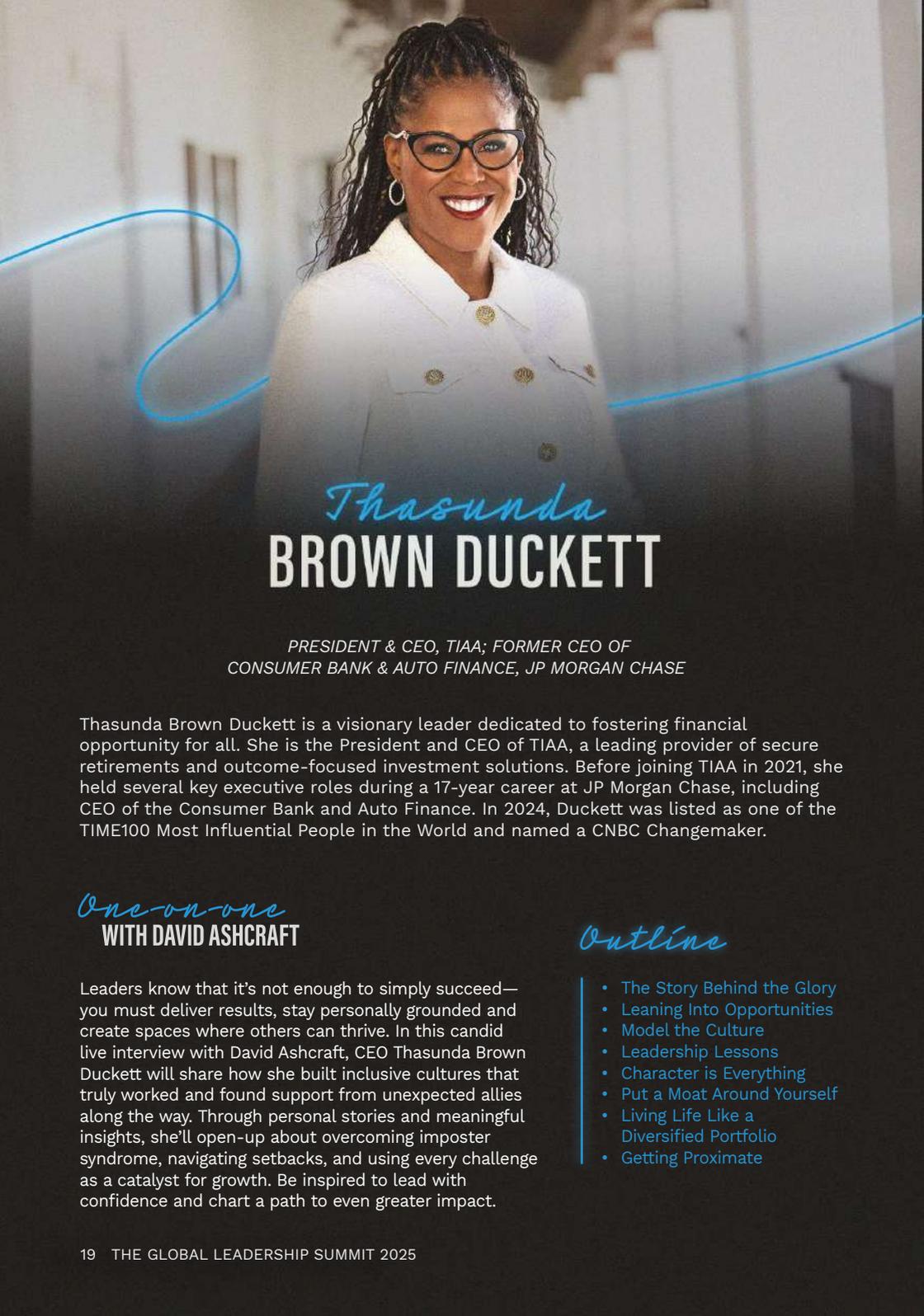
PROCRASTINATION PROOF

JON ACUFF
INC TOP 100 LEADERSHIP SPEAKER,
BESTSELLING AUTHOR



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A portrait of Thasunda Brown Duckett, a woman with dark curly hair, wearing glasses and a white jacket, smiling. The background is a blurred office hallway. A blue line graphic curves around her.

Thasunda BROWN DUCKETT

*PRESIDENT & CEO, TIAA; FORMER CEO OF
CONSUMER BANK & AUTO FINANCE, JP MORGAN CHASE*

Thasunda Brown Duckett is a visionary leader dedicated to fostering financial opportunity for all. She is the President and CEO of TIAA, a leading provider of secure retirements and outcome-focused investment solutions. Before joining TIAA in 2021, she held several key executive roles during a 17-year career at JP Morgan Chase, including CEO of the Consumer Bank and Auto Finance. In 2024, Duckett was listed as one of the TIME100 Most Influential People in the World and named a CNBC Changemaker.

One-on-one WITH DAVID ASHCRAFT

Leaders know that it's not enough to simply succeed—you must deliver results, stay personally grounded and create spaces where others can thrive. In this candid live interview with David Ashcraft, CEO Thasunda Brown Duckett will share how she built inclusive cultures that truly worked and found support from unexpected allies along the way. Through personal stories and meaningful insights, she'll open-up about overcoming imposter syndrome, navigating setbacks, and using every challenge as a catalyst for growth. Be inspired to lead with confidence and chart a path to even greater impact.

Outline

- The Story Behind the Glory
- Leaning Into Opportunities
- Model the Culture
- Leadership Lessons
- Character is Everything
- Put a Moat Around Yourself
- Living Life Like a Diversified Portfolio
- Getting Proximate



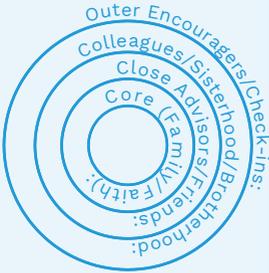
"I RENT MY TITLE;

I own my character."

Moat Mapping

EXERCISE

Who is in which circle of your moat? Place their names in the right layer.



Action:

Move one person closer or further if needed.

Portfolio ALLOCATION TABLE

AREA OF LIFE	CURRENT %	IDEAL %	CHANGE NEEDED? (or)
WORK			
FAMILY			
FRIENDS			
FAITH			
HEALTH			
HOB-BIES/ REST			
OTHER:			

LEADERSHIP PLAYBOOK

QUESTIONS FOR REFLECTION (PERSONAL)

1. Who has helped me get to where I am today, and how have they shaped me?
2. Does my current “life portfolio” reflect what matters most to me? What needs to be adjusted?
3. Who is in my “moat” of support, and am I leaning on them well? How can I improve this?

QUESTIONS FOR DISCUSSION (GROUP)

1. How can we, as leaders, model culture by being honest about both strengths and struggles?
2. What does it look like for us to actively support and advocate for each other?
3. How can the “diversified portfolio” mindset change the way we handle work, family, and personal priorities?

MY ACTION STEPS



More resources:
<https://glni.org/gls25-thasunda-brown-duckett/>

@ Instagram: <https://www.instagram.com/thasunda/>
 in LinkedIn: <https://www.linkedin.com/in/thasunda-brown-duckett-22b15523/>

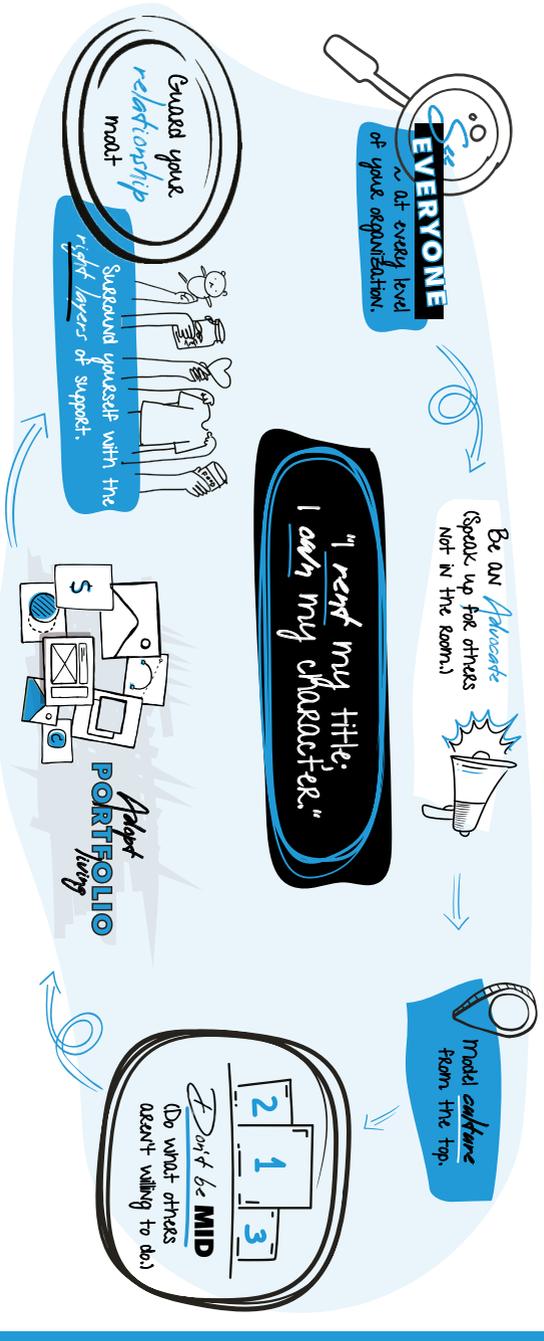


ONE ON ONE WITH THASUNDA BROWN DUCKETT

INTERVIEWED BY DAVID ASHCRAFT

THASUNDA BROWN DUCKETT

PRESIDENT & CEO, TIAA;
FORMER CEO OF CONSUMER BANK & AUTO FINANCE, JP MORGAN CHASE



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Anabahati
MLAY

COUNTRY MANAGER

Anabahati J. Mlay is a passionate advocate for women’s leadership, social justice, and inclusive economic transformation. With over a decade of experience driving gender equity and leadership initiatives across Africa, she stands among Tanzania’s most influential voices in advancing women’s participation in leadership, business, climate action and governance. She currently serves as the Country Manager for the “Women Creating Wealth” Programme under the Graça Machel Trust, where she champions entrepreneurship and economic empowerment for women and youth. Through this platform, she has supported hundreds of women in strengthening their enterprises, scaling their impact, and influencing policy conversations around inclusive growth.

Before joining the Graça Machel Trust, Anabahati coordinated the Female Future Programme at the Association of Tanzania Employers (ATE) — a leadership and board readiness initiative that has successfully equipped women to occupy senior management and board positions across sectors. Her work continues to shape corporate gender diversity and leadership inclusion in Tanzania and beyond.

Anabahati serves on several boards and advisory bodies, including the Legal and Human Rights Centre (LHRC), UN Global Compact Tanzania Chapter, the International Organisation of Employers (IOE) Policy Working Group on Gender & Diversity, the Digital Opportunity Trust (DOT) Impact Makers Advisory Board, and as Chairperson of Okoa New Generation (ONG). Her leadership reflects a deep commitment to building systems where women are not only seen but also heard and empowered to lead change.

Recognized among the 100 Tanzanian Sheroes for her impact on gender equity and leadership, Anabahati is also a lawyer and published co-author on women, law, and climate change in Africa. Her blend of professional insight, authenticity, and empathy makes her a highly sought-after speaker and mentor across Africa’s leadership and entrepreneurship spaces.

“Women’s Economic Justice”

“Moving from Advocacy to Action”



Executive Director of the Tanzania Police Force Corporation Sole (TPFCS)

Dr. Prosper Kiramuu is a distinguished Tanzanian business leader, consultant, and entrepreneur with extensive expertise in forensic audit, accounting and finance, and anti-money laundering. He currently serves as the Executive Director of the Tanzania Police Force Corporation Sole (TPFCS) — the commercial and production arm of the Tanzania Police Force. With a strong academic background and professional experience spanning over two decades, Dr. Kiramuu has established himself as one of Tanzania's foremost authorities in financial crime investigation, governance, and institutional integrity. His advanced specialization in forensic auditing, anti-money laundering (AML), and cyber-security underpins his leadership in driving transparency, accountability, and compliance across public and private institutions.

As Executive Director of TPFCS, Dr. Kiramuu oversees the corporation's strategic and operational direction, ensuring alignment between commercial initiatives, institutional reforms, and financial discipline. Under his leadership, TPFCS has continued to strengthen its governance systems, increase operational efficiency, and embed anti-fraud and audit frameworks that enhance accountability and performance.

In addition to his public leadership role, Dr. Kiramuu has served as a consultant to several banks and financial institutions, advising on risk management, compliance, internal audit, and anti-money laundering frameworks. His advisory work has contributed to improving financial governance, reinforcing internal control systems, and aligning institutions with both national and international regulatory standards.

Beyond his institutional and consulting work, Dr. Kiramuu is also an accomplished entrepreneur, owning and managing a number of family businesses, including a secondary school, a modern function hall, and real estate ventures. Through these enterprises, he continues to contribute to Tanzania's economic growth and community development by creating employment and empowering youth.

*“Building a Culture of
Excellence and Accountability”*



Mbutho
CHIBWAYE

Technology Consultant, DigitalBrain, IQ Brain

Mbutho Chibwaye is a highly accomplished technology consultant and visionary leader with over 22 years of professional experience in the ICT sector. Based in Dar es Salaam, Tanzania, Mbutho has built a distinguished career at the intersection of enterprise technology, innovation, and leadership development.

He has provided strategic technology consulting and implementation support to organizations in more than 33 countries globally, helping governments, NGOs, and private enterprises embrace digital transformation. His expertise spans ERP systems, enterprise databases, cybersecurity, cloud infrastructure, and digital platforms that enable operational efficiency, transparency, and innovation.

Mbutho is the Founder and Director of Technologies at DigitalBrain Co. Ltd, where he leads mission-critical projects in software development, system integration, and IT infrastructure across sectors such as healthcare, education, trade, and finance. His work with prominent organizations—such as XOESE Fund, Women Fund Tanzania Trust, and the International Trade Centre—demonstrates his ability to architect and execute technology solutions that drive measurable impact.

As a renowned speaker, Mbutho is regularly invited to address international conferences, leadership forums, and high-level panels, where he shares his insights on topics such as digital transformation in Africa, ethical technology adoption, and the future of work. His thought leadership has inspired thousands of professionals, policymakers, and entrepreneurs across the continent and beyond.

Beyond his technical work, Mbutho is a passionate advocate for leadership and social change. Since 2013, he has served as Country Director of the Global Leadership Summit (GLS) Tanzania, a movement that has empowered more than 50,000 leaders nationwide through conferences, mentorship, and community programs.

“Leading From Behind”



John C. **MAXWELL**

*FOUNDER, Maxwell Leadership®;
BESTSELLING AUTHOR*

John C. Maxwell has founded multiple organizations, written more than 90 books, including six New York Times bestsellers, trained more than 5 million leaders in 180 countries and created the largest coaching company in the world. Business Insider called him America's #1 leadership authority, and Inc. Magazine identified him as the most popular leadership expert in the world. Maxwell is also the recipient of the Horatio Alger Award and the Mother Teresa Prize for Global Peace and Leadership from the Luminary Leadership Network.

Leaving a **LEGACY THAT MATTERS**

In an age of growing conflict, leadership that unites has never been more vital. Best-selling author and leadership expert John C. Maxwell challenges us to step beyond talent and position to lead with purpose, authenticity, and generosity. With stories that inspire and insights that resonate, he will share three powerful anchors to help you clarify your leadership, elevate your impact, and leave a legacy that lasts. You'll walk away ready to rise above the noise, strengthen your influence, and become the kind of leader who draws people together when it matters most.

Outline

- Legacy Awareness
- Three Anchors of Legacy:
 - » Compass – Purpose
 - » Clock – Action
 - » Companions – People
- High-Road Leadership

"PICK YOUR ONE-SENTENCE LEGACY NOW – DON'T WAIT UNTIL YOU DIE
to find out what it is."

LEADERSHIP PLAYBOOK

Legacy CHECK-IN

Complete the statement:

A leader who has left something in me:

The lesson I carry from them:

How I want to do the same for others:

Passion Check:

What energizes me most right now?

Does it align with my purpose?

- Yes
- No

If no, what needs to shift?

QUESTIONS FOR REFLECTION (PERSONAL)

- Where am I going that will make my life matter? 
- What am I doing right now that adds value to others? 
- Who am I developing that will carry my influence forward? 

QUESTIONS FOR DISCUSSION (GROUP)

- How can we shift from leaving things for people to leaving something in people?
- What does it look like to be “salt and light” in our workplaces and communities?
- How might choosing our one-sentence legacy today change the way we lead tomorrow? As a group share some of the legacy ideas you have at this time.

MY ACTION STEPS



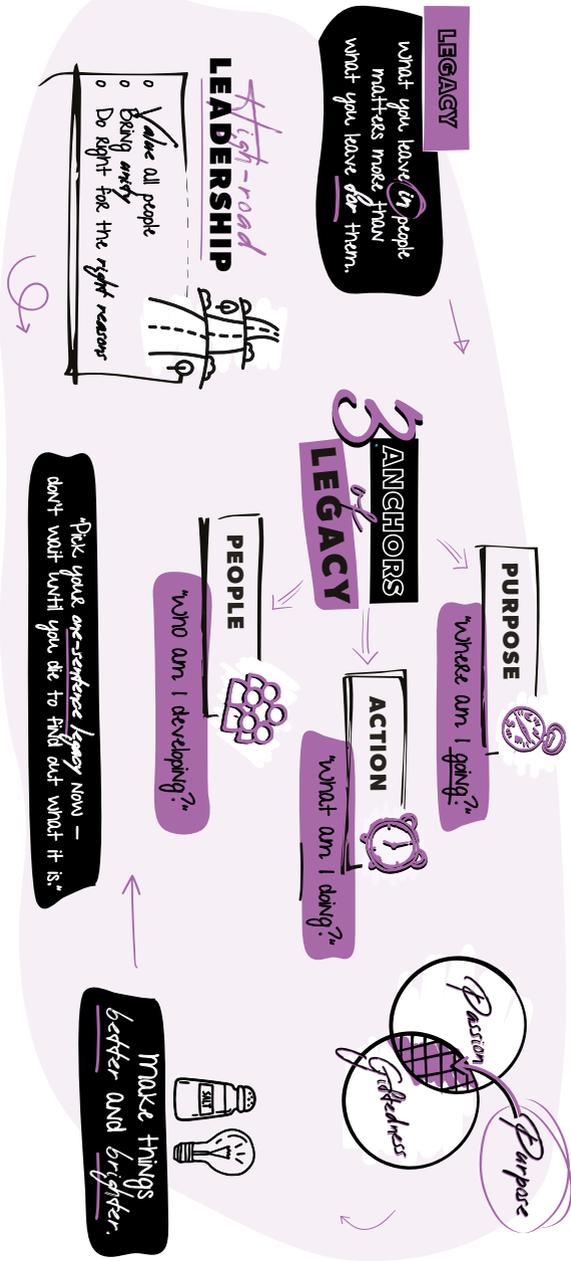
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JOHN C. MAXWELL
 FOUNDER, MAXWELL LEADERSHIP®;
 BESTSELLING AUTHOR

LEAVING A LEGACY THAT MATTERS



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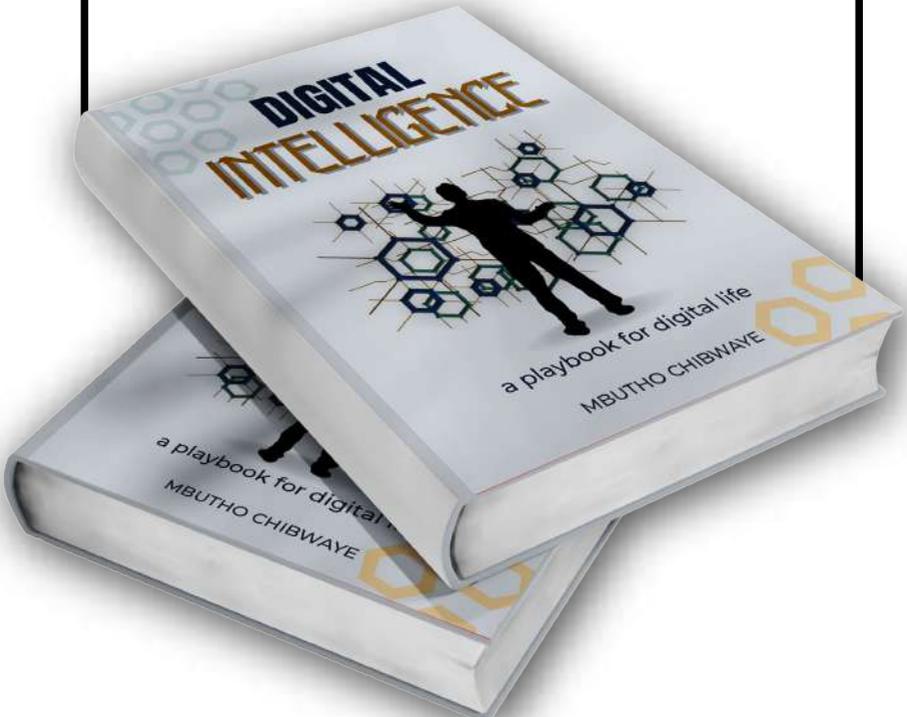
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A must-read playbook for anyone navigating today's digital society.

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THE FLOOR

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The Floor reveals the lessons, challenges, and breakthroughs
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LEADING FROM

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This book teaches how to lead intelligent, high-capacity people without controlling them – by guiding, empowering, and elevating them.

Leading From Behind is leadership for the modern world.

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SCAN TO ORDER

Inspire & Equip



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