

**Gilbert A. Ang'ana, PhD**  
**CEO/Founder - Accent Leadership Group**  
**Website:** [www.accentleadershipgroup.com](http://www.accentleadershipgroup.com)  
**Email:** [anganagilbert@gmail.com](mailto:anganagilbert@gmail.com)  
**LinkedIn:** [Gilbert A. Ang'ana](#)  
**Phone:** (+254) 743 990 422

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## Profile Summary

As a seasoned Certified Leadership Coach, Organizational Behavior Consultant, Policy advisor, and social scientist, I am deeply invested in unlocking the transformative power of leadership beyond positional authority. With a rich background in leadership coaching, training, and development, I specialize in fostering purposeful leadership, driving engagement and productivity, and cultivating impactful teams. As the CEO/Founder of Accent Leadership Group, I spearhead bespoke solutions tailored to empower leaders and organizations.

## Career Highlights

- **CEO/Founder of Accent Leadership Group:** Enabling leaders influence beyond positional authority
  - **Founder of Accent Africa:** Shaping the discourse on Africa's future leadership.
  - **Author:** Engaged & Productive, Purposeful at HEART, and Radical Leadership
  - **15+ Years in Senior Leadership:** Extensive experience in the financial services sector, driving business growth and innovation.
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## Professional Accolades

Year	Award	Institution
2024	Most empowering leadership coaching specialist	Middle East and Africa (MEA) Business Awards
2024	Top 50 Global Change Management Influencers	Thinkers 360
2023	Winner, Capacity Building Category	Africa Top 40 Under 40
2023	Change Leader	Change Cultivators 40 Under Forty
2023	Top 200 Global Leaders in Leadership	LeadersHum
2022	Executive Coaching Award	CEO Today Magazine
2022	African Leader of the Year	Africa Board for Coaching, Consulting & Coaching Psychology

2022	Top 40 Global Change Management Gurus	LeadersHum
2022	Top 50 Global Thought Leaders on Change Management	LeadersHum

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## Coaching Philosophy

My coaching approach is pragmatic and holistic, focusing on the client's agenda. Key elements include:

1. **Awareness:** Delving deep into beliefs, fears, strengths, values, and emotions.
  2. **Clarity:** Guiding clients to attain clarity in thoughts and actions.
  3. **Excellence:** Facilitating transformative processes for better decisions and positive change.
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## Key Coaching Focus Areas

- Leadership/Executive Coaching
  - Engagement & Productivity Coaching & Development
  - Transitional & Career Coaching
  - DISC Behavioural Coaching & Practitioner
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## Professional Qualifications & Training

- PhD (Cand) in Organizational Leadership Development
  - Certified DISC Coaching and Practitioner - ICA
  - Certified Professional Coaching in Engagement & Productivity - ICF
  - Certified Leadership Coach - MLCT
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## Professional Memberships

- Associate member: Maxwell Leadership Certification Team
  - Associate member: International Coaching Association
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## Sample Assignments with Organizations

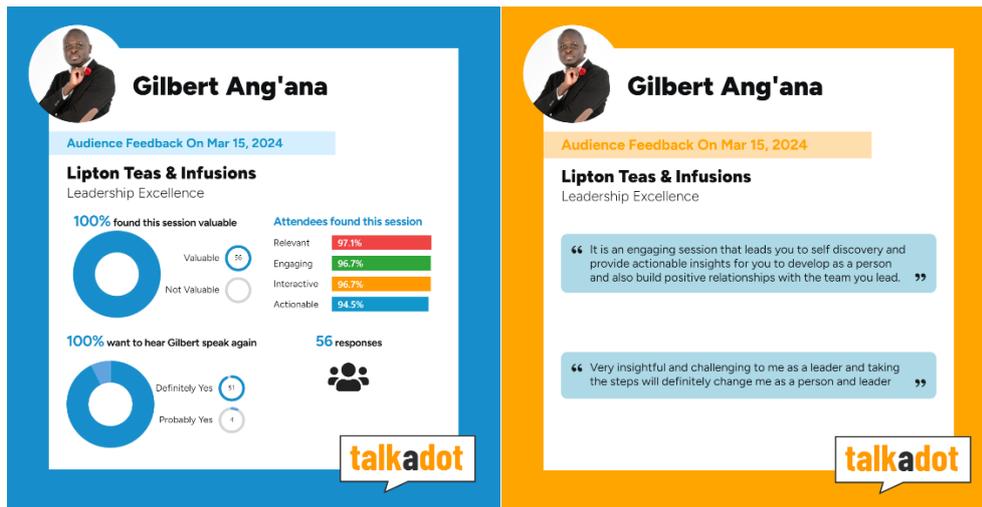
Year	Organization	Assignment
2024	Lipton Teas and Infusions (PLC)	Coaching over 100 leaders
2024	Africa Leadership University (ALU)	Coaching Public Leaders across Africa (Rwanda, Zambia)
2024	Leading Young Fellowship	Training and Coaching Leaders cutting across Young Politicians and Young Pastors
2023	KeRRA	Change Leadership for Senior Leaders
2022-2023	Pioneer Insurance Co. Ltd	Engagement and Productivity Training for 60 Senior Retail Leaders
2019-Present	ICC Church Nairobi, Ford Foundation, Kenya Young Parliamentarian Association	1-year Change Management Program and Leadership Coaching

## Sample Change Management Projects

- **Leadership Excellence Program:** 3 months for senior leaders at Lipton Teas & Infusions.
- **ACT University College Rwanda:** Designed and implemented the organizational leadership program.
- **Pioneer Assurance Ltd:** Change leadership mastermind programs for top retail business senior leaders.
- **Prestige Driving School Uganda:** Training and coaching of key staff to improve customer experience and ethical leadership.

## Testimonials

- **James Mugo, Managing Director, Prestige Driving School Uganda/Kenya:** "Over 30 branch managers have become more aware and receptive positively and actively engaging the top management in decisions affecting their growth at work and in their careers."
- **John A. Wanyonyi, Head of School, Kitengela International School:** "Gilbert Ang'ana has played a significant role in building strong leadership skills and practices among our students' leaders, teachers, and administrators."



- For more testimonials, follow the link below:  
<https://www.talkadot.com/s/gilbertangana/event-report/83713c78823dd48bd69d3a82519f9f40>

## References

Name	Position	Contact
Dr. Muli Muthiani	CEO, BELEA Pharmaceuticals	<a href="mailto:muli@beleapharmacy.co.ke">muli@beleapharmacy.co.ke</a>
Winnie Nanjala c/o Bishop Gipson Aduvate	ICC Church Nairobi	<a href="mailto:winnie@leadingyoung.org">winnie@leadingyoung.org</a>
Carol Wanjau	Pastor, Mavuno Church/Dean Fearless Institute	<a href="mailto:carolw@mavunochurch.org">carolw@mavunochurch.org</a>
Simon Wamenju	Head of Retail Distribution, Pioneer Insurance Ltd	<a href="mailto:swamenju@pioneerassurance.co.ke">swamenju@pioneerassurance.co.ke</a>

Discover more about my resources and approach at [www.accentleadershipgroup.com/resources/](http://www.accentleadershipgroup.com/resources/) and join me in shaping a future where leadership is purpose-driven, inclusive, and transformative.