

# THE TANZA ACCELERATOR

Real Ownership. Real Impact.  
Transform learning at scale.

Great education programs do not deliver themselves. They need exceptional leaders who can turn a strong design into better learning—in every school, through every team, and ultimately within the systems that will carry it forward. The Tanza Accelerator exists to develop those leaders.

## THE ROLE COMES FIRST

The Accelerator starts with real responsibility: a full-time Program Manager role leading a team and delivering a proven education program in real schools. You will not learn leadership at a distance from the work; you will develop it while doing work that matters.

**The role is not what comes after the Accelerator. It is where the Accelerator happens.**

## WHAT WE LOOK FOR IN YOU

We are not looking simply for people who want a leadership opportunity; we are looking for people who genuinely want the demanding, practical job beneath it—and who have the character and capacity to turn that opportunity into lasting results.

The Accelerator represents a significant investment in you. It asks for an investment from you too: a willingness to make your own development a priority alongside the responsibilities of a demanding, full-time role.

**This is how we evaluate and pick candidates:**



### WILL

**Do you genuinely WANT this job?**

You understand what the work asks of you: time in the field, responsibility for people and results, collaboration with government, and the persistence to stay with difficult problems. You see those demands clearly—and still choose the work.



### CHARACTER

**Who are you when the work gets HARD?**

When the answer is unclear, progress is slow or something goes wrong, you respond with ownership, humility, integrity and grit. You are willing to face what is really happening, learn from it and keep going.



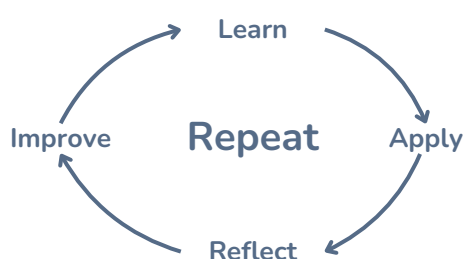
### CAPACITY

**Can you become EXCEPTIONAL?**

You absorb feedback, connect new ideas to the work and get substantially better—fast. Most importantly, your growth does not stop with you: you translate what you learn into stronger decisions, better leadership and results that last.

## HOW GROWTH HAPPENS

Because you have a full time job - we will not take you away from the field for long stretches of training. But this is not a compromise; it is the point. Leaders do not grow through training alone. They grow by learning something useful, applying it to real work, seeing what happens and trying again with greater skill and judgment.



The Accelerator is built around this cycle. Short, carefully prioritised bursts of structured learning introduce the most important ideas and tools—but most development happens through repeated practice in the job.

Coaches help you see your work more clearly, reflect honestly and try again—until new ideas become stronger habits and stronger habits produce better results. Digital tools and AI-enabled coaching are embedded throughout, making rapid—even daily—feedback loops possible between human coaching sessions.

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## WHAT YOU WILL LEARN

Over approximately one year, the Accelerator develops three increasingly complex dimensions of leadership:

1



### LEAD YOURSELF

***Program fidelity and data: learn to see what is really happening***

Leaders of large field programs cannot be in every school every day. You must learn to pair what the data reveals across the program with what a remarkable field visit allows you to see up close.

You will learn to ask: *Is learning happening? And what evidence tells me that what I see is representative of what happens when I am not there?* You will use data to prepare for field visits and meetings, identify where to look, diagnose the real bottleneck and decide what to change. You will then close the learning loop—not when an activity has been completed, but when the results show that something has genuinely improved.

2



### LEAD A TEAM

***People management: make excellence possible without you in the room***

Once you can diagnose the work yourself, your real job begins: achieving results through others. You must build the same ability to see, think and act across your team, so excellence doesn't stop with you.

High-performing teams need trust—but trust is more than creating a comfortable environment. People must feel safe to say when something is not working or they do not know what to do. You will learn how thoughtful recruitment, trust-based leadership and ongoing performance management build a team that speaks honestly, solves problems early and owns its results.

3



### LEAD A PROGRAM

***Government engagement and operational execution: build something that can scale and last***

Great programs need government beside them and strong operations beneath them.

Learn to build the relationships, ownership and capacity that allow a program to become part of the system—and continue delivering after we step away. That begins with humility: understand the system before trying to influence it, and build ownership with people rather than around them.

As a program grows, administration grows with it. Learn to protect the critical path and build reliable ways of working without allowing operations to consume the time and energy needed for schools, people and government. Keep your attention where only a leader's attention will do.