

Soaring Leaders to Higher Levels

Have you noticed that your employees or staff members seem stuck and unable to move upward?

Do you have employees who sit in meetings like a plane stuck on the runway?

Have you noticed that your employees don't seem to be reaching for the sky?

Introduction

If you've noticed your team struggling to move forward, sitting in meetings without energy, or holding back instead of aiming higher, it may be time to shift from simply managing them to truly piloting them.

When you pilot your employees, you don't just direct tasks—you help unlock their potential. This approach creates a culture where motivation grows, contributions increase, and employees feel more invested in the success of the business. Many people have untapped abilities that go unused simply because they don't see the strength they already have within. By guiding them like a skilled pilot, you help them recognize those abilities, build confidence, and grow into leaders themselves.

This program is designed to give you the tools to support your team in reaching new heights, becoming more productive, effective, and ready to soar.

Program Objectives

This program aims to:

- Develop the leadership pattern according to their hidden potential
- Nurture leaders to follow the potential leadership style to lead the team.

Learning Outcomes

After completing this module, participants should be able to:

- Identify individual hidden potential
- Lead the team according to their hidden potential to bring the team to the next level.

Who should attend?

First-line management, middle management, senior management and anyone who wants to bring their leadership skills to the next level

Methodology

HL0012 Soaring Leaders to Higher Levels

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	<p>Awakening Potential Within</p> <p>In this module, the participants would undergo a simple evaluation to identify their potential within them. By understanding the potential, the participants would know the hidden potential within them as a leader.</p>
10.30am-11.00am	<p>Break and Networking</p>
11.00am-1.00pm	<p>Observing Employee Potential</p> <p>Leaders develop others’ potential: to be a better person, to perform better in their job, and to be better equipped to grow into leadership. Leaders develop leaders. This module helps participants to understand the method to evaluate the leadership traits of others. The participants would learn the observational skills to identify the potential.</p>
1.00pm-2.00pm	<p>Lunch Break and Networking</p>
2.00pm-3.30pm	<p>Developing Employee Potential</p> <p>To develop leaders, you must be someone that they can emulate. The participants would learn the skills on how to learn alongside the employee. The participants (leader) must show themselves as the role model for other participants. Also, this workshop also shared how to use your failures as learning experiences to share with your team.</p>
3.30pm-4.00pm	<p>Break and Networking</p>
4.00pm-5.00pm	<p>Implementation and Monitoring</p> <p>In this module, the participants would learn how to kick off the start of the meeting and how to spend a meaningful time of discussion. It is not about the time you spent in the meeting but the quality of the meeting. The participants also would also learn how to steer up the performance and lead the team using the potential they have identified in the previous session.</p>

Time	Day Two
9.00am– 10.30am	<p>Risk Evaluation and Risk Management During Implementation</p> <p>A leader must be able to foresee the possibility of risk during the implementation of the process. In this session, the participants are trained on how to handle and supervise the team during the implementation stage so that the process of implementation succeeds.</p>
10.30am-11.00am	Break and Networking
11.00am-1.00pm	<p>Leadership: Leading to Fly</p> <p>This topic covers all components of leadership, especially both verbal and non-verbal communication. It's always good to be the first. Leading your industry demonstrates innovation, and innovation does not happen without first, taking educated risks. Leadership is such a broad and all-encompassing term that may be difficult to explain. Effectively leading means communicating in a clear and concise manner. As a leader, it is important that you communicate the vision and inspire your employees to perform their duties in a manner that is expected of them.</p>
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	<p>Optimising to Fly Higher and Higher</p> <p>As a leader, you need to understand that you are responsible for the nurturing and culture of your organisation and how it responds to risk, change, and learning from failures on any level. In this module, the participants need to evaluate the strength of the team; they should determine how the team embraces change, Effective leaders understand the importance of asking these questions and actively listening to the responses.</p>
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	<p>Tenacity</p> <p>Too many people give up when they are so close to success. Don't give up; on yourself as a leader, on your employees, on your organisation. In this module, the participants are reminded that they are essential to their success. They would learn the skills on how to be the pilot in command of your organisation, not the co-pilot who follows along.</p>