

Leadership by Encouragement: Together We Win

If we are a team, how come I am not on it?

How to create the most engaging and encouraging culture in the companies?

Introduction

Research shows two striking findings that are profoundly affecting business's performance and people's lives. The first one is that around 70% of employees are disengaged from their work or the company they work for. The second finding is that the leading cause of work burnout is lack of personal development (and not work overload!). These two findings are closely interrelated, as very often, the leading cause of the first is the second. So how can we close the disengagement gap that costs billions of dollars in lost productivity and billions more in lost future opportunities? How can we build an organisation where people are fully engaged and in flow with their work, not because of material perks, but because they find a safe space for personal and professional development? What kind of organisation would that be?

Program Objectives

This program aims to:

- Provide critical points on the concept of leadership by encouragement
- Nurture the encouragement skills to the participants
- Nurture motivation skills to the participants

Learning Outcomes

After completing this program, the participants should be able to:

- Understand the psychology of encouragement and philosophy of leadership
- Adopt the concept of psychology at work
- Improve leadership and managerial performance
- Build encouraging organisation

Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

Who Should Attend

Junior to senior managers. Anyone in the organisation that would be nurtured as a leader as the company succession plan and boost up their leadership skills

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p>The Psychology of Encouragement</p> <p>In this module, the participants would learn the fundamentals of encouragement, leadership, the concept of half-empty versus half-full philosophy of life, how to create a positive mental attitude and the abundance of managers.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Encouragement: A Philosophy Review</p> <p>In the module, the participants would learn the philosophy of encouragement and the psychology of encouragement. Then, the participants would look at the leader's characteristics, early efforts to humanise business and characteristics of encouraging leaders.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>The Psychology of People at Work</p> <p>This module focuses on SUPER leadership – social interest, unity, private logic, equality, and reasons. Then, the participants would learn encouragement skills.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Improving Leadership and Managerial Performance</p> <p>This module covers two topics, the improving management performance cycle and improving the management performance process.</p>
Day Two	
Time	Topics
9:00am – 10:30am	<p>Leaders as Encourage and Motivators</p> <p>The participants would learn the characteristics of discouraging leaders and encouraging leaders. The participants would learn a systematic plan for leadership by encouragement and create the atmosphere to implement encouragement. The participants learn encouraging self-evaluation, focusing on effort and contributions.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Encouragement Training</p> <p>The topic of this module includes the psychological basis of encouragement training, the goal of encouragement training, self-</p>

	esteem versus ego esteem. The participants are trained organisations that encourage and develop encouragement skills.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Participative Management as Encouragement</p> <p>The program starts with the psychology of participative management, the characteristics of participative management, the use of self-directed work teams and participative problem-solving.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Building Encouraging Organisation</p> <p>The participants would learn the technique of motivating, involvement, organisation structure, team building, and encouragement circle.</p>