The Leadership Engine: Maximising People's Skills

Do you know how to apply human strategy to lead your organisation?
Would you like to be more influential and let others follow you in your organisation?

Introduction

People, by nature, prefer to work with and for strong leaders. We particularly long for high-quality leadership during times of uncertainty, ambiguity, and change. Given today's relentless and ever-accelerating rate of change - and with a future that looks so vague and challenging -- leadership ability is a more precious asset to the organization than ever before. As the labour market has tightened significantly over the past few years, the demand for talent has reached new highs. People who can lead carry a premium. Many companies can't ante up to compete in the open market for this talent. Even those who can afford to play this high-stakes game are asking themselves if "buying rather than building" is the best long-term solution. For all these reasons, leadership development ranks high on the agenda for most organizations. This program serves the purpose of building leaders at every level. This program is always put as a succession plan for the organisation to create the next leaders.

Program Objectives

This program aims to:

- Create a succession plan for the organisation
- Create winning leaders as the teaching leaders in the organisation
- Prepare leaders to lead into the future.

Learning Outcomes

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

- Identify the criteria of winning organisation
- Build leaders at every level
- Apply skills, knowledge needed to be a great leader
- Lead into the future

Methodology

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

Who Should Attend?

Executives, supervisors, managers, and anyone who has the opportunity to lead others in the future.

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Program Outline

Day One	
Time	Topics
9:00am – 10:30am	**Leaders are Born or Made?** Leaders develop leaders. This module looks at factors why leaders are critical in the organisation. The participants would look at what leaders do, the fundamentals of formulating strategic actions until the implementation, and how to do leaders about change.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	**The Leader-Driven Organisation is the Winning Organisation** The participants would learn through a case study the differences between winners and losers as an organisation. Then, the participants would apply a successful leader requirement – ideas, values, energy, and edge. At the end of the module, participants can identify the criteria of the willing organisation.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	**Leadership is about Teaching Organisation** Great leaders are great teachers. They accomplish their goals through the people they teach. They teach others to be leaders, not followers. This module also alerts the participants that winning leaders make teaching a personal priority, and they will use every opportunity to learn and teach.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	**Learning from the Past and Move Forward** In this module, participants would learn how to conduct reflection for the strategies. The participants would learn the method of CSS as the methodology to move forward.
Day Two	
Time	Topics
9:00am – 10:30am	**The Heart and Soul of Leadership** Leadership starts with ideas. The participants would learn how to build clear ideas on both the quantum and the incremental methods. The participants would learn to convert from conception to be current and appropriate. Finally, the participants would learn how to convert the whole idea into the framework for actions at all levels.

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10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	**Reaching Out Ideas – Values Creation and Delivery** Values define desirable behaviours in the organisation. This module aims to train participants to set strong values that support the organisation's central goals. The participants focus on how their conduct embodies the values and how their actions reinforce values in others. From the values, the participants would convert the values to be the competitive tool.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	**Action is Louder than Words** The participants would learn how to focus and maintain high energy in the organisation. They will be trained in the secret of how to motivate and provide enthusiastic actions. The most important part of this module is training participants on turning negative energy into positive uses.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	**Leading into the Future** The last module needs participants to put everything together. The participants would learn how to write their leadership story that is dynamic and motivating.

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