

Beat the Leadership Challenges: Getting Extraordinary Outcome in Organisations

How to get extraordinary things done in an organisation?

More than ever, people need to seize these opportunities to lead us to greatness. Yet, there seems to be a reluctance to answer the cry for leadership. Why?

Introduction

Leadership is not reserved for a chosen few at the top of an organisation. It is a practice that can be learned, developed, and applied by anyone who is willing to step forward. Extraordinary results are rarely the outcome of business as usual—they are achieved when people take the initiative to lead, to challenge the status quo, and to inspire others to move in new directions.

This workshop is about how leaders make extraordinary things happen in organisations. It explores the proven practices that enable individuals to transform everyday challenges into opportunities for remarkable success. We live in a time when the demand for strong, humane, and credible leadership has never been greater. Yet, many hesitate to take on the responsibility of leadership. Why? Sometimes it is fear of failure, sometimes uncertainty about what real leadership looks like, and sometimes it is the belief that leadership belongs only to those with titles and authority. This program is designed to break those myths.

Opportunities for leadership are everywhere. They show up in the effort to regain lost market share, to restore vitality to struggling communities, or to improve the quality and reputation of local products. They appear in the challenge of delivering world-class customer service, launching an innovative product, or building a culture of trust within a team. Leadership is not about waiting for the right time or the perfect conditions. It is about seeing possibilities in the present and acting with courage, vision, and commitment.

Throughout this program, participants will explore real-world cases, practical frameworks, and interactive activities that bring leadership to life. They will see how effective leaders turn obstacles into stepping stones, how they inspire shared purpose, and how they create environments where others can thrive. Above all, they will learn that leadership is not about position but about action—the willingness to step forward, to take risks, and to set an example that others want to follow.

The challenge is clear: the opportunities for greatness are already here. The question is, who will answer the call?

Program Objectives

This program aims to:

- Identify and overcome the leadership challenges
- Perform in an extraordinary way to boost the organisation productivity.

Learning Outcomes

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

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- Understand and apply humane leadership
- Overcome challenges in leadership
- Inspire with a shared vision and enable others to act

Methodology

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

Who Should Attend

From executive to senior managers who want to know the secret of overcoming challenges in their leadership journey.

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p>The Naked Leadership</p> <p>This module describes the five practices of exemplary leadership revealed in our research. Then, through examples from leaders we studied, we discuss their actions to get extraordinary things done. This module also covers Ten Commitments of Leadership. Finally, this module describes the results of our survey of the characteristics that followers most admire in their leaders. It turns out that followers are also in agreement about the essentials of leadership, the most important of which is credibility.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Leadership Process is Challenging</p> <p>When successful leaders talk about their personal best achievements, they search for opportunities to innovate and change things. The real motivator, it turns out, is the challenge of the adventure, not the material rewards. This module covers the source of most innovation that is external to the leader's organisation. Therefore, the leader must keep the lines of communication open. We find that innovation also brings risk, so leaders accept the mistakes that result from experimentation and make every effort to learn from them.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>One Vision, One Direction, To Grow to be One</p> <p>In this module, we talk about how leaders look beyond the present time horizon and imagine how things could ideally be several years ahead. Leaders have a sense of direction and a purpose beyond the</p>

	<p>moment. This module also informs the participants that leaders tell us that vision is not enough to transform organisations. Unless it can be effectively communicated, people will not enlist in making the dream a reality. We see how leaders are optimistic and expressive in their presentation of their plan.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>From Zero to Hero</p> <p>This hands-on module guides participants through building a practical leadership framework tailored to their organisation’s culture. Instead of abstract theories, participants will design a model that reflects their team’s values, challenges, and goals. By the end of the session, they will have a clear, actionable roadmap for turning leadership potential into real influence—moving from theory to practice, and from zero to hero.</p>
Day Two	
Time	Topics
9:00am – 10:30am	<p>Secret of Move: Motivating Others to Act</p> <p>The leaders we studied are involved and in touch with those they lead. They care deeply about others, often referring to those with whom they work as a family. In the module, we explore how leaders foster collaboration and build effective teams. At the same time, the participants will examine how leaders create a climate in which others can do their best. Finally, we see how leaders enable others to be in control of their own lives.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Do As What I Do: Modelling</p> <p>In this module, we explore how leaders set the standard by practicing what they expect from others. Leadership by example is one of the most powerful ways to earn trust and credibility. Participants will see how consistent actions—not just words—shape culture and inspire commitment. We also discuss how lasting change is achieved not through one big leap, but through a series of small wins and steady progress. This approach helps leaders build confidence, reinforce values, and keep their teams motivated over time.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Encouraging the Heart</p> <p>Great leaders know that sustained performance is built on recognition and appreciation. In this module, we look at how leaders keep commitment alive by acknowledging individual</p>

	contributions and celebrating team successes. Participants will learn how simple acts of encouragement can strengthen loyalty, build confidence, and inspire people to give their best. We also explore the balance between accountability and celebration, showing that while leadership is serious work, it is also about creating moments of joy, connection, and shared pride.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>The Beginning of Leadership</p> <p>Every leadership journey starts from within. The most influential leaders are those who first learn to lead themselves—developing self-awareness, discipline, and clarity of purpose. In this module, we position leadership not as an innate trait but as a set of practices that anyone can learn and apply. By breaking down the myths around leadership, participants will see that it is accessible to all, regardless of title or position.</p> <p>As the program concludes, we reflect on how people grow into leadership through continuous learning, practice, and feedback. Participants will leave with a renewed understanding that leadership is not a destination but a lifelong process of growth—one that begins with the choice to step forward and lead.</p>