

Transformational Leaders: Create Winning Organisations

Do you want to create winning organisations?

Do you want to be a versatile leader?

Introduction

The pace of change in today's business world is unlike anything we've seen before. Expanding global markets, the rapid rise of new technologies, shifting customer expectations, and an intensifying competition for talent are reshaping the way organisations must operate. Add to this the lingering effects of the pandemic, and it becomes clear: leaders can no longer rely on old playbooks. What worked yesterday may not work tomorrow.

In this environment, adaptability is not just a nice-to-have—it is the difference between thriving and merely surviving. The organisations that succeed will be those led by individuals who can anticipate change, pivot with confidence, and inspire their people to do the same. This requires more than technical expertise or operational efficiency. It demands transformational leadership: the ability to see beyond the immediate, challenge conventional thinking, and guide teams through uncertainty toward sustainable growth.

Creating such an organisation doesn't happen by chance. It is not achieved through massive spending or rigid strategies alone. Instead, it is built on leaders who know how to combine strategic thinking with innovation, who can shift seamlessly between roles—as strategist, innovator, decision-maker, critical thinker, and process manager—and who can rally their teams to embrace change as an opportunity rather than a threat.

This workshop is designed to give you the tools and frameworks to do exactly that. Over two days, you will explore practical strategies, proven methodologies, and real-world applications that will enable you to transform challenges into growth opportunities. You will also develop the skills to create a culture of agility, where innovation and strategic thinking are part of everyday decision-making.

By the end of this program, you will not only understand what it takes to lead in a post-pandemic world—you will be equipped to drive transformation, inspire innovation, and create winning organisations that are ready for whatever the future brings.

Program Objectives

This program aims to:

- Develop strategies built around a central core that are reflective of local strategic variables
- Inspire greater degrees of innovation
- Eschew a defensive "batten down the hatches" approach and look ahead to exploit new opportunities when economic conditions improve

Learning Outcomes

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

- Apply the timeless leadership post-pandemic world
- Be a competent leader as a strategist
- Be an innovative leader
- Be a situation manager
- Be a process coach and manager

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>Change or Die</p> <p>The world is changing. The way of doing business cannot remain the same, especially post-pandemic. The new norms were developed, and the new values were the creator. As a leader, you have to adapt yourselves to global change. This module aims to ready you for the changes you need, including the skills, knowledge, attitudes, and leadership that create a sustainable culture in the organisation.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Leadership Paradigm Shift</p> <p>In this module, the participants would learn to revisit the strategic and tactical planning in the organisation. The participants would be reminded to be flexible, agile and apply data-driven trial and error methods to manage the organisation. This module prepares the participants to lead the change of the organisation.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Obstacles to Transformative Strategic Thinking</p> <p>When reviewing the strategy in the previous module, the participants need to identify the obstacles that get in the way of supremacy. At this stage, the participants need to determine the</p>

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	future strategic profile of the business.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Transformation Analytical Tools</p> <p>When you cannot measure, it is difficult for you to manage! In this module, participants would learn various tools to evaluate the strategies. Both qualitative and quantitative tools are used in evaluating business health in this module.</p>
Day Two	
Time	Topics
9:00am – 10:30am	<p>Determining the Strategic Heartbeat of the Business</p> <p>In this module, participants would learn how to make the strategy tick. Besides, participants would learn how to identify the ten strategic areas. Then, participants would evaluate the driving force. The participants are given key strategic questions to help them in decision making. After analysis, the results are used in articulating the business concept. This module focuses on the strategic thinking process- from strategy formulation to deployment. In this module, the participants would undergo a step-by-step session to anticipate the implication of the strategy.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>The Leader as Innovator</p> <p>In this module, the participants would learn the importance of innovation. In addition, the participants would learn the process of strategic product innovation and make a new product creation a repeatable business practice.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>The Leader as Situational Manager</p> <p>The participants would learn how to balance operation and execution. Besides, the situation management framework is exposed in this module. The participants would apply the technique to increase the situation management quotient of the organisation.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>The Leader as Process Coach and Manager</p> <p>This module covers self-mastery, the leader as a critical thinking coach, and the leader as a process manager and implementer. Participants will learn how to strengthen personal leadership, guide teams in effective decision-making, and ensure that strategies are translated into actionable results.</p>

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