

## **Forge Leadership: Building Up Kingdom Silently**

Are you ready to transform your business by rethinking leadership for a world of constant change?

What opportunities can be seized, and which challenges must be faced in a rapidly changing business environment?

### **Introduction**

Leadership today is being redefined by constant change. Shifts in technology, society, and global economics are reshaping how organisations operate and how leaders must respond. Beyond technical skills, leaders now need agility, vision, and the ability to create systems where people can thrive collectively.

The essence of modern leadership lies in building organisations that learn, adapt, and grow in rhythm with the world around them. This requires a deeper understanding of how environments influence people, how systems shape behaviour, and how leaders can foster both personal and organisational transformation.

This workshop moves from exploring the evolving nature of leadership, to introducing practical, systems-based approaches to leader development. It closes with a framework organisations can use to prepare their people to lead with clarity and courage in uncertain times.

### **Program Objectives**

This program aims to:

- Develop leaders who can grow the organisation through clarity, consistency, and responsible decision making.
- Equip participants with a practical toolkit for leadership development they can use immediately with their teams.
- Build systems thinking so leaders can see patterns, not just events, and act at the root cause.
- Strengthen collaboration across functions and partners by moving from me-centred to team-centred leadership.
- Cultivate vertical growth through reflection, feedback, and deliberate practice, not just new skills.
- Design healthy work ecosystems that support trust, psychological safety, and high performance.
- Clarify the role of technology as a tool that supports human judgment, values, and purpose.
- Turn strategy into simple experiments, learning loops, and metrics that drive real outcomes.

### **Learning Outcomes**

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

- Design and apply leadership strategies that foster growth and adaptability in their organisations.
- Practice both system-level and personal approaches to leadership, balancing structure with flexibility.
- Build networks of trust and collaboration across teams, departments, and external partners.
- Recognise the limits of traditional leadership models and adopt more dynamic, developmental approaches.
- Create a culture that nurtures future leaders through mentoring, shared learning, and collective responsibility.
- Align people, processes, and tools in ways that keep the human element at the centre of organisational progress.

### Methodology

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

### Who Should Attend

Human resource personnel, marketing personnel, financial personnel, senior management,

### Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p><b>Foundations of Modern Leadership</b></p> <p>This opening module explores leadership in today’s environment of constant change. Participants will trace the evolution of leadership thinking, from command-and-control models to more collaborative, adaptive approaches. A practical tool will be introduced to help participants assess the strengths and gaps in their current leadership practices. By the end of this session, participants will have a clearer picture of how their own leadership style aligns with the needs of their organisation.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>Connecting Dots</b></p> <p>Here, participants examine how shifts in society, technology, and global dynamics are reshaping expectations of leaders. Through stories and case studies, we will explore five major forces influencing leadership today—connectivity, human potential, machine intelligence, the rise of data, and sustainable energy. The session highlights how these forces are changing behaviour,</p>

	decision-making, and organisational design. Participants will begin mapping how these trends affect their own work environment and where opportunities for innovation may lie.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>System and Vertical Approach of Leadership</b></p> <p>This module introduces a framework for developing leaders that goes beyond technical skills. Participants will explore the limits of traditional training methods and practice both horizontal development (broadening knowledge and skills) and vertical development (expanding perspective and capacity to handle complexity). Through guided exercises, they will learn how to integrate both approaches into their organisation’s leadership pipeline.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>From Egosystem to Ecosystem</b></p> <p>In this session, participants will shift from seeing leadership as an individual pursuit to viewing it as a collective process. They will explore different organisational structures and experiment with strategies such as centralised vs decentralised decision-making, closed vs open systems, and how to design ecosystems that unlock collaboration. By the end of the session, participants will be able to link structure, mindset, and connections to broader organisational strategy in practical ways.</p>
<b>Day Two</b>	
<b>Time</b>	<b>Topics</b>
9:00am – 10:30am	<p><b>From Structure to Network</b></p> <p>This module introduces three types of organisational networks: centralised (driven by a single hub), decentralised (built around clusters of collaboration), and distributed (open ecosystems with shared ownership). Participants will analyse the benefits and risks of each, then learn step by step how to design an open, collaborative network that encourages innovation and resilience. By the end, they will understand how networks can replace rigid hierarchies with more dynamic, adaptive systems.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>From Directive to Collective</b></p> <p>This session shifts focus from authority-based leadership to collective leadership. Participants will explore how to engage teams in shared responsibility and collective intelligence. The module highlights modern learning approaches such as self-directed development, virtual and augmented learning environments, and</p>

	wearable-enabled feedback. Through practical activities, participants will practice how to build systems where people learn faster together and adapt to challenges more effectively.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>People and Technology</b></p> <p>This module examines the role of technology as an enabler of human leadership rather than a replacement. Participants will learn how to align people and systems so that technology supports productivity, creativity, and collaboration while keeping human values at the centre. Case examples will illustrate both the benefits and pitfalls of technology adoption, helping participants design strategies that integrate tools without losing sight of people.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>Preparing for the Future</b></p> <p>In this closing session, participants will work with a practical checklist designed to help leaders prepare their organisations for long-term success. Topics include reshaping structures to support collaboration, building cultures of trust and adaptability, and integrating human judgment with data-driven insights. The session ends with participants outlining personal action plans to carry forward in their own organisations.</p>