

## **Dare to be Great: The Disruptive Leadership**

Why do I need a disruptive leader in the organisation?

Disruptive leaders create organisational excellence; how to achieve it?

### **Introduction**

We live in a time defined by VUCA: volatility, uncertainty, complexity, and ambiguity. The global pandemic and its economic ripple effects are just the latest reminder that the future rarely unfolds as expected. Traditional leadership styles—focused on stability, order, and control—are no longer enough.

What organisations need are disruptive leaders: leaders who challenge old assumptions, see opportunities where others see risks, and know how to turn bold ideas into real results. Disruptive leaders combine creativity with discipline, passion with strategy, and vision with execution. They help their teams and organisations adapt, innovate, and thrive when others struggle to survive.

This program is built to grow those leaders. Participants will explore both the mindset of disruptive leadership and the practical tools to apply it within their organisations.

### **Program Objectives**

This program aims to:

- Develop disruptive leaders who can drive organisational excellence.
- Provide a clear framework for applying disruptive leadership at the personal, organisational, and global levels.
- Equip leaders with the skills to transform ideas into strategies and strategies into results.
- Build confidence to lead through uncertainty with creativity, credibility, and resilience.

### **Learning Outcomes**

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

- Apply disruptive leadership strategies to solve complex organisational challenges.
- Adopt and adapt the Disruptive Leadership Model into their organisation's vision and operations.
- Align personal leadership behaviours with organisational goals to inspire teams and build cultures of innovation.
- Use disruption as a tool for growth, not just survival.

### **Methodology**

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

## Who Should Attend

Chief Information Officer, Chief Technological Officers, Technology Officers, Senior Management, and anyone who needs to lead the organisation to the next level.

## Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<b>Disruption Takes Leadership</b>  The program begins by introducing participants to the Disruptive Leadership Model. In this opening module, leaders will explore how disruption is directly linked to organisational excellence. They will learn that disruption is not simply about new technologies or ideas, but about the leadership capacity to recognise shifts, challenge assumptions, and mobilise teams toward innovative solutions. Through guided discussion and practical exercises, participants will map the drivers of disruption in their own industries and consider how these forces can either create opportunities or threaten existing practices. This session provides the foundation for the rest of the program.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<b>Eruption: The Individual Arena</b>  In this module, participants shift their attention inward to the personal qualities required of a disruptive leader. The focus is on the three pillars of caring deeply, clarity, and credibility. These principles are presented through a theoretical framework that emphasises the importance of authentic leadership in driving change. Participants will analyse real-world case studies of leaders who embodied these traits to reshape their industries, gaining insights into how credibility and clarity can help mobilise others around bold visions. The session also encourages participants to reflect on their own leadership style, identifying personal strengths and areas for growth.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<b>Practical of Eruption</b>  Building on the previous module, this session provides an opportunity to apply the framework of caring deeply, clarity, and credibility in practical scenarios. Participants will learn to design strategies that translate personal leadership values into organisational outcomes. Through interactive role-plays and group exercises, they will practice decision-making in situations that

	demand both empathy and firmness, as well as clarity of communication. By the end of the session, participants will have developed a personalised strategy for embedding these traits into their leadership approach.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>Construction: The Organisation Arena</b></p> <p>The final session of Day One expands the focus to the organisational level. Participants will study the critical components of organisational excellence: building strong core teams, fostering a culture of innovation, and encouraging creativity at all levels. Case studies are used to illustrate how organisations that invest in these three areas are able to thrive in disruptive environments. Participants will then be guided to design a cultural blueprint for their own organisations, one that supports and sustains disruptive thinking. This module highlights that disruption requires more than individual brilliance—it requires a system built to enable it.</p>
<b>Day Two</b>	
<b>Time</b>	<b>Topics</b>
9:00am – 10:30am	<p><b>Practical of Construction</b></p> <p>Day Two begins with a deeper exploration of how the frameworks of core team, culture, and creativity can be applied in real organisational contexts. Participants will learn how to align these elements with broader organisational goals, ensuring that disruption is not an isolated event but a sustained capability. Through collaborative workshops, they will design action plans to strengthen teams, cultivate cultures that reward innovation, and embed creativity into everyday practices. This module emphasises the link between leadership behaviour and organisational outcomes, demonstrating how leaders can create systems that consistently support change.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>Disruption: Global Arena</b></p> <p>The focus now shifts to the global stage, where disruption often brings both the greatest risks and the greatest opportunities. This module introduces the framework of commitment, congruency, and continuity as essential elements for leading in a global context. Participants will analyse case studies of multinational organisations that successfully embraced disruption to expand their reach and relevance. They will also consider global trends shaping their industries and discuss how to position their organisations for long-term resilience. The session encourages leaders to look beyond local or immediate concerns and to design strategies that are scalable and sustainable.</p>

1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>Practical of Disruption</b></p> <p>Having studied the global frameworks, participants will now engage in practical exercises that bring theory to life. They will design strategies that integrate commitment, congruency, and continuity into their leadership practices, ensuring that disruptive initiatives align with organisational values and long-term direction. Group simulations will challenge participants to navigate disruption at the global level, balancing competing demands while maintaining clarity of vision. By the end of the session, participants will have built a disruptive roadmap that prepares their organisations for global challenges.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>Putting All Together</b></p> <p>The program concludes with a module focused on integration and application. Participants will learn techniques for reviewing and auditing organisational strategies, using structured rubrics to assess whether their plans are aligned with the principles of disruptive leadership. They will be guided through a process of reflection to connect the insights gained over the two days with their own leadership journeys. Each participant will develop a practical action plan for how they will act as a disruptive leader in their organisation. This final session ensures that the lessons of the program are not left in the training room but are carried forward into real-world impact.</p>