

## **Corporate Leadership: Winning Competitive Edge**

Do you know the secret to win over a competitive edge?

How do you leverage the business climate change to create a competitive edge?

### **Introduction**

In today's volatile business environment, leaders cannot rely solely on traditional models or past successes. The pace of change—fueled by technology, globalization, and the influence of social platforms—requires leaders to balance timeless leadership principles with innovative strategies. Stakeholders today are not passive; they are empowered, vocal, and expect transparency and accountability. To thrive, leaders must navigate complexity, engage in meaningful dialogue, and design organizations that can adapt and grow in the face of constant change.

This two-day program equips participants with the insights, tools, and practical frameworks needed to build sustainable competitive advantage. Through an interactive mix of theory, discussion, and hands-on exercises, participants will explore leadership, governance, performance management, collaboration, and organizational design—all with a clear focus on execution in today's business climate.

### **Program Objectives**

This program aims to:

- Understand the attributes of modern business environments and their impact on leadership and organizational success.
- Explore best practices in corporate governance, collaborator engagement, performance management, and organizational design.
- Bridge theory and practice by applying models and frameworks to real-world challenges.
- Develop strategies that foster resilience, adaptability, and long-term competitive advantage.

### **Learning Outcomes**

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

- Create business dynamics that drive stakeholder satisfaction, added value, and enhanced organizational performance.
- Design sustainable strategies supported by effective governance, performance systems, collaboration, and structure.
- Apply leadership principles that empower individuals and teams while aligning with broader corporate goals.
- Confidently redesign organizational frameworks to respond to turbulence and future challenges.

### **Methodology**

**HL0031 Corporate Leadership: Winning Competitive Edge**

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

### Who Should Attend

For management and senior management and anyone who wants to win over competitive advantage in the competitive business environment.

### Program Outline

<b>Day One</b>	
<b>Time</b>	<b>Topics</b>
9:00am – 10:30am	<p><b>The Heart of Leadership</b></p> <p>Leadership is often debated as either an innate quality or a skill that can be developed. This module begins by examining the question of whether leaders are born or made, encouraging participants to reflect on their own experiences and perspectives. Beyond this debate, participants will explore different leadership styles and how they shape organizational outcomes. Leadership is not developed in isolation; society, culture, and shared values play an important role in shaping leaders and followers alike. This session introduces three types of leadership—induced, purposive, and macro/global—as lenses through which modern leadership can be understood. Each of these forms responds to the realities of today’s environment, where volatility, global interconnectedness, and rapid change demand flexibility. Participants will leave this module with a deeper understanding of what it means to lead authentically, effectively, and sustainably in the current climate.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>Corporate Governance</b></p> <p>Strong governance is more than a set of policies or compliance checklists; it is the backbone of a credible and resilient organization. In this module, participants will explore the differences between organizations that implement governance formally and those that adopt less structured approaches. Through real-world examples and models, the session illustrates how transparency, accountability, and communication build trust with both internal and external stakeholders. A framework for internal fit demonstrates how corporate goals can align with individual goals, while another model shows how corporate and social responsibility objectives can reinforce one another. The discussion highlights how effective governance strengthens organizational culture, protects reputation, and enhances long-term performance. By the end of this module, participants will appreciate governance not just as a requirement, but as a strategic advantage that underpins</p>

	competitive success..
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>Performance Management</b></p> <p>Organizational success is directly tied to individual performance, yet traditional methods of performance evaluation often fall short of inspiring growth. This module challenges the coercive and one-dimensional nature of conventional assessments, instead presenting approaches that foster accountability, learning, and motivation. Participants will examine the limitations of rigid evaluation systems and explore how to design performance frameworks that are fair, constructive, and future-oriented. The session emphasizes the importance of linking organizational outcomes with individual contributions in ways that are empowering rather than punitive. By reframing performance management as a tool for development rather than control, leaders can create a culture of continuous improvement that drives both personal and organizational growth.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>From Theory to Practical I</b></p> <p>This module is designed to bridge knowledge and application. After exploring leadership, governance, and performance, participants will integrate these concepts into a practical framework. Working in groups, they will design operational models, processes, and rubrics that connect theory to real-world organizational challenges. The emphasis is on building systems that can be applied immediately, ensuring that the concepts learned are not abstract but actionable. This hands-on session encourages creativity, collaboration, and problem-solving, preparing participants to return to their organizations with tools that can drive meaningful change.</p>
<b>Day Two</b>	
<b>Time</b>	<b>Topics</b>
9:00am – 10:30am	<p><b>Collaboration Management</b></p> <p>Collaboration is a cornerstone of organizational performance and long-term growth. This module explores the dynamics of collaborator voice and silence, highlighting the impact of openness on culture and outcomes. The “dialogue of empowerment” is introduced as a framework for engaging collaborators, ensuring that individuals feel valued, heard, and motivated. A 7Ss model for collaborator dialogue provides a structured way to foster openness, build trust, and enhance performance. Participants will also consider how collaboration links to leadership and organizational climate, recognizing that empowering people to contribute meaningfully strengthens both culture and strategy. By the end of this module, participants will have practical tools for cultivating</p>

	collaboration as a competitive advantage.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>Organisational Designing</b></p> <p>Organizations must constantly adapt to survive in turbulent environments, and design plays a key role in that adaptability. This module emphasizes redesigning as an ad hoc but necessary response to change, while also highlighting the importance of keeping structures state-of-the-art. Participants will learn about emerging trends in organizational design and explore how to balance stability with flexibility. A model is introduced to help leaders manage external shocks and safeguard organizational resilience. Through interactive exercises, participants will practice reimagining organizational structures, ensuring they can apply these insights to their own contexts. This module reinforces the idea that design is not just about efficiency, but about enabling innovation, agility, and growth.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>Future Direction</b></p> <p>Sustained success requires anticipating and preparing for the future. This module explores the key trends that all organizations, regardless of industry or size, must consider. From technological disruption to shifting workforce expectations and changing stakeholder demands, leaders face a landscape of constant change. Participants will discuss strategies for building resilience and adaptability, recognizing that the future cannot be predicted but can be prepared for. The session encourages forward-thinking leadership that balances vision with pragmatism. By the end, participants will have a clear understanding of the emerging forces shaping the business world and how to position their organizations for long-term growth.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>From Theory to Practical II</b></p> <p>The final module consolidates everything participants have learned across the program. Unlike radical transformations that may be unsustainable, this session focuses on designing practical, incremental solutions tailored to organizational needs. Participants will integrate insights from leadership, governance, performance management, collaboration, and design into cohesive strategies. They will also engage in personal action planning, ensuring that the program ends with concrete next steps rather than abstract ideas. This module emphasizes the power of collaboration and the importance of moving forward with clarity, confidence, and purpose. By closing with applied practice, the program ensures that</p>

	participants leave equipped to create real impact within their organizations.
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