

Prosocial Leadership

Who will take responsibility for communities that are being challenged and even overwhelmed by environmental, civil, social, and economic problems resulting in community and ecosystem failure?

Introduction

Communities around the world are facing increasingly complex challenges—environmental crises, civil unrest, social divides, and economic instability. These pressures can overwhelm both ecosystems and societies, leaving many communities struggling to adapt. In a world where local issues often have global consequences, leadership that prioritizes collective well-being is more important than ever.

Prosocial leadership offers an answer. It emphasizes voluntary, intentional actions that benefit others and nurture both individual and community resilience. This program introduces participants to the principles, practices, and development process of prosocial leadership, helping them translate theory into meaningful action.

Program Objectives

This program aims to:

- Build a strong foundation in the principles of prosocial leadership.
- Develop the mindset and skills required to become prosocial leaders.
- Apply the Prosocial Leadership Development Process to real-world contexts.
- Foster positive change in organizations, communities, and broader ecosystems.

Learning Outcomes

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

- Understand and apply theories of prosocial behavior and leadership.
- Differentiate between altruistic and egoistic motivations in leadership contexts.
- Use the Prosocial Leadership Development Process to design and implement practical actions.
- Demonstrate skills in reflection, empathy, community engagement, and moral courage.
- Apply prosocial leadership skills to organizational and community development.

Methodology

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

Who Should Attend

From non-executive to senior management and anyone who wants to develop prosocial leadership.

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p>The Need for Prosocial Leaders</p> <p>The program begins with an exploration of why prosocial leadership is essential in the modern world. Participants are introduced to the idea that communities today are deeply interconnected, and the challenges faced locally often ripple across global systems. Post-pandemic, societies have shifted from emphasizing global citizenship to a call for stewardship—leaders who act as caretakers of people, communities, and ecosystems. This session also introduces the Comprehensive Responsibility Model and examines the role of prosocial behavior as the foundation of sustainable and effective leadership.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Prosocial Behaviour and Leadership</p> <p>Building on the opening discussion, this session helps participants connect human behaviour to leadership. Through gamified activities, they are able to experience and reflect on the meaning of prosocial behaviour in practice. The session unpacks the instrumental values that guide human decisions and actions, enabling participants to recognise the underlying motivations of leaders. To deepen understanding, altruism is compared with egoism, giving participants a clearer perspective on the choices leaders face and the implications of those choices for their teams and communities.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>The Prosocial Leadership Development Process</p> <p>This module introduces the framework that guides the entire programme: the Prosocial Leadership Development Process. Participants are guided through each stage of the process and learn what preparation is required to move successfully from one stage to the next. The session provides the structure that participants will use throughout the programme to analyse their own leadership development, making the process both practical and actionable.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Stage One: Antecedent Awareness and Empathic Concern</p> <p>The first stage of the development process focuses on awareness—both of self and of others. Participants are invited to reflect on the formative experiences, values, and beliefs that have</p>

	shaped their leadership journey to date. They explore how personal history and social connections cultivate awareness and empathy, and how these early influences can be harnessed to guide leadership decisions. Key steps in this stage include building self-awareness, developing emotional responsiveness, practising empathic concern, and translating these qualities into prosocial action. Integrity and the role of a Projected Representative (a personal vision of leadership values) are emphasised as critical elements of this stage.
Day Two	
Time	Topics
9:00am – 10:30am	<p>Stage Two: Community and Group Commitment</p> <p>The second stage of the process shifts attention outward, focusing on the leader’s relationship with communities and groups. Participants explore how affective responses—feelings and values reinforced through shared experiences—shape group involvement and commitment. The session addresses the reality of ambivalence and conflict in group settings while equipping participants with strategies to overcome challenges that arise in diverse communities. Through this process, they learn to clarify interpersonal goals and practise altruism as a guiding principle in group leadership.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Stage Three: Courage and Action</p> <p>The third stage emphasises the importance of courage in prosocial leadership. Participants examine the interplay between moral courage, lived experiences, and the alignment of personal and collective goals. Case studies are used to illustrate how leaders across different ages and contexts have demonstrated courage in action. These examples highlight how courage is not only a matter of character but also of practice, shaped by experience and reinforced by a clear sense of responsibility. By the end of the session, participants gain practical insight into how courage can be cultivated and applied in their own leadership roles.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Stage Four: Reflection and Continuous Improvement</p> <p>Leadership requires a commitment to learning and growth. This stage focuses on the role of self-reflection as a means of sustaining prosocial leadership over time. Through role-play and case study exercises, participants practise reflective assessment, examining both their strengths and areas for growth. The session emphasises the importance of committing to future goals and adopting a progressive mindset that embraces ongoing improvement. By fostering habits of reflection and renewal, participants learn how to maintain resilience and effectiveness as leaders in changing</p>

	environments.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Prosocial Leadership Development in Organisation</p> <p>The final session of the programme ties together the principles of prosocial leadership with practical applications in organisational settings. Participants explore how prosocial leaders envision shared futures, elevate group expectations, and create a culture that supports collective growth. They practise coaching and mentoring techniques designed to develop others and sustain prosocial values within their organisations. By the conclusion of this session, participants will have the tools and mindset to foster organisational development that benefits not only their immediate teams but also the wider communities they serve.</p>