

Outstanding Leadership: Magnifying Strength

What is your real strength so that you can magnify it?

If you are a leader, do you dramatically improve skills or competence so that it truly becomes one of your signature strengths?

Introduction

Exceptional leaders are not those who strive to be adequate in everything, but those who identify their unique strengths and magnify them to extraordinary levels. This workshop goes beyond simply discovering what participants are good at—it focuses on cultivating those strengths until they become distinctive, powerful capabilities that define outstanding leadership. Research demonstrates that leaders who excel in three to five skills at the 90th percentile make a measurable and lasting impact on their organisations. Their influence can be seen in improved employee engagement, customer satisfaction, productivity, profitability, and talent retention.

The central message of this workshop is clear: no one becomes an exceptional leader by fixing weaknesses alone. While managing limitations is important, it is magnifying strengths that creates leaders who inspire, innovate, and transform. This programme provides participants with the knowledge, strategies, and practical tools to identify their real strengths, build them into signature skills, and leverage them to achieve extraordinary results.

Program Objectives

This program aims to:

- Help participants identify their personal leadership strengths.
- Provide strategies for developing and magnifying those strengths.
- Equip participants with the tools to transform poor performance into good, and good into outstanding.
- Develop the ability to give and receive constructive feedback that drives growth.
- Strengthen leadership presence and influence to build power and sustain performance in the workplace

Learning Outcomes

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

- Identify their leadership strengths and apply them for maximum impact.
- Shift focus from correcting weaknesses to magnifying strengths.
- Coach and support others in developing their strengths.
- Deliver constructive feedback effectively to enhance team performance.
- Apply self-leadership strategies to sustain extraordinary leadership in practice.

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 extraordinary leadership.

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p>Your Company Can Fly! You Need a Strong Leader</p> <p>The opening session examines the measurable impact of strong leadership on organisational success. Participants will explore how exceptional leaders influence sales performance, employee engagement, satisfaction, and commitment. Through discussion and interactive activities, they will learn how to identify strong leadership qualities within their organisation, bridge leadership gaps, and place leaders where they will have the greatest impact.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>So What Identifies the Strength?</p> <p>This module challenges the common tendency to focus on weaknesses. Participants will examine the situations in which addressing weaknesses is necessary but also discover why extraordinary leadership requires magnifying strengths. The session introduces a pathway to exceptional leadership, outlining the criteria and steps that enable individuals to elevate from competence to distinction.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Can Leaders be Trained?</p> <p>Leadership is not static—it can be developed. This session explores how leaders can grow throughout their careers by deliberately identifying and magnifying their strengths. Participants will examine revolutionary approaches to leadership development and learn how to apply them in practice. The session shifts the focus from correcting weaknesses to systematically enhancing strengths that drive outstanding performance.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>From Zero to Hero: The Performance Expert</p> <p>This module provides participants with a structured plan for enhancing their leadership skills. It emphasises coaching as a</p>

	means of helping others grow, while simultaneously strengthening one's own abilities. Participants will practise coaching conversations and learn techniques to accelerate performance improvement for themselves and their teams.
Day Two	
Time	Topics
9:00am – 10:30am	<p>Boosting Work Productivity</p> <p>The second day begins with a focus on productivity as a direct outcome of leadership strength. Participants will learn practical approaches to providing constructive feedback, designing on-the-job development activities, and ensuring follow-through. Demonstrations and role-play exercises will highlight both the strengths and limitations of different feedback strategies, allowing participants to test and refine their approach.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Practical Session: Building Strength at Work</p> <p>This hands-on session gives participants the opportunity to apply what they have learned. They will conduct constructive feedback exercises, practise workplace coaching, and identify common mistakes in leadership practice. The session highlights real-world challenges leaders face when building strengths and provides practical solutions for overcoming these barriers.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Self-Leadership and Extraordinary Leadership</p> <p>Outstanding leadership begins with self-leadership. This module introduces participants to the four pillars of self-leadership—self-discovery, self-acceptance, self-management, and self-growth. Participants will also explore behavioural focus strategies, natural reward strategies, and constructive thinking approaches that prepare them to lead themselves effectively before leading others.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Self-Leadership in Practice</p> <p>The final session consolidates the learning journey. Through demonstrations, role play, and guided reflection, participants will practise applying self-leadership strategies in real-world leadership contexts. They will also learn how to use the Continue–Stop–Start (CSS) framework for self-reflection, ensuring that their journey towards extraordinary leadership continues beyond the programme.</p>