

Leading in the Humane Way: Showing Compassion while Being Productive

Are you bored with team building with short-term impact?
Want to know the leadership style that would suit your personality?
Lack of leadership strategies to motivate and engage with your team?
Want to equip yourselves with leadership skills in a humane way?

Introduction

Leadership is often described as the ability to influence others, but great leadership goes beyond that. Today's leaders are called to inspire, motivate, and guide in ways that balance results with humanity. Leading with compassion doesn't mean compromising on productivity—it means creating an environment where people are engaged, valued, and able to give their best.

This program is designed to help participants uncover their own leadership potential and build the skills to lead in a more human way. Through practical tools and exercises, you'll learn how to manage and engage employees, foster a positive workplace culture, and drive sustainable success. Whether you're leading a team, a department, or an entire organisation, this training will equip you with strategies to influence effectively while creating a happier, healthier work environment.

Program Objectives

The training aims to

- Equip leaders with the essence of leadership in an organisation.
- Adapt the personality and characteristic of a leader
- Apply various leadership principles at the workplace to boost productivity.

Learning Outcomes

After completing this training, participants should be able to

- Understand the nature of productivity
- Apply techniques to engage employees
- Apply various leadership styles in the workplace

Who should attend?

First-line management, middle management, senior management and anyone who needs to deal and manage with people in the organisation.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	Leadership as a Productivity and Performance Booster In this module, participants will explore productivity from a broader perspective that goes beyond numbers. Productivity is shaped by people, processes, and technology, and effective leaders know how to balance all three. The Human Leadership Model will be introduced to help participants view productivity through a people-centered lens. Alongside this, participants will learn practical ways to measure and evaluate performance. Through shared methods and discussions, they will discover how to align performance measurement with humane leadership, ensuring that productivity gains are sustainable and supportive of both individual and organisational growth.
10.30am-11.00am	Morning Break
11.00am-1.00pm	Personality and Characteristics of a Human Leader In this module, the participants would undergo a personality test and a test on their leadership style, leadership habits and leadership attitude. As Sun Tzu said, know thyself, know thy enemy. A thousand battles, a thousand victories.
1.00pm-2.00pm	Lunch
2.00pm-3.30pm	Essentials of Leadership: Communication Skills This module helps the leader to communicate clearly and effectively in public. Good communication ensures the right messages reach out effectively. The principles of 7C would be trained to enable leaders to reach others.
3.30pm-4.00pm	Tea Break
4.00pm-5.00pm	Essentials of Leadership: People Skills

	A good leader must have the ability to lead and coach new leaders. This module helps the leader to pick up coaching skills and apply it to lead the new leaders. It creates a successor plan for the organisation.
Time	Day Two
9.00am– 10.30am	Analytical and Transformational Leadership for Change In this module, participants will learn how to analyse and refine work processes to improve efficiency and effectiveness. Leaders will be guided on evaluating workflows strategically, ensuring that processes support both productivity and people. Building on this foundation, the module introduces transformational leadership as a tool for driving meaningful change. Participants will explore common challenges that arise during transformation and learn step-by-step methods to lead change in a humane way. By combining analytical process skills with transformational leadership, participants will be equipped to create sustainable improvements that balance operational excellence with human-centered leadership.
10.30am-11.00am	Morning Break
11.00am-1.00pm	Engagement leadership as Team Spirit Enhancer Employee engagement plays an important role to create a healthy business environment. Participants are exposed to the dilemma of the employees. Strategies to engage employees with 12C principles are equipped to the participants.
1.00pm-2.00pm	Lunch
2.00pm-3.30pm	Appreciative leadership as Employee Supplement A leader must appreciate the contribution of the employees. This module trains participants to conduct appreciative coaching and appreciative conversation with the employees. Human leaders are trained on how to apply different motivation strategies to create a healthy work environment.
3.30pm-4.00pm	Tea Break

4.00pm-5.00pm	Human leadership as Sustainability Strategies The principle of quantum physics brings a human back to the nature of being a human being. Participants learn the missing script to equip themselves to be a human leader. Participants focused on the mental ability to govern the business environment and stakeholders to create a sustainable and successful organisation.
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