

Leadership Strengths: Identifying Your Leadership Skills Through Reflection, Enhancement and Assimilated Learning

Do you want to experience a different leadership program?

Are you ready with the leadership skills that are needed in the robotic and technology era?

Introduction

If you're seeking to drive passion back into your esteemed organisation to recharge its soul and energy, to revitalise self-reliance and to rejuvenate the powerful drive in your managers to the head of the pack, Leadership Strengths Indicator is what you are looking for. Developed based on six years of working closely with multinational clients to develop their managers of various grades, this innovative, fun and simulated learning platform will help your management team diagnose their covert and overt leadership strengths via the experiential and interactive learning activities, specially designed to emulate a typical "work" environment. This unique program kicks off with the introduction of the critical leadership strengths most responsible for making or breaking a new manager as well as its corresponding measurable behaviours. Next, participants are also guided on how to use the peer scoring instrument comfortably and effectively that includes self- and peer-assessment. Participants will undergo three experiential learning activities as a group member. Each activity has specific objectives to be achieved and designed to draw out the participant's leadership strengths. After each activity, participants first assess their strength and proceed to assess the strengths of every peer within the group, which should consist of more than 5 persons. As for the Reflective Enhancement & Assimilated Learning module, it incorporates the recognisable Learning Log that confirms personal learning and skills development. It starts where the previous day ends; in the form of an engaging forum, known as the REAL Forum. It is a platform that addresses reflective questions such as:

- Did it go well? Why? What did you learn?
- Did it go badly? Why? What did you learn?
- How can you improve for next time?

A Learning Log is a personal document. Its content may be very loosely structured and only of relevance to you. Once you have commenced a Learning Log, you will find it a valuable and useful 'tool' to help your learning and to help you to think about and structure your learning. It contains the record of your experiences, thoughts, feelings and reflections. One of the most important things it contains is your conclusion about how what you have learnt is relevant to you and how you will use the new information/knowledge/skill/technique in the future. To make this journey a more gratifying experience, a special session will be put forth to enhance personal development effectiveness via Appreciative Inquiry's 5D-Cycle. You are also guided in forming and developing your learning circle with your learning buddies, where you can regularly share your learning priorities and compare ideas and experience with them. Participants have to log in their reflections for every module and a growth chart will be developed and submitted at the end of the entire program as an assignment that will be graded. This process will be guided periodically.

Program Objectives

This program aims to:

- Identify strength and weaknesses among leaders through reflection
- Awaken the talent of leadership among leaders

Learning Outcomes

After completing this program, participants shall be able to

- Enhance their leadership skills through reflection, enhancement and assimilated learning.
- Identify the growth of leadership journeys among leaders.

Who should attend?

CEO, Senior Managers, Team Leaders, or anyone who is interested in developing leadership skills in their life.

Methodology

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

Program Outline

Time	Day One
9.00am– 10.30am	Leadership Strength? Are You Ready? This is an introductory module where the participants would be introduced with the concept of leadership strengths, core leadership competencies and measurable behaviours. In this module, the participants are introduced with the peer scoring instrument that would be used throughout the program.
10.30am-11.00am	Break and Networking
11.00am-1.00pm	Leadership: Mirroring and Reflection Effect In this module, the participants would learn the leadership is not one-way feedback and it is two-way feedback. Hence, participants would be reminded of the peer scoring exercise & review of challenge experience.
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	Reflecting Leadership Strength In this module, the participants would undergo experiential learning activities. During the activities, the participants would need to observe and continue to do self-reflection and also the peers-reflection. The scores of reflection and the observational reflection are recorded down.
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	From Reflecting to Leadership Strength In this module, the participants would obtain all the reflections including the self-reflection and the peers' reflection. The participants would be instructed with the next-step action plan from the different experiential learning activities conducted throughout the day.

Time	Day Two
9.00am– 10.30am	Reflective Enhancement as Leadership Growth In this module, the participant would start with a reflection enhancement process. In this module, the participants would learn the concept of the 5D (Define-Discover-Dream-Design-Destiny) cycle in appreciative inquiry to enhance personal development effectiveness
10.30am-11.00am	Break and Networking
11.00am-1.00pm	From Enhancement to Assimilation This module focuses on the application of 5D in appreciative inquiry. The participants would understand the assimilated learning process. At the same time, the participants would establish and develop learning circles to practice the skills and knowledge until it becomes steadfastness in their workplace.
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	Assimilation Learning In this module, participants need to blend the previous information with new knowledge they have learnt. The participants would share learning priorities based on the learning log. The continuous learning process nurtures the leadership strength of the participants.
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	Nurturing Leadership Strength In this module, the participants would be exposed to the methodology to apply technology to sustain knowledge of the learnt. The participants would create the learning and lesson plan to ensure the development of the leadership strength in their workplace.