



## Leadership Essentials

### Learning Outcomes

- Appreciate the role of a leader
- Identify the personal qualities and skills of an effective Leader
- Understand the key concept of servant leadership
- Set clear objectives to drive performance
- Give constructive feedback to enhance performance
- Identify ways to motivate employees in the workplace
- Explore different ways to develop employees

Target Audience  
New managers to middle management

## Shared Leadership

### Learning Outcomes

- Appreciate the importance of Shared Leadership as the new and effective way to lead
- Understand the 5 disciplines of Shared Leadership
- Apply the tools of each of the 5 disciplines
- Discover solutions to current leadership challenges and opportunities

Target Audience  
Middle to senior management

## High Performing Teams

### Learning Outcomes

- Strengthen connections, trust and relationships for effective teamwork
- Develop team norms to become high performing teams
- Understand team member's behavioural preferences to enhance communication and collaboration
- Agree on way forward to enhance team effectiveness

Target Audience  
Intact teams including the Leader

## Coaching for High Performance

### Learning Outcomes

- Appreciate the importance of coaching
- Understand the GROW coaching model
- Develop key skills of an effective Coach
- Apply the GROW coaching model

Target Audience  
Middle to senior management

## Effective Interviews

### Learning Outcomes

- Appreciate the importance of conducting effective interviews
- Know the Dos and Don'ts of conducting interviews
- Understand the difference between Competency Based Interviews vs. Normal Interviews
- Conduct effective Competency Based Interviews

Target Audience  
New managers to middle management



## HR for Non-HR

### Learning Outcomes

- Gain a clear understanding of the HR function
- Develop important skills for attracting and selecting employees
- Understand the key elements of a total compensation system
- Understand onboarding, training and development
- Appreciate the purpose and process for performance management

### Target Audience

New managers to senior management

## Communicating for Success

### Learning Outcomes

- Understand communication objectives – know, feel, do
- Understand 3Vs of Communication
- Connect with heads and hearts to win audience
- Develop communication framework for an upcoming communication issue

### Target Audience

Middle to senior management

## Employee Engagement

### Learning Outcomes

- Examine current market trends in employee engagement
- Understand key drivers of employee engagement
- Employ appropriate techniques and tools to design effective employee engagement surveys
- Apply insights from employee engagement data to implement relevant programs and activities
- Enhance communication in employee engagement
- Understand employee lifecycle and develop effective strategies to enhance employee experience

### Target Audience

New managers to senior management



## Win with Growth Mindset

### Learning Outcomes

- Understand neuroscience of our brain
- Know the difference between Fixed vs Growth Mindset
- Appreciate the importance of Growth Mindset
- Apply a simple and yet powerful framework to develop a Growth Mindset
- Navigate challenges with grace

### Target Audience

All levels

## Culture Workshop

### Learning Outcomes

- Understand organizational values and desired behaviours
- Link personal values to organizational values
- Commit to living company values

### Target Audience

All levels