

LEADING HIGH PERFORMING TEAMS
THROUGH CHANGE AND DISRUPTION

THE F.I.R.S.T. LEADERTM

MANAGEMENT DEVELOPMENT PROGRAMME

PREPARE EXPERIENCED MANAGERS TO TAKE ON GREATER
RESPONSIBILITY, LEAD AT A HIGHER LEVEL, AND
CONTRIBUTE MORE STRATEGICALLY TO THE
ORGANIZATION.

Inspiring Leaders. Inspired Teams.

A LEADERSHIP DEVELOPMENT SOLUTION
BY

INFLUENCE SOLUTIONS

YOUR F.I.R.S.T. LEARNING & DEVELOPMENT PARTNER

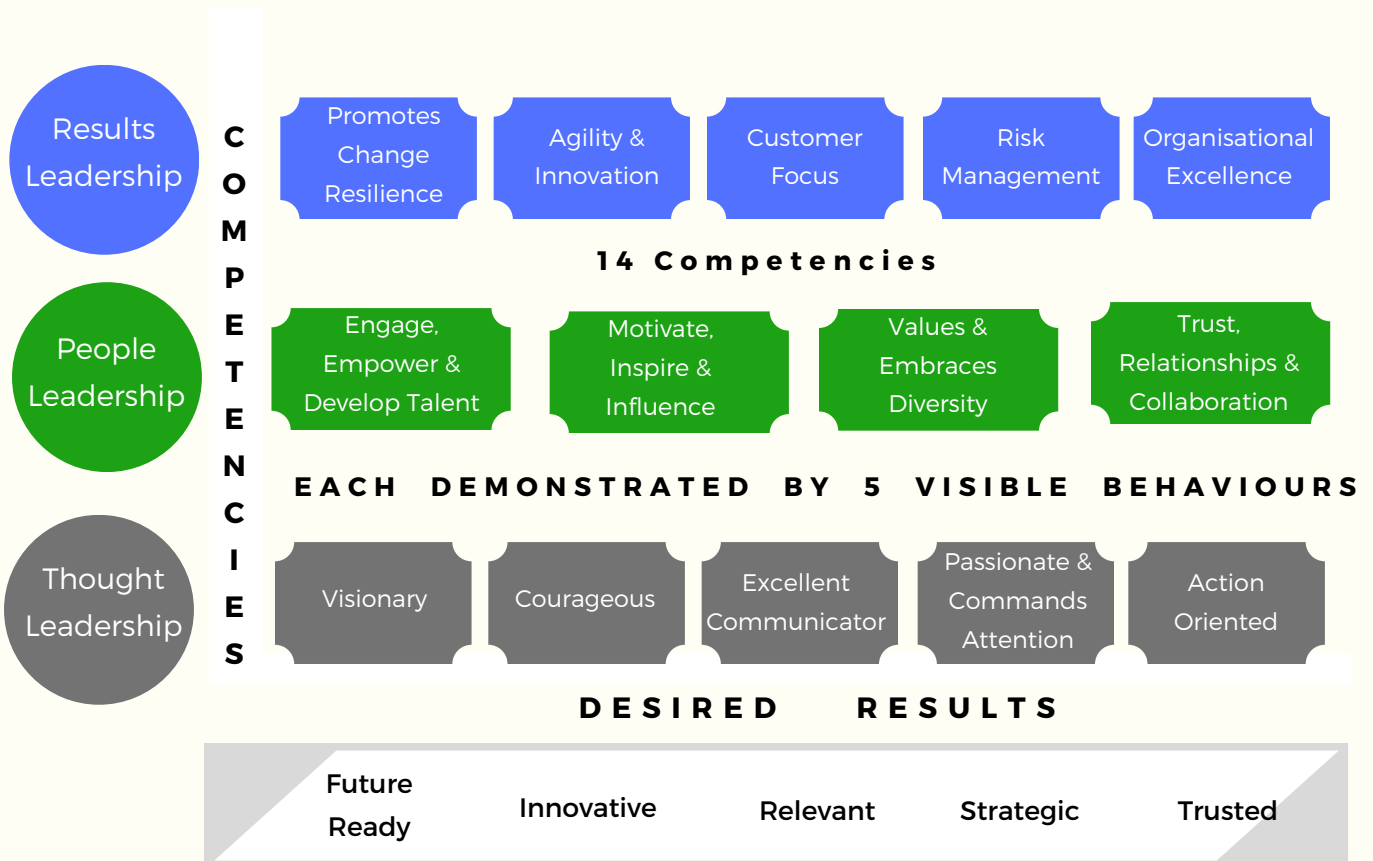
Holding you steady in a changing world



F.I.R.S.T.TM FRAMEWORK

Any individual in any organisation demonstrating these key behaviours will have a very high chance of succeeding, because they will be seen as:

Future-ready, Innovative, Relevant, Strategic and Trusted.



Each of these 14 competencies can be demonstrated by 5 repetitive, visible and measurable behaviours. (Hence a total of **35 practical behaviours**.)

Tracking & calibrating these 35 behaviours helps us get clarity on how we are currently showing and how we can enhance our:

- Thought Leadership** - the way we lead ourselves
- People Leadership** - the intent and manner in which we engage talent
- Results Leadership** - how we ensure organisational results are met, and the organisation keeps growing and evolving to meet changing expectations of (internal/external) stakeholders

OVERVIEW

The **F.I.R.S.T.™ Leadership Solution** is designed to empower leaders with the confidence to demonstrate strategically smart and tactically sound behaviours, and lead high performing teams that thrive in times of challenge and change.

The system is **highly experiential and has a modular design that can be customised** to meet the learning & development needs of **New managers, Mid-level managers and Senior leaders**. It equips leaders with powerful and practical tools they can use to manage performance, solve complex problems, and harness change/disruption to gain a competitive edge.

Synchronised with your core values, leadership competencies and current learning philosophy, this practical and pragmatic program elevates the clarity, confidence, and capacity of leaders; to harness the diverse strengths of their teams to achieve organizational goals efficiently and effectively.

		New Managers	Mid-Level Managers	Senior Leaders
1	Target Audience	New or first-time managers & High Potentials	Experienced managers ready for more leadership	Senior leaders or high-potential executives
2	Focus	Fundamental management skills	Strategic thinking, team leadership, innovation	High-level strategy, organizational leadership
3	Key Skills Developed	Basic leadership, delegation, communication	Strategic planning, team development, influencing	Visionary leadership, governance, crisis management
4	Level of Leadership	Tactical, operational	Tactical to strategic, departmental leadership	Strategic, organizational-wide leadership
5	Scope of Impact	Individual teams	Departments or multiple teams	Entire organization or large parts of it

IMAGINE...

The phenomenal results your organisation will achieve when your leaders are empowered with the clarity, confidence and skills to lead their teams effectively in times of disruption & change.

RECOMMENDED JOURNEY Management Development Program



"I found that changes can be made on a daily basis, on a small scale, yet create results. **Karen is a great motivator, and Mukul highly experienced.**"

**Kwang Sai Weng, Senior Project Engineer
Land Transport Authority (Singapore)**

KEY FEATURES & BENEFITS

GOAL:

Prepare experienced managers to take on greater responsibility, lead at a higher level, and contribute more strategically to the organization.

WHO WILL BENEFIT

- Managers experienced in managing teams, who need to further develop their leadership and strategic skills, to take on senior leadership roles.
- Managers inducted from other organisations, who need to understand and demonstrate the desired leadership competencies and core values of our organisation

KEY LEARNING OUTCOMES

- 1. STRATEGIC THINKING & ALIGNMENT.** Align departmental goals with organizational objectives, and develop the ability to think and act strategically to drive business results.
- 2. ADVANCED LEADERSHIP & INFLUENCE.** Enhance capabilities to motivate, inspire, and influence teams, peers, and senior leaders, even without direct authority.
- 3. CROSS-FUNCTIONAL COLLABORATION.** Improve skills in working across different departments / functions, facilitate collaboration and break down silos to achieve organizational goals.
- 4. CHANGE MANAGEMENT.** Develop the ability to lead through change, fostering innovation, managing resistance, and implementing effective change strategies within teams and departments.
- 5. COACHING & MENTORING.** Effectively coach and mentor junior managers and employees, helping them to develop their own leadership skills and grow within the organization.
- 6. EFFECTIVE DECISION MAKING.** Leverage data and analytics to make informed decisions, assess performance, and drive continuous improvement within teams.

"Perfect 10! I learnt how to let my team see the problem, come up with the solution and be accountable. The result is that they grow as leaders. I strongly recommend this session to be extended to our next in-line people managers."

Doreen Neo, Senior Leadership Team, MEDIACORP

FLEXIBLE FORMATS



FACE-TO-FACE SESSIONS

- **1-2 DAY PROGRAMS** that enable teams to evolve best practises for sustainable high performance.
- **HALF-DAY WORKSHOP** ideal when time is at a premium
- **EXPERIENTIAL KEYNOTE** inspiring teams to create a growth-oriented culture of trust and transparency.



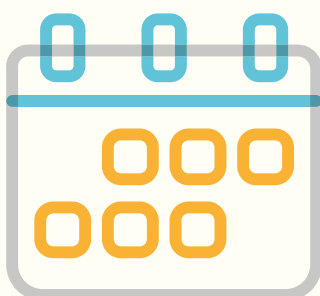
"LIVE" VIRTUAL WORKSHOPS

- **LONGER IMPACT SERIES** comprising 60-180-min segments held on consecutive days, weekly or monthly. This extends the impact of the program, inspiring participants to act, creating a community spirit where challenges are supported and success is celebrated.
- **HALF-DAY VIRTUAL WORKSHOP** comprising three 60-min segments with a 10-min break between each segment

WHY THE EXPERIENCE IS IMPACTFUL & ENGAGING

- **INTERACTIVE** SESSIONS LED BY A MASTER FACILITATOR.
- **VIRTUAL MODERATOR** ENSURES A SMOOTH, USER-FRIENDLY & LIFE-LIKE EXPERIENCE BY TAKING CARE OF SET-UP, TECHNICAL MATTERS & QUESTIONS ETC.
- **A PERSONALISED EXPERIENCE** (LIKE THAT OF IN-PERSON SESSIONS) WITH GAMES, ACTIVITIES SMALL GROUP DISCUSSIONS & PEER SHARING IN VIRTUAL BREAK-OUT ROOMS.
- **A SUPPORTIVE MASTERMIND GROUP IS NURTURED**, AS PARTICIPANTS FORGE BONDS THAT INSPIRE THEM TO COACH AND SUPPORT EACH OTHER THROUGHOUT THE LEARNING JOURNEY.

HYBRID FORMATS TO CATER FOR SPLIT TEAMS



- **THIS COMBINATION (OF FACE-TO-FACE AND "LIVE" VIRTUAL WORKSHOPS)** is great for split or international teams, where some participants are physically present and some call in remotely.
- All participants take part in games, quizzes, activities, small group discussions and peer sharing sessions. A two camera set-up and dedicated online facilitator create an immersive and engaging experience.

A FRAMEWORK

THAT HELPS TO ACHIEVE VISIBLE RESULTS



1. SUPPORT TO SUSTAIN THE DESIRED TRANSFORMATION. The best of programmes often fail to achieve sustainable results since the push and pull of daily life overwhelms participants. We help to sustain the transformation by providing long-term, continual support and reinforcement through:

- a. Pre-work and reflection before the workshop that help people plan their learning.
- b. Reflection Reminders sent to every participant 4-6 weeks after the workshop.
- c. Learning Journey Buddy arrangements
- d. Letters to self
- e. Follow-up one-to-one coaching, if required.

These inspire people to stay focused on achieving personal and organisational goals.



2. EMPOWER INDIVIDUALS TO EMBRACE LEARNING. Our solutions are based on the belief that all human beings are born creative, intuitive and intelligent. We help people to realise that true mastery lies in exploring viewpoints beyond their own, and the continual application of learning.



3. ALIGNMENT OF PERSONAL AND ORGANISATIONAL GOALS. People become invested in the success of a program when they understand it is about their personal and professional success.



4. SHOWCASING VALUE. People take action only when they fully appreciate the value of doing so. Our programs highlight and demonstrate the practical benefits of the topic.



5. THEORIES INTO ACTION Powerful theories are only valuable when people are able to convert them into simple, repetitive & visible actions that help them achieve desired results.



6. HIGH APPLICATION TO THEORY RATIO. Experiential programs with a 30-70 knowledge-application ratio and a blend of training and coaching ensures participants gain:

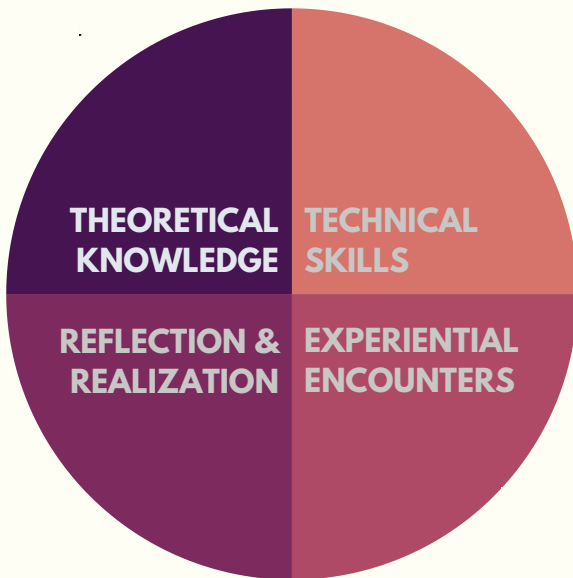
- a. **CLARITY** – In understanding and applying the key concepts
- b. **CONFIDENCE** – In implementing these concepts and ideas
- c. **COMMITMENT TO ACT** – Leaving with a clear, personally chosen action plan

This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

METHODOLOGY

OUR ACTION-BASED LEARNING METHODOLOGY

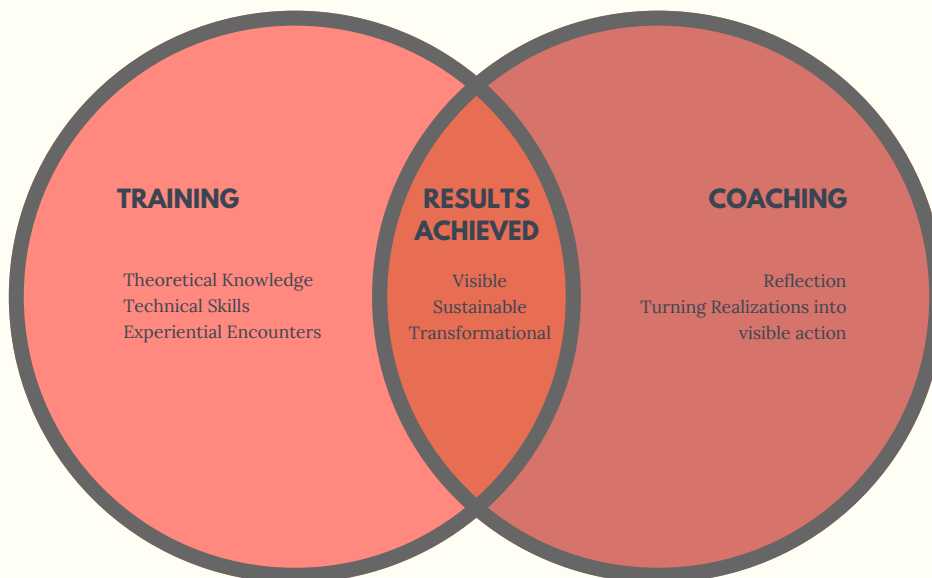
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

BLENDED APPROACH OF TRAINING & COACHING



Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but also to identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.

TRANSFORMATION THAT IMPACTS ORGANIZATIONS

Future-ready. **I**nnovative. **R**elevant. **S**trategic. **T**rusted.

INSPIRING LEADERS. INSPIRED TEAMS.



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FOR MORE INFORMATION, GO TO
[INFLUENCE-SOLUTIONS.COM](https://www.influence-solutions.com)