

STRATEGICALLY SMART PEOPLE. TACTICALLY SOUND SOLUTIONS.

STRATEGIC THINKING, PROBLEM SOLVING & DECISION MAKING

STAY AHEAD OF THE CURVE

A PRODUCTIVITY & PROFITABILITY ENHANCEMENT INITIATIVE

by

INFLUENCE SOLUTIONS

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

***F**uture-Ready ***I**nnovative ***R**elevant ***S**trategic ***T**rusted

Holding you steady in a changing world

WHO WILL BENEFIT FROM THIS PROGRAMME

1. **Leaders and business partners** who want to better support their teams with sound, timely and good commercial decisions
2. **Senior leaders** who need to deliver business results and mitigate organisational risk
3. **High performers** being prepared for leadership positions
4. **Teams** required to collaborate and perform at higher levels of effectiveness
5. **People** keen to enhance their impact with greater strategic clarity and quality decision-making

5 POWERFUL BENEFITS THAT DRIVE MEASUREABLE BUSINESS VALUE

- Leaders at all levels start taking timely and commercially sound decisions
- A robust decision making process that enables leaders to manage risk & take quality decisions
- Leaders communicate their decisions with clarity & confidence; ensuring stakeholder buy-in
- Leaders nurture a culture of strategically sound decision-making in their teams
- Organisations benefit from greater business results, reduced risk, enhanced communication & collaboration

**"I AM NOT SCARED OF AN ARMY OF LIONS LED BY A SHEEP.
I AM SCARED OF ANY ARMY OF SHEEP LED BY A LION."**

- ALEXANDER THE GREAT

WHAT PARTICIPANTS WILL LEARN

- Gain a valuable **big picture perspective**
- Understand how to cut through the clutter, **analyze situations**, identify the root cause of problems, assess risks, benefits and opportunities
- Learn **a simple yet powerful process** to demonstrate strategic thinking and take timely decisions that are commercially aligned to business objectives
- Explore individual & group **decision-making frameworks** to enable effective and timely decisions and generate risk-tested action plans
- **Communicate** problems and desired solutions with clarity and confidence
- Evolve effective processes to **monitor progress** on their plans
- Foster an **open and empowering culture** that encourages leaders at all levels to take strategically smart decision and evolve tactically sound solutions
- **Live Case Study** - Apply learning on real issues, case studies and role plays

AN ENGAGING & EMPOWERING AGENDA

This immersive and interactive programme helps you gain a valuable big-picture perspective, empowers you to think strategically, cut through the clutter, identify what's important and make timely decisions.

It will empower you to take commercially viable decisions, break down problems into manageable components and identify pragmatic timely solutions.

This will also give you the clarity required to communicate your decisions clearly and consistently, thereby inspiring people to act (or support) your decisions.

LAYING THE FOUNDATION

- Establish expectations and desired results
- Realise what's in it for you – how being strategic & leveraging decision-making tools boost productivity & profitability

STRATEGIC INSIGHT

- Applying a strategic thinking framework to work situations
- Distinction between problem-solving & managing polarities
- What should you focus on – problem or the solution
- Master the art of 'seeing' solutions clearly

STRATEGIC ANALYSIS & DECISION MAKING

- Master individual & group decision making tools
- Be able to select the right tool for different problems
- Learn how tools can be used for contingency planning

INDIVIDUAL DECISION MAKING

- Use simple yet powerful tools to analyse the pros and cons of various options
- Learn how to communicate options to get buy-in from your team / stakeholders

TEAM DECISION MAKING

- Be able to facilitate group decision making with diverse, multi-cultural teams
- Create team engagement & enhance *esprit de cors*
- Generate robust & innovative action plans

MAKING IT REAL

- Apply learnings on 'LIVE' situations
- Evolve effective plans to achieve the strategic vision
- Master the art of monitoring progress

PROGRESS REVIEW AND REFLECTION

- Gain clarity and a wider perspective
- Set a new direction - walk out with a simple action plan that resonates with you

- The **2-day format** provides a deeper understanding and application of problem solving and decision-making tools and techniques.
- However, this versatile programme can also be run as a **half-day or one-day workshop**.
- It is most powerful when run in conjunction with **OPPORTUNITY OF CHANGE, INNOVATE TO WIN** or **THE HIGH PERFORMING TEAM** workshops.
- In all formats, the program can be conducted as an **In-person, Virtual** or **Hybrid** session.

I learnt how to change my perspective towards a problem. Inspirational.

Chia Siew Choon,
Hewlett Packard, South Korea

FLEXIBLE DELIVERY FORMATS TO MEET YOUR NEEDS



FACE-TO-FACE SESSIONS

- **ONE-DAY PROGRAM** where real change can be dealt with and planned for, with sustainable results.
- **HALF-DAY WORKSHOP** ideal when time is at a premium.
- **EXPERIENTIAL KEYNOTE** inspiring teams dealing with change or disruption.



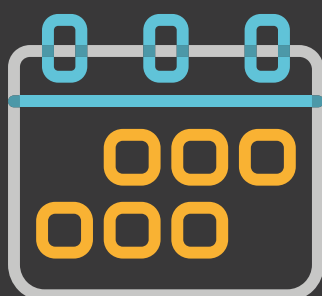
"LIVE" VIRTUAL WORKSHOPS

- **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 two or three 120-180-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.

OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS 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:

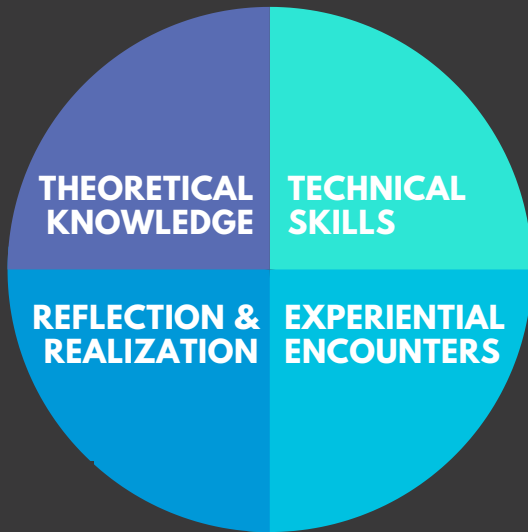
- a. **CLARITY** – In understanding and applying the key concepts
- b. **CONFIDENCE** – In implementing these concepts and ideas
- c. **COMMITMENT TO ACT** – Leaving with a clear, personally chosen action plan

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

POWERING REAL TEAMS TO REAL PERFORMANCE

OUR ACTION-BASED LEARNING METHODOLOGY

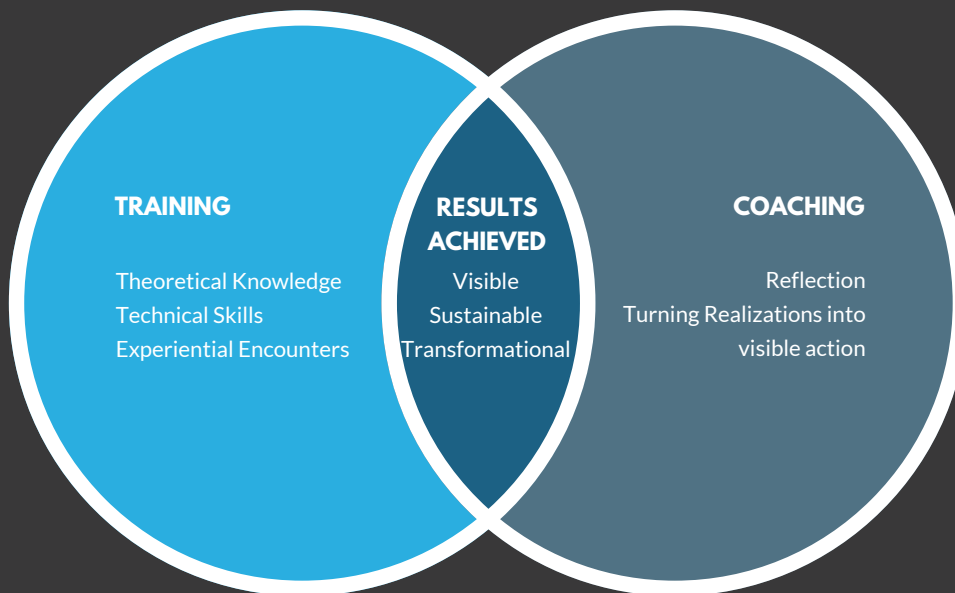
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



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

DECISIVE LEADERS. SMART SOLUTIONS.

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*Future-ready *Innovative *Relevant *Strategic *Trusted

FOR MORE INFORMATION, GO TO
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