

LEADING HIGH PERFORMING TEAMS
THROUGH CHANGE AND DISRUPTION

THE INFLUENTIAL LEADERSHIP SERIES

NURTURING A PEOPLE-CENTERED AND
PERFORMANCE-FOCUSED CULTURE

A PROFITABILITY ENHANCEMENT INITIATIVE
BY

INFLUENCE SOLUTIONS

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

IMAGINE...

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

THE REALITY

Quality leadership that provides a seamless and standard experience is critical for any organisation that seeks to attract, empower and retain quality talent, and remain profitable in the long-term.

This is not easy for a variety of reasons:

- * Organisations and leaders are faced with an inordinately high rate of change and disruption
- * Leaders are expected to meet the ever-escalating needs of more stakeholders hence often lay too much stress on Results Leadership, with no time to reflect or focus on Thought & People Leadership
- * The workforce is more diverse; culturally and generationally hence offers new challenges
- * Today's knowledge workers need to be led differently from the workers of yore
- * Leaders have different backgrounds, levels of training and view of leadership; hence the leadership experience in most organisations is not standardised, and often 'jerky'
- * Increasing number of 'accidental' leaders - where leaders are often promoted due to their expertise in other / technical areas and hence may not be or feel equipped to lead people effectively.

EMPOWER YOUR LEADERS WITH THE DESIRED ATTITUDE, CONFIDENCE & SKILLS

1. **Enhance self-awareness.** Understand how their feelings drive their thoughts and actions, and how to manage them, such that they are responding in a purposeful and positive manner at all times.
2. **Harness strengths effectively.** Hence lead diverse personalities & situations with agility & confidence.
3. **Gain clarity and confidence in their roles.** By breaking them down into **Simple, Repetitive & Visible actions**. And enhance their confidence at delivering these using practical tools & techniques.
4. **Build, nurture & support empowered, high performing teams.** Better engage and motivate people and support them to deliver the organisational goals in the most cost and time-efficient manner.
5. **Demonstrate the desired leadership competencies.** Such that the teams, superiors, peers, and clients of participants are able to see them walk the organisational core values.
6. **Get holistic feedback and calibrate their development using the F.I.R.S.T. 360 Leadership Tool.**

"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)

BENEFICIARIES & BENEFITS

The **INFLUENTIAL LEADERSHIP SERIES** is ideal:

- As a management development programme **for high performers** being groomed for managerial positions
- For **new managers** seeking to enhance & fine-tune their leadership toolkit
- For **veteran leaders** seeking to re-ignite & get re-inspired
- For **technical professionals** keen to fine-tune their people leadership skills

Synchronised with your corporate values and learning philosophy **this immersive and experiential solution focuses on 3 critical areas:**

Influential
Leadership
ESSENTIALS

THOUGHT
LEADERSHIP

Influential
Leadership
ADVANCED

PEOPLE
LEADERSHIP

Influential
Leadership
MASTERY

RESULTS
LEADERSHIP

Depending on the target audience and their needs, these 3 pillars **can be delivered in various formats:**

1. As a **3-6 day workshop**, as per your requirements
2. As a **long-term solution**; where workshops are delivered over several months with one-to-one coaching support provided between workshops
3. As **part of a solution with other sessions** on topics relevant for the learners or Sponsor organisation; for example Change Management, Innovation, Strategic Thinking, Problem-solving & Decision-making, Influencing, Presentation and Executive Presence skills
4. As a **blended (classroom-based & online) solution**

"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

THE F.I.R.S.T. FRAMEWORK

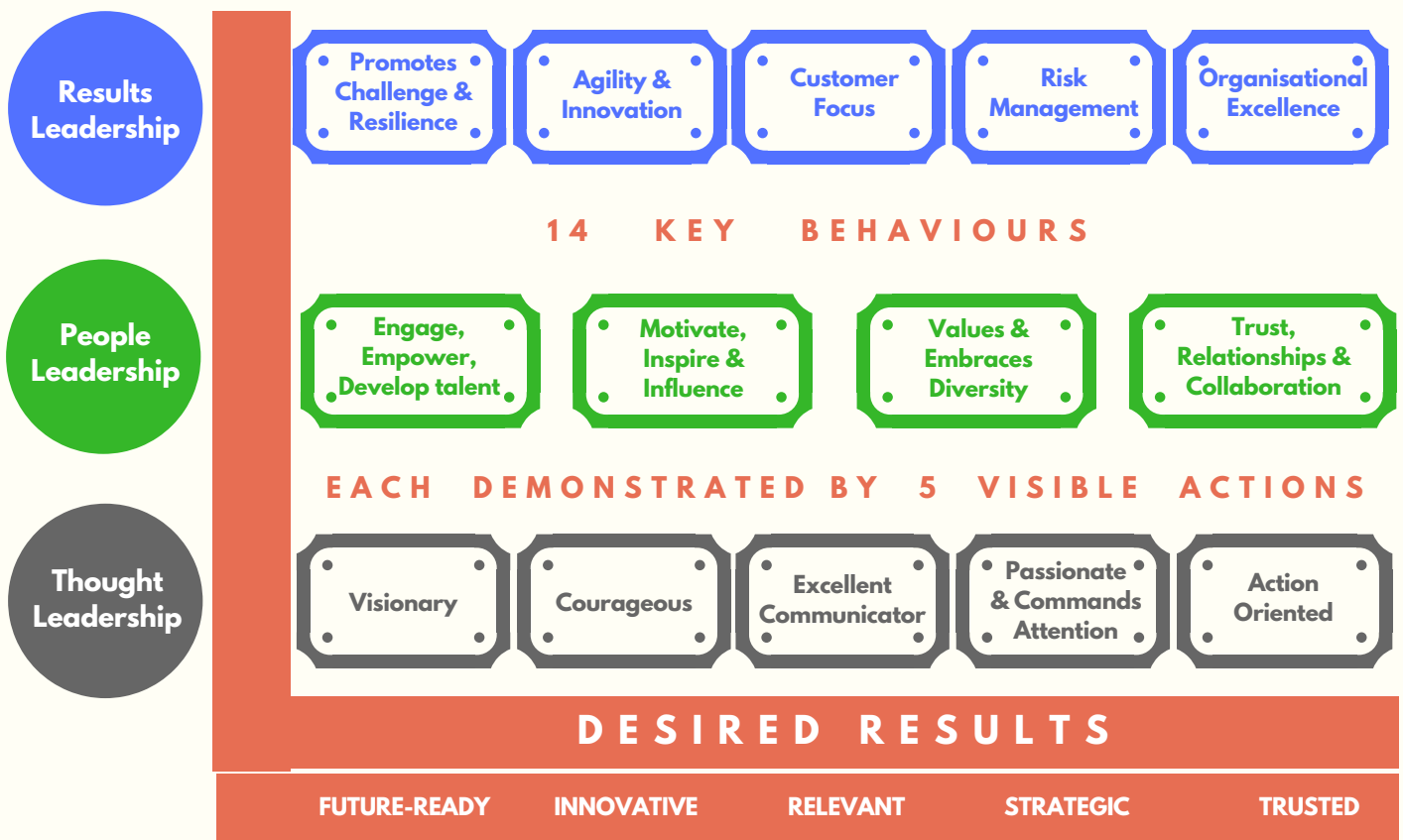
Effective and Inspiring leadership is about demonstrating balance between 3 areas:

Thought Leadership: The way we lead ourselves

People Leadership: The intent and manner in which we engage people

Results Leadership: How we ensure desired goals are met, and the organisation keeps growing and evolving to meet the changing expectations of (internal / external) clients

Influence Solutions' proprietary F.I.R.S.T. framework provides leaders with 14 KEY BEHAVIOURS, each of which can be demonstrated by 5 practical, Simple, Repetitive and Visible actions.



The Influential Leadership solution provides the **experiential learning & long-term support** required to embed these behaviours in participants.

The **F.I.R.S.T. 360 Leadership Tool** is a perfect companion for the program; it helps participants to get detailed feedback and measure their progress.

AGENDA

Influential Leadership Essentials

Thought Leadership

Module 1: The Foundation of Exemplary Leadership

- Understanding myself - how I think, behave and inter-relate
- Emotional Intelligence at work
- Managing myself so that my best is consistently visible
- The Leadership Wheel
- Balancing people needs and organizational goals

Module 2: Managing Tasks Effectively & Efficiently

- Aligning personal goals with corporate values
- Clarifying my role and how I am meeting organisational goals
- Breaking down my role into a simple, easy to implement action list
- Increasing my confidence in delivering on my role, most time and cost effectively
- Walking the talk on organisational core values

Module 3: Use Coaching Conversations for Empowering Leadership

- Enhancing results & reducing effort by leveraging conversations
- Creating an open, growth-oriented and people-centered culture
- Giving forward-looking, actionable feedback
- Ensuring people solve their own problems and achieve their goals efficiently
- Laser coaching at work

Module 4: Review, Reflection and Personal Action Plan

- Learning circle
- Setting a new direction - walk out with a simple and effective action plan that resonates with you.

"The Influential Leadership programme is concise, easy to understand and implement. Mukul is one of the best facilitators I have ever seen. He made learning simple and easy. "

**Collin Lee, Head Customer Lifestyle Management
Singtel**

AGENDA

Influential Leadership Advanced People Leadership

Module 1: Reinforcement & Application of Learning

- Case Study & Group presentations - re-visit, reinforcement and application of learning
- Peer sharing - Evolving practical solutions to real leadership issues

Module 2: Inspiring People, Managing Performance

- Small group discussion - aligning personal values and corporate goals
- How my team members think, behave and inter-relate with others
- Their levels of competence and how to adapt my style to get the best out of them
- The tasks they need to perform - application of tool and buddy sharing
- Measuring, managing and supporting their performance
- Peer coaching - To perform in the most energised and empowered manner

Module 3: Personal Development & Succession Planning

- Planning my development - ensuring I am always future ready & relevant
- Supporting team development, to build a robust succession plan and leadership pipeline
- Harnessing the power of team diversity - across cultures, gender, job functions and personality

Module 4: Making It Real - 'Live' case study

- Case study - application of learning
- Action plan to deal with live issue or opportunity being faced by the organisation
- Group presentations and de-briefing.
- Reflection and preparation of individual action plans

"Impressive. Exactly what I wanted. Simple, but striking, efficient and lively, and it made people think about change and how they personally cope with it. It gave me a good view of people's expectations, so that I can support the change properly.

Mukul and Karen from Influence Solutions have been great!"

**Gilles Gelle, COO, Capital Markets Asia Pacific
BNP Paribas**

AGENDA

Influential Leadership Mastery Results Leadership

Module 1: Reinforcement & Application of Learning

- Individual reflection and buddy sharing – My learning journey
- Group Presentations - peer sharing to reinforce the application of learning

Module 2: Critical Leadership Skills & Managerial Functions

- The fundamentals of Decision Making, Delegation, Communication & Conflict Management
- Case study – Effective delegation
- Team competition – Structured & Rapid Decision Making
- Role play – Communicate with clarity & communicate for impact
- Case Study – Resolving 'Live' conflicts
- Peer coaching – developing my influence base

Module 3: Final Integration & Reinforcement Competition

- Case study – application and reinforcement of learning
- Action plan to deal with live problem or opportunity being faced by the organisation
- Group presentations and de-briefing.

Module 4: Review, Reflection and Personal Action Plan

- . The learning circle - Reflection and peer sharing
- Setting a new direction - walk out with a simple and effective action plan that resonates with you.
- Success ceremony

"Mukul brought a depth of experience and insight. Over the years we have engaged with him, Mukul quickly formed deep mentoring relationships with a number of representatives from post-conflict countries, most notably Afghanistan. He worked diligently to guide individuals and teams. His training modules on leadership and communication - consistently of excellent instructional design - were well received by senior government officials of a number of countries, as well as representatives of the United Nations."

**Berin McKenzie, Specialist and ATD Master Trainer
United Nations Institute of Research & Training**

FRAMEWORK

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. No matter how powerful a theory, it delivers little value unless people are able to convert it into simple, repetitive and visible actions that help them achieve desired results.

6. HIGH APPLICATION TO THEORY RATIO. Our solutions are highly experiential, with a 30-70 knowledge-application ratio. We employ a blend of training and coaching to ensure every participant gains:

- 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.

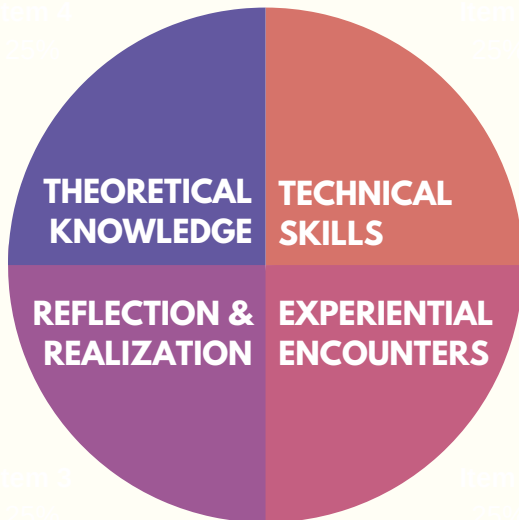
7. FLEXIBLE FORMATS. To ensure optimal learning and the least work-disruptive experience, our programmes can be delivered in a variety of formats – from 2-day masterclasses, to one or half-day workshops, 60-minute keynotes, or a customised blend of face-to-face and online learning.

POWERING REAL TEAMS TO REAL PERFORMANCE

METHODOLOGY

OUR ACTION-BASED LEARNING METHODOLOGY

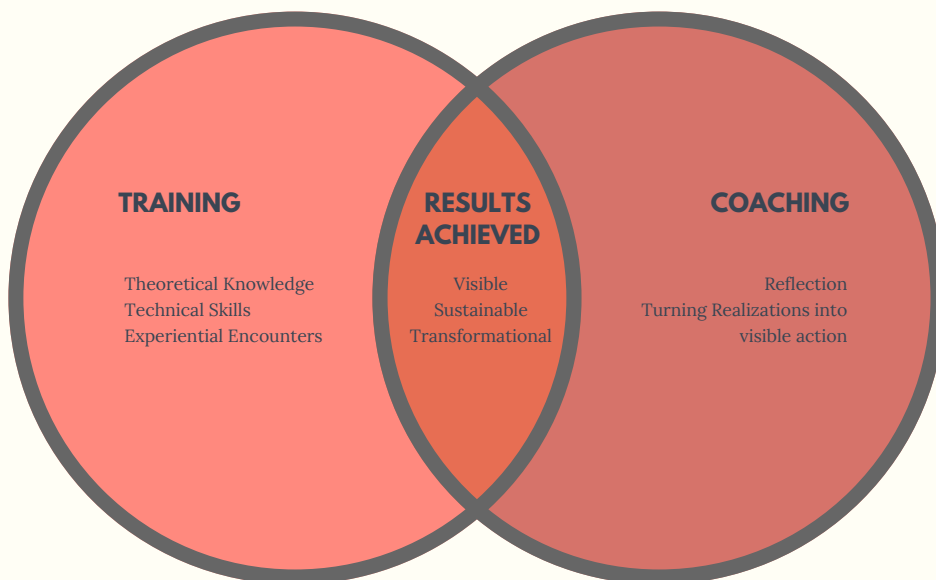
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



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 ORGANISATIONS

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



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