Leaders of Tomorrow Uplift Programme 2024 for PETROS

A leadership program that combines bespoke training workshops, group coaching sessions, and leadership profile assessments, all tailored to address the organization's unique strategic goals and development priorities. This program is built around three strategic pillars, specifically designed to empower the participants with the skills and capabilities required to drive breakthrough performance and lead their teams or organization to success.

Module 1: (8 hours)
Overview of the programme's three pillars of "**Business leadership: Grow with speed**", "**Ambassador Finesse: Leading collaboration**", and "**Warrior Spirit: Winning organisation**"

- Overcoming power-distance and technical background mindsets to lead people
- Malaysian business case studies of AirAsia X vs AirAsia X and Astro vs video streaming services
- Applying agility to add relentlessly value to a basic commodity product or service
- The Trust Equation and Courageous Conversations to drive performance
- The T.H.I.N.K. model of Resilience
- Understanding individual and team HBDI (Hermann Brain Dominance Instrument) assessments

Module 2: (8 hours)
Deep dive into the "**Business leadership: Grow with speed**" pillar

- Four strategy errors that limit innovation and growth
- Four strategy opportunities to drive innovation despite rapid change and uncertainty
- Interactive agility exercise to demonstrate the power of iterative experimentation

Module 3: (8 hours)
Deep dive into the "**Ambassador Finesse: Leading collaboration**" pillar

- Motivational Interviewing techniques as a collaborative and goal-oriented conversation model to engage stakeholders with different or opposing views
- Building a foundation of trust and connection before applying logic and analysis

Module 4: (8 hours)
Deep dive into the "**Warrior Spirit: Winning organisation**" pillar

- 15 principles of the New Zealand All-Blacks to create a winning legacy
- Applying an Infinite Mindset and Playing to Win vs Playing-not-to-lose
- Understanding implied biases and thinking traps that can trigger us
- Using visualisation techniques to overcome negative or defeatist thoughts

Module 5: (8 hours)
Deep dive into an additional foundation "**Team Leadership: Drive the right values and behaviour**" pillar

- Defining and right leadership competency descriptors for each of the leadership pillars
- Understanding 'Directive Leadership', 'Coaching Leadership' and 'Hands-off Leadership'
- The four components of coaching leadership
- Active listening skills and challenging questions using the G.R.O.W. model

All modules are supplemented with group coaching sessions facilitated by International Coaching Federation (ICF) certified Malaysian coaches after each leadership workshop to address group-level issues, challenges, and ideas into committed actions.