



Global  
Event  
Asia



EXCELLING • ENHANCING • EMPOWERING

# THE LEADERSHIP CHALLENGE

15 & 16 FEBRUARY 2012 • PUTRA WORLD TRADE CENTRE, KUALA LUMPUR

# EXCELLING ENHANCING EMPOWERING

# THE LEADERSHIP CHALLENGE

**INTRODUCTION** Leadership is everyone's business and great leadership has never been more difficult or more needed. The Leadership Challenge addresses the skills needed to thrive in today's economy which includes the abilities to: motivate and empower others to contribute fully and deliver inspired performance, advance innovation within an organization...in every task and in every project, and collaborate and influence vast networks of employees, customers, and executive teams. The workshop covers the **Practices of Exemplary Leadership: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act and Encourage the Heart.**

TODAY'S leadership meets the challenge of creating a psychologically liberated, secure and developed management-leadership model with faith and confidence in itself, justifiably proud of what it has accomplished, robust enough to face all manner of adversity, distinguished by the pursuit of excellence, fully aware of all its potentials and respected by other competitors.

**THE OBJECTIVE** This Workshop will enlighten the participants that leadership is a growth process and to be a leader is to be lead by example; be a mentor to develop the mentees into mentors themselves. The participants learn to manage boundaries, be politely assertive, being organizationally strategic and departmentally tactical to face challenges, being harbingers of innovation, futuristic and forward looking, fully competitive, dynamic, robust and resilient.

To appreciate that - character development and sustaining this moral compass brings success and continuity to the organisation.

Finally the participants are enabled to understand the three (3) important considerations that impact exemplary leadership process.

**THE LEARNING OBJECTIVE** *At the end of the course the participants will learn to:*

### **Understand the Essentials of Leadership, Identifying the Qualities of an Effective Leader**

- ◆ Distinguish the Differences between Leadership and Management
- ◆ Reflect on the Changes in Modern Leadership Styles
- ◆ Explore their own Leadership and Managerial Style
- ◆ Manage Performance more effectively
- ◆ Develop their Coaching, Counseling and Mentoring Skills
- ◆ Learn how to Build Effective Teams within the Workplace
- ◆ Recognise and Appreciate Diversity
- ◆ Develop Win-Win Solutions when Resolving Conflicts
- ◆ Understand the Global Nature of Change, and How to Overcome Resistance to Change
- ◆ Become more Creative in their Problem Solving
- ◆ Unleash People Potential in their Direct Reports Through Empowerment and Delegation. To be remembered for the Legacy left behind.



### **SPEAKER PROFILE**

#### **DR. RAVINDRAN ARTHUR PAUL (RAVI PAUL)**

An active member of the Asian Institute of Management, Philippines and Malaysia Institute of Management. He has conducted various seminars and always been a guest speaker in leadership, teambuilding, change management and process improvement implementation, as well as conducting workshops around the Asian region.

Formerly the General Manager of Human Resources Development and later as the General Manager of Management Information Technology in Felcra Bhd, and retired as the Vice President of Management Services. Served in Felcra for 32 years. Felcra Bhd is one of Malaysia's key government linked company. He has successfully attributed the following task;

- ◆ Ineffectiveness of the Examination System for Promotion in the RMAF (Royal Malaysian Air Force).
- ◆ Comparative study in Managing a High Security Prison and a Minimum Youth Correctional Institution.
- ◆ Solving Logistics Problems for Scattered Plantation using MRP/DRP/LRP and JIT.
- ◆ Synergetic Expansion of the Plantation Business in Felcra
- ◆ Biting the Bullet In Setting Up E-Business Infrastructure for Govt. owned companies in Malaysia and Overseas
- ◆ Sat in numerous committees for Management Improvement in different organizations.
- ◆ Member Of the University of Malaya Senate from 1981 to 2000.
- ◆ Quoted in International Who's Who (1998-2000)

Dr. Ravindran Paul has spoken in the last 20 years at numerous public and private corporations throughout Malaysia, Singapore and Indonesia. His notable clients include Kementerian & Jabatan Kerajaan, Affin Bank Berhad, Bank Rakyat, Perodua Malaysia, Petrosains, Malaysia LNG (Bintulu), TNB Fuel, INTAN, Proton, Felda, JKR, Suruhanjaya Koperasi Malaysia, Institut Penyelidikan Perubatan, Pusat Sains Negara, KPJ Specialist Hospital, Petronas Management Training Sdn Bhd & Sunway Education Group Sdn Bhd.

# COURSE OUTLINE

## DAY 1 Session 1 : Introduction

### (A) Being an Example Through Mentoring

- ~ Goal to lead by example
- ~ Some model example:
  - Religious Leaders
  - Military Leaders
- ~ Mentoring as a method
- ~ Case Studies
- ~ Models & Discussions

### (B) Understanding Legacy Leadership

1. The meaning of leadership  
*A leader, a teacher, a guide, a counselor and motivator.*
2. Three key process
  - ~ Selection
  - ~ Mentoring
  - ~ Releasing
  - ~ Models.
3. Case Studies and Discussion

### (C) Leadership Growth Process

1. Lifelong journey with ups and downs, success and failures
2. Process parallel to human growth

### (D) 5 Phases of Leadership Development (5 i's)

- ~ Introduction – coming into leadership
- ~ Invitation – following the footsteps
- ~ Instantiation – Being leader
- ~ Identification – Abiding Challenges
- ~ Implementation – Growing / Multiplication

## Session 2 : Vision With A Passion

### Cast and Act

- ~ Leadership Features
- ~ Transformation Matrix
- ~ Methods Used
- ~ Know Your Boundaries
- ~ Change Model
- ~ OCEAN: Five Factor Model of Personality

## Session 3: Understanding Legacy Challenges

- ~ Legacy Leaders
- ~ Characteristics
- ~ Strategic Issues
- ~ Nine Features of Leadership Psyche
- ~ 5 Best Practices
- ~ The Leader in Everyone
- ~ High Performance Model
- ~ Six S's
- ~ Outcome

## Session 4

### (A) Moral Compass of Leadership

- ~ Definition of character
- ~ Character is tested and proven through pressure
- ~ Character is revealed in crisis – not formed in it
- ~ Character is measured by what we are willing to surrender
- ~ Character is a lifetime pursuit
- ~ Character is not charisma
- ~ Character is fearing God and not man
- ~ Character is shaped by the company we keep
- ~ Character is who you are when no one is looking - D.L.Moody
- ~ Character is more than talk
- ~ Talent is a gift, but character is a choice
- ~ Character brings lasting success with people
- ~ Leaders cannot rise above the limitations of their character

### (B) Seven Areas of Moral Character

- i. Godliness
- ii. Integrity
- iii. Honesty
- iv. Humility
- v. Self-Control
- vi. Selflessness
- vii. Compassion

### (C) Seven Areas of Stewardship

- ~ Manage our household and duties
- ~ Manage of moral character
- ~ Managing your gifting
- ~ Mercy based relationships
- ~ Money and material possessions
- ~ Mortal body
- ~ Minutes of time

### (D) Exercises

## DAY 2 Session 5 & 6

### Session 5 : Example of Legacy

#### (A) Making Other Leaders

##### i) Legacy strategy

- ~ Leader's role
- ~ Mentoring Strategy

##### ii) Individually

###### 1) Meet individually

- ~ Regularly
- ~ Identify needs
- ~ Healthy recreation

###### 2) Be genuine

###### 3) Set leadership growth goals together

##### iii) Small Groups – As a leader

- ~ Work as a small team.. provide invitation
- ~ Provide incentives

##### iv) Corporate Setting –as a teacher

- ~ Invite into the larger organization
- ~ Extend the expectation of involvement at the right time

##### v) Coach – as a Role Model

- ~ Engager
- ~ Maturity - Mellowness Line
- ~ The AIC Model
- ~ The Coaching Path
- ~ End Result

## Session 6: Conclusion and Wrap Up

Three considerations

### (A) Understand the basis for all growing relationships

- ~ Accountability
- ~ Trust
- ~ Time

### (B) Recognize that ultimately the leader is the model leader maker

### (C) Remember the 5 i's of Leadership Development

- ~ Servant hood
- ~ Influencer
- ~ Communicator
- ~ Partnership Builder
- ~ Common Purpose Holder
- ~ Lid Lifter
- ~ Developing not Doing
- ~ Capabilities
- ~ The Excellent Heritage
- ~ Remembered As
- ~ Results
- ~ Living It

### (D) The Three Questions

- 1) Discuss why is the Moral Compass so important in Leadership sustainability.
- 2) In the area of globalization, is moral leadership still a necessity? Discuss.
- 3) Analyze the content shared to enlighten us further.

### (E) Grouping Session And Leadership Planning for follow-up in 2 months

# REGISTRATION FORM

PARTICIPANTS	DESIGNATION
1.	
2.	
3.	
4.	
5.	

<b>ORGANISATION</b>	
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<b>CORRESPONDING ADDRESS</b>	
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<b>CONTACT PERSON</b>		<b>SIGNATURE</b>	
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<b>TEL</b>		<b>FAX</b>		<b>EMAIL</b>	
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## TERMS & CONDITIONS

- FOR PRIVATE SECTOR** - The organisers reserve the right to stop any registered delegate from taking part in the event if no proof of payment or an undertaking letter is presented.
- FOR GOVERNMENT SECTOR** - A Local Order (LO) or Letter of Approval to participate must be presented before or during the event.
- CANCELLATION POLICY** - For any cancellations, kindly inform the secretariat in writing / fax 3 days before the event, otherwise the conference fees will be billed. Replacement will / can be accepted. No refund for cancellation made after 10 February 2012.
- REGISTRATION FEE** - **RM1,650.00 per participant.** Fees to include Lunch, Refreshments and Workshop materials / documentation)
- GROUP DISCOUNT** - A RM100.00 Discount will be given for group registration of Five (5) or more from the same organisation (same time and same billing source).
- PAYMENT MODE** - All Bank Draft / Local Order / Cheques must be crossed and made payable to **WORLDWIDE CORPORATE RESOURCES SDN BHD**
- BANK TRANSFER**

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Account Name	- Worldwide Corporate Resources Sdn Bhd
Account No	- 5140 5717 4708

All enquiries must be forwarded to:-

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