

Leadership Awakening Program (LEAP)

A Powerful, Insightful and research-based leadership program

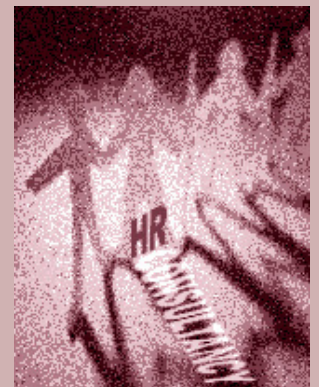


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This is a powerful 2 1/2-day program based on Burke & Litwin Causal Model. The value-add of this program is not just the research-based contents, but the "live" data collected and the personalized coaching given based on the data feedback. Many organizations have **used this program to develop leaders, bridge competencies' gaps, identify talents as well as for Succession Planning initiative.**

At the end of the workshop, participants will be able to:

- Understand how personal motives and values drive our effective and non-effective behaviors at work and in life.
- Understand and effectively manage job requirements based on Leadership competency clusters.
- Understand the Situational Leadership styles and utilize this understanding to adjust the existing management practice and styles, in the context of job and team demands, to bring about the desired improvement in our organization.
- Manage emotions better in stressful working environment through the understanding of the 6 Seconds EQ Model[®] and the feedbacks of Emotional Intelligence (EQ) competencies.
- Gain the ability to use selected diagnostic tool for assessing performance gaps within the organization so as to create a motivating organizational Climate.



LEAP: A Powerful, Insightful and Research-based Leadership Program

Program Details

DURATION

2 1/2 days. (with additional one hour of Post-program One-to-One Coaching for each participant)

WHO SHOULD ATTEND?

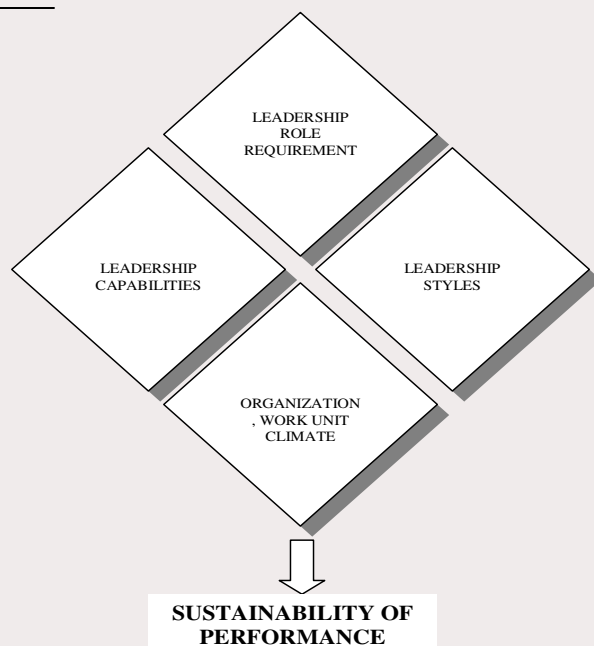
MD/CEO, Top to Middle Management Managers, HR Practitioners

METHODOLOGY

- Lecture, Games & Simulation, Film Case Study, group discussion & presentation.
- **Pre-course work** :All participants will also be required to fill up Diagnostic Tools for 360 Feedbacks.

COURSE LEADERS

THC Consultants/Facilitators



Program Outline

DAY ONE

- Introduction
- The Four-Factors Model
- The Three Social Motives
- Enjoyable vs Important Behaviors
- Mapping Your Job-Person Motivational Profile
- Managing Motivation at Work/Life
- Gathering Data: The Tower-Building Simulation
- The Situational Leadership Styles
- The Value-add of a leader

DAY TWO

- Review and Preview
- Overview of Emotional Intelligence at work – 6 Seconds Model
- Receiving and Understanding Your 360 EQ Competencies Feedback
- The Organizational Climate Dimensions
- Receiving & Understanding Your Climate Data
- Experimenting With Change: The Strategy Deployment Simulation

DAY THREE

- Film Case Study: Twelve O'Clock High
- Integrating Your Assessment Feedback
- Making Sense of Your Behavioral Jigsaw Puzzles: Individual Coaching

Corporate Profile

We are a boutique consulting house specializing in providing customized solution to organizations who are looking for enduring solutions. Our conceptual framework is drawn heavily from the theory put forward by Burke and Litwin – the Burke-Litwin Causal Model.

At the Strategic Level, we assist the management teams of organizations in clarifying their business vision and mission as well as ensuring that the organization has the necessary bench-strength Leadership Capability to deliver the mission. At the operational level we design execution capability development to ensure sustainability of performance.

Our business is to help organizations improve their performance by enhancing the performance and capability of their people. THC Consultants have unique blend of consulting and industry experience to provide both consulting services and training in the following areas:

- **Organisational Transformation and Reengineering**
- **Change Management**
- **Competency-based Human Resources Management**
- **Organisational Learning & Development**
- **Competency Modelling**
- **Competency Assessment (360° Assessment)**
- **Leadership & Talent Development**
- **Succession Planning**
- **Executive Coaching**
- **Team Effectiveness**
- **Performance Management**
- **Reward Management**



Your Lead Course Leader



Tan Huat Chye
MMIM
Principal Consultant

Tan Huat Chye is currently the Partner and Principal Consultant for THC Consulting Sdn. Bhd. He had been in Human Capital operations and consulting for the last 18 years, specializing in Competency-based Human Capital strategies.

Prior to this, Huat Chye worked in the Sunway Group, a large and diversified local conglomerate as a **General Manager of Organisational Development (OD)**. In Sunway, Huat Chye strategized and implemented various Group-wide OD initiatives such as the roll-out of Talent Management, Leadership Development and Competency Development initiatives. Before Sunway, he worked as **Senior Vice-President of Human Resources** in Great Eastern Life Malaysia. In Great Eastern, Huat Chye was instrumental in introducing new HR initiatives such as the 2-Tier Leadership program, Job Rotation Program and also the Great Service Culture Program.

In the field of consulting, Huat Chye had previously worked as a **Senior Consultant** for Hay Group, a leading US global Human Resources Consulting firm. In his consulting role, Huat Chye has been involved in projects to review, design and implement Human Resources systems and processes to enhance organizational performance and effectiveness. Other areas that he specialises in are Compensation and Reward Management, Performance Management, Competency Modelling, Leadership Development and Executive Coaching.

Mr. Tan Huat Chye holds a Master Degree in Education (Socio-Psychology) from University of Malaya. He is also trained and certified in various tools and program such as *MBTI, Firo-B, 6 Seconds EQ Program, Leadership Awakening Program (LEAP), Focus-Behavioral Interview (FBI), Job Analysis and Job Evaluation*. Huat Chye is also a member of the **Musica Authors' Copyright Protection Bhd (MACP)** and an accomplished song writer with many commercial songs to his credits.