

# MASTERCLASS ON TRANSFORMING NEXTGEN LEADERS

Developing Leaders towards meeting complex challenges in the highly Disruptive, VUCA - Driven Era of Industry 4.0.

**JW Marriot Hotel Jakarta, February 7 - 8, 2019**

**BATCH 2**

"It is evident that conventional leadership development practices are no longer adequate. Organizations globally need to incorporate the next generation leadership competencies in order to address the development needs of their rising leaders. This expanded group of upcoming leaders need to have a broader skillset, one that equips them to think and act globally in a highly disruptive, digital VUCA business environment. They must do so while embracing cross-cultural diversity and cultivating collaborative relationships within and outside their walls. These are the hallmarks of the mindset needed to develop effective global leaders."

*Prof Sattar Bawany, CEO, Centre for Executive Education (CEE)  
2016 Trends in Executive Development: A Benchmark Report*

## OVERVIEW

### How to Develop Next Generation Leaders for VUCA World?

The rapidly evolving demands of the 21st century include everything from climate change to demography, shifting customer requirements and expectations, the rise of technology, globalization, new markets, and new attitudes to work. Leaders must now operate in a way that inspires and engages people, while simultaneously addressing changing customer requirements and delivering results. Finally, all of this needs to be achieved with a sense of urgency, as the experienced leaders of the "Baby Boomer" generation continue to retire at pace.

**Volatility**  
**Uncertainty**  
**Complexity**  
**Ambiguity**



### How to Develop of High Performance Organisation (HPO)?

Today, people often point to the importance of various leadership competencies including cognitive readiness (critical & strategic thinking skills), emotional & social intelligence, managerial coaching and leading team for performance, effective negotiation & conflict management and cross-cultural communication & diversity management in driving results and achieving organisational success in a high performance organisation.

## High Performance Organisation (HPO) Framework



### Critical Thinking vs. Cognitive Readiness

Traditional Critical Thinking is the ability to recognize assumptions, evaluate arguments and draw conclusions. The mental toolset typically includes the following:

- strategic thinking,
- creative thinking,
- problem-solving and
- decision-making.



#### Critical Thinking

The tactical of thinking skills involving strategic thinking, creative thinking, problem-solving, and decision-making



#### Cognitive Readiness

The mental, emotional, and interpersonal preparedness for uncertainty and risk

Cognitive Readiness, on the other hand, is the mental, emotional, and interpersonal preparedness for uncertainty and risk.





Emotional Intelligence competencies are perhaps the most challenging for leaders to develop in an effective manner and yet it is the one that often has the most impact. As emotionally intelligent leaders rise through the ranks of an organization, their profile becomes more visible to employees and their increased power can have a greater impact.

### COGNITIVE READINESS COMPETENCIES



#### LEARNING OUTCOMES

This intensive managerial leadership training program combines proven-in-action techniques with peer interaction help the participants to:

- Immerse on an innovative experiential learning that will take them out of their comfort zone and with these experiences acting as a catalyst; they are designed to encourage the participants to think deeply about themselves as a manager and leader in Industrial Revolution 4.0 Economy

- Leave this program with a renewed sense of energy as time out from the day-to-day gives them space and freedom to think and self-reflect as a leader in a Disruptive VUCA World
- Gain a clear understanding of the context for leadership today's VUCA business environment
- Understand the Cognitive Readiness and Emotional Intelligence (EI) competency framework
- Discover how to use critical thinking to determine criteria and evaluate options in decision making
- Appreciate how effective leadership can influence behavior, goals, decision-making
- Develop a SMART Leadership Development Plan.

#### TARGET AUDIENCE

- Chief Executive Officers
- Directors
- General Managers

#### MODES OF TEACHING AND LEARNING

- Critical thinking and cooperative and active learning.
- Traditional and interactive methods of teaching- video materials, published literature and articles, case studies, etc.
- Applying the course materials to current issues within their organizations.
- A series of in classroom activities, such as seminars, case-study, role-playing exercises, and debates.

### Results-based Leadership (RBL) Framework



#### DATES AND VENUE

- Thursday and Friday  
February 7 -8, 2019.
- JW Marriot Hotel Jakarta





## PROGRAM AGENDA

### Day 1: Thursday, February 7, 2019

Time	Session / Module	Brief Outline/Core Activities
08.30 - 10.00 :	1. Introduction & Objectives	<ul style="list-style-type: none"> <li>▶ Introduction &amp; Checking-In</li> <li>▶ Review Workshop Objectives</li> <li>▶ Setting for Collaborative Session: S.C.O.P.E Approach</li> <li>▶ Group Discussion: Lessons Learnt on Executive Derailment</li> </ul>
10.00 - 10.30 :	Coffee Break	
10.30 - 12.00 :	2. Leading in IR 4.0 and VUCA World: What It Means?	<ul style="list-style-type: none"> <li>▶ Introduction of the Industrial Revolution 4.0</li> <li>▶ The 4 elements of VUCA Business Environment</li> <li>▶ Group Discussion: Participants will review their challenges in a VUCA World in an organizational context</li> </ul>
12.00 - 13.00 :	Lunch Break	
13.00 - 14.30 :	3. Cognitive Readiness vs Critical Thinking	<ul style="list-style-type: none"> <li>▶ The Importance of "Cognitive Readiness" as a Managerial Leadership Competency</li> <li>▶ Cognitive Readiness (CR) and Critical Thinking (CT): Competency for Problem Solving and Decision Making</li> <li>▶ Case Study: Application of CR &amp; CT at the Workplace</li> </ul>

### Day 2: Friday, February 8, 2019

Time	Session / Module	Brief Outline/Core Activities
08.30 - 10.00 :	4. Developing Critical Thinking Skills	<ul style="list-style-type: none"> <li>▶ Developing Critical Thinking Skills using "R.E.D." Model:               <ul style="list-style-type: none"> <li>- Recognize Assumptions;</li> <li>- Evaluate Arguments and</li> <li>- Draw Conclusions</li> </ul> </li> <li>▶ Group Exercise: Application of the "R.E.D." Model at the Workplace</li> </ul>
10.00 - 10.30 :	Coffee Break	
10.30 - 12.00 :	5. Developing Your Emotional Intelligence	<ul style="list-style-type: none"> <li>▶ Harvard Video: Daniel Goleman on Social &amp; Emotional Intelligence</li> <li>▶ 'How Emotionally Intelligent Are You?'</li> <li>▶ Goleman's &amp; Baron's Framework of E.I Competencies</li> <li>▶ Individual Exercise: 'Amygdala Hijack'</li> </ul>
12.00 - 13.00 :	Lunch Break	
13.00 - 14.30 :	6. Summary & Personal Leadership Development Plan	<ul style="list-style-type: none"> <li>▶ Review of the Key Concepts and Models</li> <li>▶ Individual Exercise: Crafting a SMART Leadership Development Plan for the next 90 days</li> <li>▶ Recommended Post Workshop Readings</li> </ul>



## Facilitator's Profile – Prof Sattar Bawany



Professor Sattar Bawany is Chief Executive Officer of the Centre for Executive Education (CEE Global). He is also the Managing Director as well as Certified C-Suite Master Executive Coach & Facilitator with Executive Development Associates (EDA) the Asia Pacific. He is the accredited Master Facilitator of Action Management Associates Inc. (AMAI) suite of critical thinking programs.

Prof Bawany is also concurrently the Strategic Advisor & Member of International Professional Managers Association (IPMA) Board of Trustees and Governing Council.

He is currently the Adjunct Professor and member of International Advisory Board of Curtin Graduate School of Business (CGSB), Curtin University, Western Australia.

Prof Bawany is also an Adjunct Faculty & Master Facilitator for global leadership development programs of Harvard Business School Publishing who partners with clients to create world-class leadership development solutions for managers at all levels in global organizations and governments.

He is a member of the Duke Corporate Education (CE) Global Learning Resource Network (GLRN). The Financial Times and Business Week continue to rate Duke CE as the world's #1 provider of customized corporate education services.

He has over 30 years' international business management experience, including 20 years in executive coaching, group facilitation, and leadership development and training with global management consulting firms. In addition to his business and consulting career, Prof Bawany has over 15 years of concurrent academic experience as an Adjunct Professor teaching senior executives international business strategies and human resource courses at various leading universities. (read more at [www.cee-global.com](http://www.cee-global.com))



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#### INVESTMENT

- IDR 15,000,000 (Fifteen Million Rupiah)
- Discount 10% for payment before January 28, 2019
- Limited Seats for 20 Participants only.

**Last Registration: Friday, February 2, 2019**