

2-DAY MASTERCLASS ON "LEADERSHIP IN DISRUPTIVE TIMES"

INTRODUCTION

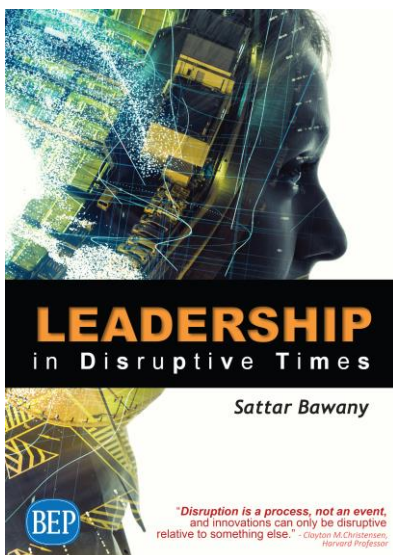
"Digital transformation is the key to business competitiveness in a changing and increasingly demanding market. However, for this transformation to be successful, the right corporate culture is needed to promote innovation and creativity within companies."

The key to success in leading during times of disruption such as the digital transformation at the workplace or managing crises such as the COVID-19 pandemic requires 'disruptive digital leaders' who thrive in situations of ever-greater volatility and uncertainty globalized business environment."

- Prof Sattar Bawany, CEMC

[Leadership in Disruptive Times](#) (2020)

[Business Expert Press LLC](#), New York, NY. 9781952538360



Leading in Disruptive Times requires all managers and leaders to take a closer look at the nearly impossible challenges facing their organizations today in navigating the broader political, economic and cultural challenges.

Disruptive events, including crises, have no borders or boundaries. They can happen anytime, anywhere, and to any organization—profit, not-for-profit, public, or private. The interconnectedness of the global economy and its political realities can magnify the ripple effect of any single crisis, making it a common feature of corporate life.

In recent times, we have the disruptive events such as the ongoing escalating COVID-19 pandemic as well as past crises such as the Global Financial Crisis (GFC) in 2008/2009, the SARS epidemic in 2002/2003 and the 9/11 terrorist attacks in 2001 which impacted many businesses and across various industries globally in one way or another.

This **2-Day Masterclass** will including the latest developments and case studies of successful digital transformation journey of agile organizations in an environment characterized by rapid and continual disruption, organizations which are found in the recently published book '[Leadership in Disruptive Times](#)' by [Business Expert Press](#) LLC (BEP) in New York, NY.

The case studies include organizations such as [DBS Bank](#), [Starbucks](#), [Microsoft](#), [Netflix](#), [Uber](#) & [Grab](#) and how they foster a "digital-ready" organizational culture that embraces – rather than resists – continuous change and where the leaders can make decisions faster and lead change efficiently, while skilfully influencing in a more interconnected, collaborative landscape.

Building on cutting-edge research, the Facilitator will review best practice approaches for the participants to develop their ability to drive faster decision-making, accelerate change processes, and cut through difficult cultural challenges. It will provide the participants with a set of concepts and tools, enabling them to lead their organization with impact and efficiency – maximizing its performance in today's disruptive events and crises as well as that in the future.

What does it mean to be a 'Disruptive Digital Leader'?

What does it mean to be a "disruptive digital leader" or also known at times as a "disruptive leader" or "digital leader"? Is it a title reserved for only technology giants or businesses with seemingly bottomless budgets? The truth is that any business can excel in digital leadership and management, regardless of its size or budget. But doing so requires more than just savvy IT leaders. It requires leaders across the business who understand why digital technology is essential and how to use it.

A survey of the current research and perspectives on disruptive and digital leadership indicates that these qualities include a combination of variables such as vision, emotional resilience, empathy, results-driven, engagement, agility & adaptability, innovative & experimentation and resilience

Disruptive leaders demonstrate innovative thinking and experimentation to keep the business agile. Their ability to disrupt the status quo or challenge conventional wisdom and discover creative possibilities is one of the driving factors behind an organization's ability to transform by changing its business model and generate new opportunities for growth in the VUCA and digital-driven business environment.

Disruptive leaders don't change for the sake of change. It's about incorporating change into the modus operandi of the organization -- which, of course, is easier said than done. The ideal disruptive leader doesn't need to talk about disruption because it's practically how they get things done. Disruptive leaders engage and empower their high-performance team, coach and guide them along the way at the same time stay focussed on the mission of the transformation agenda. It is the quickest and most effective way to jump-start ideas and behaviors that drive innovation at the workplace, which gives the much needed sustainable competitive advantage to the organization.

WORKSHOP METHODOLOGY

This intensive **2-day executive leadership training program** combines proven-in-action techniques with peer interaction and insights from the latest research to help the participants to master the competency of disruptive digital leadership.

This highly interactive and experiential learning session will involve the participants as an active learner by including activities and exercises that highlight basic concepts.

It will also provide them with guidance on the actions required in specific situations through the use of relevant examples that are specific, relevant and meaningful to each participant.

LEARNING OBJECTIVES

By the end of this **2-Day Workshop**, participants will be able to:

- Learn the best practices on leading and adapting during disruptive times
- Understand to adapt the way of communicating with the stakeholders
- Build trust and influence with team members, bosses, peers and client to help get things to accomplish during the challenging times
- Improve critical relationships at the workplace towards achieving expected results
- Reflect, rebuilt and reassure after the crisis
- Develop a Personal Leadership Action Plan

2-DAY WORKSHOP AGENDA

Module/Agenda	Key Learning Outcomes & Activities
1. Introduction & Objectives	<ul style="list-style-type: none"> ▪ Introduction & Checking-In ▪ Setting for Collaborative Session: "SCOPE." Approach
2. Disruptive & Crisis Leadership	<ul style="list-style-type: none"> ▪ Group Discussion: What are Disruptive Events? ▪ Crisis at the Workplace: Opportunity or Danger/Chaos? ▪ Best Practice: Focus on the Leader's Purpose and Values
3. What is a 'Disruptive Digital Leader'?	<ul style="list-style-type: none"> ▪ The Leadership Competencies of a 'Disruptive Digital Leadership' ▪ Assessment: How Emotional Intelligent are You? ▪ Importance of Empathy and Social Skills in Driving Digital Transformation at the Workplace ▪ Case Study: Microsoft Corporation CEO - Satya Nadella
4. Effective Communication Skills	<ul style="list-style-type: none"> ▪ The Importance of Communicating Openly and Honestly ▪ Video Case Study: Marriott Hotel CEO on How to Develop Great Communication Skills during times of Crisis? ▪ Individual Exercise: Identify Non-Verbal Communication
5. Compassion with Empathetic Listening	<ul style="list-style-type: none"> ▪ Case Scenarios: Empathy in Developing Relationships with Stakeholders during Crisis at the Workplace ▪ Influencing Stakeholders with Effective Listening Skills ▪ Best Practice: How to Be a Better Listener at the Workplace?
6. Importance of Mindfulness and Positivity	<ul style="list-style-type: none"> ▪ Group Discussion: Mindfulness and Being Present ▪ Best Practice: Building Trust and Engaging Team Members ▪ Techniques to Develop Mindfulness
7. Coaching the Team for Success	<ul style="list-style-type: none"> ▪ Group Discussion: Understand the Team's Key Challenges ▪ Video Best Practice: Coaching the team through the Challenges ▪ Real-Play: Practice Tough Coaching Conversations
8. Conclusion	<ul style="list-style-type: none"> ▪ Individual Exercise: Personal Leadership Action Plan ▪ Best Practice: Post Workshop Resources for Self-Learning ▪ Post Workshop Resources: Recommended Videos and Readings

APPENDIX: MASTER FACILITATOR'S PROFILE – PROF SATTAR BAWANY, CMEC



[Prof Sattar Bawany](#) is the Chief Executive Officer & [C-Suite Master Executive Coach](#) of the [Centre for Executive Education](#) (C.E.E.).

Prof Bawany is concurrently the Managing Director of [Executive Development Associates](#) (E.D.A.) Inc. in the Asia Pacific region.

He is currently the Adjunct Professor of Organisational Leadership with Curtin Graduate School of Business (CGSB) and a member of the International Advisory Board of Curtin University. He is also the Adjunct Professor of Strategy with the Paris Graduate School of Management (PGSM).

He was awarded the "[Executive of the Year – Human Resources Consulting](#)" at the Singapore Business Review Management Excellence Awards 2019.

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

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 including Mercer HR, Hay Group/Korn Ferry and DBM Asia Pacific.

Prof Bawany is an astute advisor to executives who need to know how they are perceived and want to focus on what is most important in their professional and personal lives. He has coached a range of leaders, from CEOs to senior vice presidents, and high potential managers. His current work with [clients and organizations from diverse industries](#) focuses on encouraging individual initiative and leadership from a systemic perspective to achieve clearly defined business results. His specialty is effectively linking people processes to business outcomes.

He is a Key Note Speaker at international and regional [Conferences, Workshops and Seminars](#) on Talent Management and Leadership Development related themes.

Prof Bawany is an accomplished author and has [published an extensive series of articles](#) on themes related to Talent Management and Leadership Effectiveness. His book on "[Transforming the Next Generation of Leaders: Developing Future Leaders for a Disruptive, Digital-Driven Era of the Fourth Industrial Revolution \(Industry 4.0\)](#)", published in 2019 by Business Expert Press (BEP) LLC in New York was endorsed by [global thought leaders including Dr. Marshall Goldsmith](#).

His latest book is entitled "[Leadership in Disruptive Times](#)" (2020) is also published by BEP and will be made available globally in July 2020 on Amazon and other online bookstores.

Prof Bawany is a Fellow of the International Professional Managers Association (IPMA) and The Chartered Institute of Marketing (CIM). He is a Professional Member of the Society for Human Resource Management (SHRM) and the Chartered Institute of Personnel and Development (CIPD). He is also a Practicing Member of the International Coaching Federation (ICF) and the International Association of Coaching (IAC).

For Prof Sattar Bawany's Video Presentation on the theme of 'The Future of Leadership in the Digital Economy or Fourth Industrial Revolution,' visit <https://youtu.be/Tz0yfgkDVLl>. The other Videos could be viewed at https://www.youtube.com/playlist?list=PLQLXLuxji_tJvn21Ehl_uVERYcvzqJPBa.