

## The Future Leader Program (Virtual and F2F sessions )



### “Solving Today’s Problems with Tomorrow’s Capabilities”

The entire world is going through the most challenging global pandemic in a hundred years. COVID-19 pandemic has created a disruption with lasting effects. The world we know has completely changed and has heightened the need for leaders and managers to be equipped with future orientated capabilities for not only to navigate self, the workforce and the business in the “new normal “ but also have fresh perspectives and new thinking for future disruptions.

Being a “Future Leader” is about balancing the three core roles of a leader : Strategic Leadership Business Management, , and People Development in a new dimension where boundaries are ever being blurred, the volatility and uncertainty of business conditions and environment are ever increasing , digitization becoming imperative for business continuity , the future workforce and workplace being both physical and virtual .

The Future Leader is a 16 Hr Virtual classroom program designed to be interactive and participative, with a focus on addressing urgent and challenging issues in real time. The sessions are split into three 3 Hr virtual classroom sessions with a regroup meet after 30 days. Session 4 is a facilitated reflection, sharing and planning webinar.

**Target Audience: All business leaders and people managers**

#### Duration :

- F2F Classroom Session : 2 days
- Virtual Classroom session : 3 sessions (each 3 hrs ) and a follow-up 4 Hr post 30 days plan review

## Learning Outcomes

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

- Discuss the massive effects that the COVID-19 disruption has created on the economy and people
- Take stock of their organization's existing business continuity plans and readiness
- Reframe change management and transition into a new way of thinking and doing
- Acquire and practice applying people management skills and innovative cognitive skills based on the Future Leader™ framework and sustainability management principles
- Apply key future-proof leadership lessons from a series of actual case studies reflecting each of the Future Leader elements
- Enhance perspectives and sharpen future-oriented leadership skills to lead others through a Post-COVID-19 environment

## Key Topics

1. **Global Trends and Disruption** : Global trends such as the decline of neoliberalism and the emergence of a post-capitalist era are just some of the changes taking place. The COVID-19 pandemic happens to be a disruption that accelerated this pathway.
2. **Business Continuity** : What constitutes a truly robust business continuity plan, and what do we do now that we are already dealing with COVID-19?
3. **Transition Management** : Reframing 'change management' in a different way and facilitating faster change adaptation for self and others in the context of a post-COVID-19 world.
4. **Sustainability Management** : Applying sustainable practices in business, society, the environment, and our personal life that will benefit current and future generations. How do we bring in sustainability into our organizations?
5. **21<sup>st</sup> Century People Management** : Approaching perennial people management practices through a re-invention and re-imagining of critical people skills especially in remote settings, and using technology as a practical enabler. How do we redefine capabilities such as fostering resilience and mental fortitude within the workforce? How do future-oriented leaders coach and manage remotely? How can leaders build trust and enhance morale in vastly different work environments (work-from-home being the new normal)?
6. **21<sup>st</sup> Century Human Resource Management** : What trends are changing the way we manage people, from multiple perspectives? If work-from-home becomes the norm, how will HR policies change?
7. **The White, the Blue and the Grey** : Beyond VUCA, what current thought leadership will help leaders navigating through the current COVID-19 crisis and into an 'unknown' future.
8. **Call to Action**: Able to develop an immediate coping strategy as well as a continual action plan in their leadership preparedness journey.



## Future Leader Webinar Series on : “Sustainability and the Future Leader”

*“Solving Today’s Problems with Tomorrow’s Capabilities”*

### **The Why..**

The entire world is going through the most challenging global pandemic in a hundred years. Leaders are dealing with many unknown variables and facing an uncertain future. The COVID-19 pandemic has also created a disruption with lasting effects. This period of extreme stress also creates an opportunity for leaders and managers to unlearn and relearn critical skills and to act in very unfamiliar conditions. For some organizations the COVID-19 might create opportunities to change its core business, aligned to Sustainable Management practices. Organizations that successfully integrate sustainability management practices are essentially making money in responsible ways as we move into this New Normal.

### **The What..**

**What is Sustainability Management anyway?** Future leaders must wake up to the fact that they must adopt new ways of working. Future leaders must embrace sustainability—this means they must seek to deliver outcomes that maximize value across the so-called ‘triple bottom line’ (Planet, People, Profit) to ensure future generations have the same opportunities that we currently enjoy. In many ways, future leaders have no choice. We are seeing a shift to a new capitalistic model, where organizations need to embrace more responsible ways of making money! Organizations that want to thrive in the Neo-Capitalist Era need to see how their core business link to and support one or more of the 17 Sustainable Development Goals (SDGs), put forth by the United Nations in Adopting and adapting best practices in sustainable leadership and sustainable business/ organizational operations will enable the future leader to create new value throughout the entire value chain and this in turn will differentiate their organization from others.

### **The How...**

Being a future leader is really about balancing three critical roles to support any organization’s transition into such a 21<sup>st</sup> Century organization: Business Management, Strategic Leadership, and People Development. One of these roles focuses on the here and now. The other two are future-oriented. Future leaders also need to cultivate the 9 mindsets and skills required to build resilience, enhance influence and cultivate a different kind of innovation to meet the challenges of this new world.

### **What is covered : Macro Themes**

- Disruption and the emergence of a Neo-Capitalist Era
- Why conventional Business Continuity Plans and Corporate Social Responsibility initiatives are simply not enough
- The 17 Sustainable Development Goals and how it can align to any organization’s core business
- The ‘Triple Bottom Line’ and why it is important for any organization
- Welcome to the 21<sup>st</sup> Century: Digital Transformation and the Future Leader, a natural synergy

**Duration :** 2 day program.

## Topics

### The Future Leader

- Meet the Future Leader: Balancing three critical leadership roles (J. Siew)
- Leadership trends: Remote Management, Remote Hiring, the Hybrid Workplace
- The Six Principles of Sustainable Leadership (A. Taylor)

### Sustainable Leadership Skills

- The New Skills the world is looking for in the 21<sup>st</sup> century
- Going Glocal: Thinking global and acting local
- Cultivating the 9 mindsets and skills of a Future Leader (J. Morgan)
- Leading Self versus Leading Others against a Future and Sustainable Context
- Challenges facing sustainable future leaders ... and how to manage them

### Sustainable Organizations: Creating Sustainable Business Operations

- Why embrace Sustainability as a strategic level and operational differentiator?
- Identify the relevant levers for incorporating sustainability as an organizational capability
- Creating new business capabilities and addressing ROI on sustainable efforts
- Enhancing strategy and execution as a sustainable organization
- Leading sustainable change throughout the supply chain
- Building a case for change...