

Leadership

Ver 1.5

Discover your potential



Program Outline



Winner of
PSYCHOMETRIC Provider
of the year



Finalist of
TEAM BUILDING Provider
of the year

Program Outline

To achieve long-term success, companies must equip their most promising executives to handle the formidable challenges associated with moving into new and increasingly more complex leadership roles.

Whether you are a veteran business leader, a technical manager or an undergraduate, in **The Enlightened Leadership Program**, you will learn to lead under pressure, facilitate change, build teams, and develop talent throughout the organization.

Dates (2019)

To be advised

Location

To be advised

What you can expect

With a history of research and application spanning 34 years on human behaviors and leadership, **The Enlightened Leadership Program** provides you with strategies to handle the formidable challenges associated with moving into new and increasingly more complex leadership roles.

You will gain a better understanding of your own approach to leadership and acquire new ideas to optimize and sustain your potential.

You will leave the program with fresh perspectives and tangible action plans for taking charge and inspiring leadership. Specifically, you will:

- Understand, recognize, and foster the right leadership qualities in yourself and others
- Advance your personal leadership skills and accelerate your individual role in building and leading a high-performing organization
- Stay on the fast track, while dealing with new responsibilities and operating contexts
- Manage organizational politics and build relationships to achieve both professional and personal goals
- Improve your analytical and

tactical skills in order to resolve disputes and achieve better outcomes in complex negotiations

- Lead effectively through situations involving conflict
- Balance your personal leadership style with the demands of the organization
- Create opportunities for personal reflection amid day-to-day issues and crises of management
- Understand and address current operational challenges and opportunities while transforming the organization's operational capabilities into a sustainable competitive advantage
- Address the challenges faced by general managers and top management

The Unique Difference

The Enlightened Leadership Program is an immersive learning experience that accelerates your personal and professional transformation by combining the best in **Identi3 Profiling** and **Identi5 Systems**.

Identi3 Profiling is an award winning psychometric tool that helps you to understand your limitation as a leader and how to exceed beyond your limitation.

Identi5 Systems is a unique set of diagnostic instruments that help



you identify areas of weakness in leadership and organization structure so that you know what areas to start fixing.

Through the combination of art and science, we are able to transfer you into a knowledgeable and confident leader.

How will I/ my organization benefit?

The Enlightened Series Programs can be a significant investment for both you and your organization. However the opposite of paying for education is to pay for dreadful ignorance.

Our program beyond the basic transmission of skills and theories. Each development program provides applicable lessons in real life that can be implemented immediately.

Our content are unique and proprietary. You will gain fresh perspective not available elsewhere. Each program contains groundbreaking curriculum and help to build an 'enlightened' organization.

Our programs are conducted by experienced colleagues using tested methodologies. Instead of making costly mistakes, you shortened your experience curve.

Do read the testimonies provided by the past participants of this program.

Who is right for this program?

This program is specifically designed for the fast-track individual with 1 to 25 years of experience in roles of increasing responsibility.

Participants are performers in positions of authority who want to grow as leaders. They represent companies of all sizes and stages in diverse, growing industries.

Typical participant titles include, but are not limited to:

- Vice Presidents
- Directors
- Senior Managers
- Senior Managers
- Team Leaders

Although the program focuses on individual development, companies sending groups of three to five participants from different functions will benefit from collaboration, teamwork, and learning for their organizations.

This helps to create:

- A core group of talented individuals thinking and conversing about leadership issues
- A common understanding of the challenges confronting the emerging leaders—and of ways to avoid potential pitfalls
- Champions who can reinforce the principles of the organization
- A model for personal development that can be used within the company's leadership teams
- Mentors who can build the next line of leaders

Methodology And Activities

In this program, design thinking, questioning and application takes center stage.

Every component of this program is highly interactive with an analytical and experiential approach. Some of these activities are:

- Use of psychometric and diagnostic instruments to provide a qualitative and scientific approach
- Use of scenarios and problem-solving approach
- Use of real-life case studies and role play
- Use of experiential activities to bring about understanding of concepts and applications
- Group discussion and project work
- One to one coaching

What You Will Learn

Depending on which track you select, you will gain invaluable insights to lead your team.

Refer to the following pages for program info.

Investment

Our two day program is SGD 1,088/ pax

Early birds confirmation before 7th of Sept and Nov 25th 2019 will receive a \$200 discount.

Class Size

Minimum class size of 12
Maximum class size of 30

Refund Policy

- You can submit in writing should you find that the course unsatisfactory. We will return up to 50% of the course fees
- You cannot return used credits, workbooks or other consumables.

Terms And Conditions

- When you use Identi3 Products and Techniques, you abide by the End User License Agreement (EULA) found on the website (www.Identi3profiling.com). This includes observing the copyrights and trademarks
- Identi3 Profiling reserves the right to make changes without prior notification

Day One - Leadership Fundamental

Program objective: Personal Development for Leaders

Deliverables: You will understand whether you possess the leadership traits and how to bridge your gaps. You will understand how your traits determine your leadership style. Using the Organization Effectiveness Quotient (OEQ), you will understand how to lead a business. You will build on your charisma as a leader and learn how to negotiate and resolve conflicts tactfully.

- Understanding what is traits-based leadership
- Defining your leadership
- Understanding how to resolve organization challenges as a leader through the use of Identi5 OEQ framework
- Communicating like a leader
- Negotiating and conflict as a leader
- How to build leadership charisma

Time	Objective	Content	Medium
09:00 - 09:30	Alignment of objectives Background of trainer	<ul style="list-style-type: none"> • Overview of learning objectives • Alignment of expectation • Introduction to trainer 	Multi-media Discussion 
09:30 - 10:30	Understanding the personality of a leader	<ul style="list-style-type: none"> • Participants discuss the personality of a leader 	Multi-media Discussion 
10:30 - 10:45	Break		
10:45 - 11:00	Understanding if I have the personality of a leader	<ul style="list-style-type: none"> • Using the Identi3 self-discovery graph 	Multi-media Exercise Discussion 
11:00 - 11:30	Understanding my personality and leadership style	<ul style="list-style-type: none"> • Explanation of 16 traits • Video on traits 	Multi-media Discussion 
11:30 - 12:30	Group Activity - Understanding the 3 different leadership style based on your leadership traits	<ul style="list-style-type: none"> • Grouping into 3 leadership styles • Understanding your leadership style • Presentation of answers 	Discussion Multi-media 
12:30 - 13:30	Lunch		
13:30 - 14:00	Understanding Identi5 Organization Effectiveness Quotient (OEQ)	<ul style="list-style-type: none"> • Understand the organization life cycle through OEQ • Understand how to lead organization through change and disruption 	Multi-media Discussion 
14:00 - 14:30	Tabulating OEQ results and analyzing results	<ul style="list-style-type: none"> • Identifying Organization Effectiveness level 	Exercise Discussion 
14:30 - 15:30	Leadership Speech	<ul style="list-style-type: none"> • Understand how to give strong and powerful speeches like a leader that really solves problems 	Presentation Discussion 
15:30 - 15:45	Break		
15:45 - 16:30	Negotiating and resolving conflicts as a leader	<ul style="list-style-type: none"> • Role play scenarios that help leaders in various leadership situation 	Powerpoint Role play 
16:30 - 17:00	Debrief and Summary	<ul style="list-style-type: none"> • Review of learning points • Feedback form 	Role play Discussion 

Day Two - Leadership Extended

Program objective: Understand how to navigate the office environment as a leader

Deliverables: This extended module for Enlightened Leadership aims to equip leaders with skills, knowledge and ability to diagnose their operating environment. Being sensitive and with the ability to assess their environment will increase a leader’s ability to implement their plans.

- Introduction to Identi3 leadership style
- Understand how to deploy the right person
- Understand the difference between Traits, Techniques and Context
- Navigating an organization culture
- Understand the 7 stages of leadership and how it impacts the leader
- Understand how to coach as a Leader
- Understand the Leader-Supporter formation
- Understand Task-Relationship techniques as a leader
- Growing as a leader

Time	Objective	Content	Medium	
09:00 - 09:30	Alignment of objectives	<ul style="list-style-type: none"> • Recap of leadership fundamentals • Overview of learning objectives • Alignment of expectations 	Powerpoint Discussion	
09:30 - 10:15	Understanding Identi3 Leadership styles	<ul style="list-style-type: none"> • Understanding of Identi3 Types • Understanding of leadership styles through the various Identi3 Types 	Exercise Discussion	
10:15 - 10:30	Break			
10:30 - 11:30	Navigating the organization culture through understanding of organization context	<ul style="list-style-type: none"> • Conceptual framework T-T-C • Understanding the 3 types of culture 	Role Play Discussion	
11:30 - 12:30	Understanding the 7 stages of leadership	<ul style="list-style-type: none"> • Master the 7 stages of leadership 	Multi-media Exercise Discussion	
12:00 - 13:30	Lunch time			
13:30 - 14:30	Coaching for leaders	<ul style="list-style-type: none"> • Coaching with and without using psychometric profiling • Coaching on organization effectiveness 	Powerpoint Exercise Discussion	
14:30 - 15:00	Understanding Leader-Supporter Formation	<ul style="list-style-type: none"> • Understanding Leader-Support Formation • Case studies 	Powerpoint Exercise Discussion	
15:00 - 15:30	Understanding Competency-Likeability Matrix	<ul style="list-style-type: none"> • Understanding Competency-Likeability Matrix • Case studies 	Powerpoint Exercise Discussion	
15:30 - 15:45	Break time			
15:45 - 16:30	Introduction to Situation Leadership	<ul style="list-style-type: none"> • Understand task-relationship concepts • Understanding Situational leadership Model • Application of Situation Leadership 	Powerpoint Discussion	
16:30 - 17:00	Debrief and Summary	<ul style="list-style-type: none"> • Review of learning points • Feedback form 	Role play Discussion	

Master Trainer



Since embarking on a training career using psychometrics, Jace Tan has seen and read the personality profiles of more than 10,000 individuals. Today, Jace works with corporates and individuals and helping them attain their personal goals.

By using the quick and easy psychometric tool known as Identi3® and supporting systems questionnaire called the Identi5®, participants have achieved results of up to 90% improvement from their current state. His extensive experience in the different life challenges, job functions, industries and corporate structures, has imbued him with an in-depth knowledge of individual and organizational needs.

Jace has extensive experience in relationship coaching and helping people find love back in their life. This includes talks, workshops for young people, singles and married couples.

Jace is the co-author of many HR related books and his own series called 'Release Your Handbrake'. He has also been invited to speak on LIVE 93.8 FM on various aspects of Talent Management.



"Hi Jace!

The profiling session has certainly been helpful. I am amazed at how accurate the analysis is and that you have provided me with good directions to proceed as I am about to make a career transition from the Army to the commercial world.

I certainly look forward to the Career Coaching Workshop, which I strongly believe will allow me to explore more self awareness skills and narrow down into areas and to develop my own personal strategies."

- Lim Shiou Liang
Singapore Armed Forces Captain
Singapore

Testimonies

"It is truly a remarkable program that can be used to assist management personnel to understand and build a stronger workforce. This program helps the top management to understand each and how to utilize each and every employee's strength as well as understand their weaknesses. It also assist anyone who participates in this program to think out of the box."

- Winnie Low
General Manager
Singapore



"Today I had a chance to read my profile. I was amazed by your report which matched most of myself. A sentence in the report caught my eye which lingered in my mind for a long time - 'being a leader is different from being a manager'. I might wish to be a good manager rather than a good leader indeed. I did not differentiate one from another. I perceived both as the same. As advised by the report, I will do what it takes to be a leader beyond a manager for the team, company, and myself.

Thanks a lot for giving me a chance to discover myself and several pieces of advice to being a better leader."

- James Song
Country Manager
South Korea



"Dear Jace,

"I just wanted to say thank you again for a fulfilling training on personal value profile.

I found the 3-day module and exercises very insightful and helpful to understand and improve my leadership.

All the best,"

Douglas Ariza
Director of Rooms
The Regent Singapore, A Four Seasons Hotel



About Identi3® Profiling



Identi3® Profiling specializes in analyzing individuals, teams and organizational performance and supports both people and organizations in extracting relevant information to boost performance excellence.

With a 33 year history, Identi3® Profiling now serves more than 2,000 global companies worldwide. Identi3 Profiling ensures its edge with continued research, innovation, and normative studies.

The success of Identi3® Profiling is attributed to the maturity of users who look beyond conventional psychometric profiling.

Compared to inelegant psychometric tests which consist of hundreds of questions, Identi3 Profiling distils complex psychometric assessments into an elegant questionnaire comprising only 20 questions. The outputs are accessible, useful graphics that engage management and employees alike. These provide a catalyst for change in an easy-to-understand way.

For individuals, the profile results help them to gain deeper insights into their traits and understand their how they fit in.

www.Identi3profiling.com

About Identi5® Systems



Identi5® Systems works hand-in-hand with Identi3® profiling.

Identi5® looks beyond profiling to address a holistic system to help individuals and organization reach it's goal.

Whether it is individual, relationship or organizational systems, Identi5® looks at the five supporting pillars and helps to address the balance in this areas.

Many couples often do not have a clear understanding of the dysfunction in their relationship. Identi5® helps them see the area where they need help clearly and provides a systematic approach to build a more Enlightened Relationship.

www.Identi5systems.com

Client List

- 3M
 - AIA
 - Bank of China
 - BreadTalk
 - DBSchenker
 - DBS Bank
 - Cargill
 - Caterpillar Cove
 - Cengage Learning
 - Changi Airport (AES)
 - CIBA Vision
 - Courts
 - Cycle and Carriage
 - DSTA
 - DornierTech
 - Elliot Turbo
 - EuroRSCG Advertising
 - Fuji Xerox
 - Fullerton Hotel
 - FMC Technologies
 - GuccoLand Limited
 - Health Sciences Authority (HSA)
 - Hemsley Design Holdings
 - Hitachi Aquatech
 - Hill & Knowlton
 - Horizon Terminal
 - Hoyu Hair Coloring
 - IMC Shipping
 - IKEA Home Furnishings
 - Jason Electronics
 - Johnson & Johnson
 - Jobscentral/ JobsFactory
 - Kaplan Higher Education
 - Keppelfels
 - Kulicke and Soffa
 - LearnSG
 - Louis Vuitton
 - Little Skool House
 - Marine Harvest
 - Microsoft
 - Monetary Authority of Singapore (MAS)
 - Mendaki Sense
 - Maersk Shipping
 - Merck Sharpe Dome (MSD)
 - Ministry of Defense (Mindef)
 - National Environment Agency (NEA)
 - National Health Group (NHG)
 - NTUC Care and Share
 - NTUC HRD
 - NTUC Learning Hub
 - OCBC Bank
 - Panasonic
 - People's Association (Sembawang)
 - Philips Electronics
 - Pfizer
 - Procter and Gamble
 - Power Seraya
 - Regent Hotel
 - RE&S
 - Standard Chartered Bank
 - Singapore Exchange (SGX)
 - Singapore Discovery Center
 - SMRT
 - Sony Electronics
 - STJobs
 - Triumph International
 - USME
 - WDA
 - YCH Logistics
- And more...