



DBM

Better Transitions. Better Results.

Public Seminar Series 2011

Masterclass on Strategic Leadership Development

'Leadership That Gets Results'

28 July 2011 | 9:00am – 6:00pm | DBM Boardroom

Feedback from past participants:

"I enjoyed the workshop and learned how the various EI approaches can be used to achieve business targets. The EI framework is an excellent tool for leaders to get the results they want."

– Business Leader in Professional Services Firm

"Your workshop was very educational and, more importantly, practically useful."

– Managing Director, Media company

Workshop Synopsis

Daniel Goleman brought the notion of "Emotional Intelligence" (EI) and "Emotional Quotient" (EQ) to prominence as an alternative to more traditional measures of IQ with his 1995 mega-best-seller *Emotional Intelligence*.

According to Goleman, "A leader's singular job is to get results" (HBR March-April 2000). However, even with all the leadership development programs and "expert" advice available, effective leadership still eludes many people and organisations. One reason, says Goleman, is that such experts offer advice based on inference, experience, and instinct - not on quantitative data.

Drawing on research of more than 3,000 executives, Goleman explores which precise leadership behaviours yield positive results. He outlines six distinct leadership styles, each one springing from different components of emotional intelligence. Each style has a distinct effect on the working atmosphere of a company, division, or team, and, in turn, on its financial performance.

DBM research indicates that, with the right leadership development tool supported by executive coaching, those with leadership potential can be developed into outstanding leaders. Emotional Intelligence competencies are perhaps the most challenging for leaders to develop effectively and yet it is the one that often has the most impact on organisational climate and employee engagement.

Workshop Outline

Session 1

Introduction & Objectives

- Workshop Objectives
- S.C.O.P.E Approach
- Top 10 Lessons Learnt on Executive Derailment

Session 2

Demystifying Emotional Intelligence

- Leadership of the 'Heart' and 'Mind'
- The Emotional Intelligence (EI) Competencies
- Goleman's vs BarOn's EI Competency Models

Session 3 Developing Your Emotional Intelligence

- Individual Exercise: EQ Quiz
- The Six Leadership Styles and BarOn's EI Competencies
- Video Case Study: EI & Leadership Styles

Session 4 Organisational Climate and Employee Engagement

- Dimensions of Organisational Climate
- Sustaining Employee Engagement
- Relationship between Leadership Effectiveness and Organisational Climate

Session 5 Summary and Personal Action Plan

- Review of the Key Concepts and Models
 - Individual Exercise: Leadership Development Plan for the next 90 days
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All Participants will receive a copy of the latest edition of “*The EQ Edge: Emotional Intelligence and Your Success*” by Steven J. Stein & Howard E. Book.

About Your Masterclass Facilitator : Prof Sattar Bawany

Sattar Bawany is the Managing Director for Singapore and Coaching Practice Lead, Asia of DBM. He is also the Adjunct Professor of Strategy with Paris Graduate School of Management (PGSM). He is also the Co-Chair of the American Chamber of Commerce (AmCham) Singapore's Human Capital Committee.

Sattar has over 25 years' international business management experience, including 15 years in executive coaching, group facilitation, and leadership development and training with global management consulting firms. In addition to his business and consulting career, Sattar has over 10 years of concurrent academic experience as an Adjunct Professor teaching senior executives international business strategies, leadership development and human resource courses at various leading universities.

Sattar 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. Sattar has coached a range of leaders, from CEOs, to senior vice presidents, and high potential managers. His current work in organisations focuses on encouraging individual initiative and leadership from a systemic perspective in order to achieve clearly defined business results. His specialty is effectively linking people processes to business outcomes.

Prior to joining DBM, Sattar has assumed senior management roles at Hay Group, Forum Corporation and Mercer HR Consulting.

He is regular speaker at international and regional Conferences, Workshops and Seminars on Strategic Human Resource Management, Talent Management & Succession Planning and Executive Leadership Development. His articles on Strategic HRM, Career Management and Talent Management including Executive Coaching have been published frequently in the 'The Straits' Times', "Today's Manager" , 'Human Capital' and 'Human Resources' publications. He has also appeared regularly on MediaCorp's Radio's 93.8FM Live as a studio guest.

Upcoming DBM Public Seminar Series 2011

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|--|---------------------------------|
| <input type="checkbox"/> Competency-Based Interviewing Skills | 1 & 2 September 2011 |
| <input type="checkbox"/> Harnessing the Potential of Gen-Y | 19 October 2011 |

For further information on the above workshops and registration details, please contact:

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Email: alui@dbm.com

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REGISTRATION FORM

DBM Public Seminar Series 2011

Masterclass Workshop on 'Leadership That Gets Results'

Workshop Fee: S\$695.00 plus GST

Register TODAY - Enjoy a 10% Discount when you sign up 3 or more Delegates!

Date: 28 July 2011

Venue: DBM Singapore Boardroom

Address: 1 Robinson Road #20-01 AIA Tower, Singapore 048542

Time: 09:00 to 18:00 (Lunch and Tea Breaks included)

Organization Details

Organization Name: _____

Billing Address: _____

Contact Person: _____

Designation/Dept: _____

Tel/DID: _____ Email: _____

Delegate Details

Mr /Ms /Mrs / Dr: _____

Designation/Dept: _____

Tel/DID: _____ Email: _____

Mr /Ms /Mrs / Dr: _____

Designation/Dept: _____

Tel/DID: _____ Email: _____

Mr /Ms /Mrs / Dr: _____

Designation/Dept: _____

Tel/DID: _____ Email: _____

Send completed form and a crossed cheque (mail) payable to:

DBM Career Management (S) Pte Ltd

1 Robinson Rd
#20-01 AIA Tower
Singapore 048542

Attn: Annie Lui

Tel: (65) 6534 2922 Fax: (65) 6534 2933

Email: alui@dbm.com.sg

GST Registration No.: 1997-05233-K

Your registration will be acknowledged via email or phone.

Administrative Information

1. Prevailing GST of 7% is applicable.
2. Registrations will be confirmed upon receipt of completed Registration Form and Full Payment.
3. Registrations of 3 or more delegates from the same organization, a discount of 10% is applicable.
4. If you are unable to attend, a substitute delegate is welcome at no extra charge.
5. For cancellations received in writing four (4) weeks before the scheduled workshop date, 50% refund will be made. No refunds will be made less than four (4) weeks prior to the workshop.
6. All facilitators/topics are correct at time of printing. DBM reserves the right to alter the content and timing of the programs for reasons beyond its control.