

# Leading Beyond 2020

**Be the Leader in Disruptive time  
Pave the way for the Coming New Normal**



In the past year, we have been facing a series of social events and the outbreak of COVID-19 which severely impact Hong Kong and the global economy.

Amid these turbulences, people are desperate for leaders who can lead them through the unprecedented challenges and pave the way for the disruptive and uncertain future. There is a rising demand on a new way of leadership now

## Objectives

- Learn the new leadership mindsets and competencies required for the future leaders beyond 2020
- Understand agile leadership framework, and acquire practices and tools for leadership agility, organization sustainability, decision making, people engagement and collaboration
- Acquire practices and tools to develop agile culture and values in your circle of influence
- Connect and learn with leaders in various sectors and come up with solutions to lead your people and

## Target participants

- Team leaders, middle to senior management in organizations in various industries, especially for who are working in a fast changing industry and leading a diverse workforce.

## Blended Learning Approach - An unprecedented and Inspirational New Learning Experience

This program is designed in a blended-learning approach that combines self-learning, traditional classroom training, online training and coaching in order to enhance the learning experience and effectiveness.



ACTIVITY	MODE	TIME
1 Agile Leadership Assessment & Organizational Agility Readiness Assessment	Offline	Self-arranged
2 Pre-workshop Learning	Online (Readings & Videos)	Self-arranged
3 Live small class training x 4	Online (ZOOM)	2.5-hour / session
4 Group Coaching x 1	Online (ZOOM)	3-hour /session

# Course Outline

Medium: Cantonese with English terminology

## Week 01

### Session 1: Leadership required in the VUCA world and beyond 2020

- Explore leadership challenges in today's VUCA-driven business environment with digital transformation
- Understand the nextgen leadership competencies to succeed in turbulent times

- o The VUCA world, the ABCD in digital transformation and the implication and challenges to business
- o Leadership trend to MBV and servant leadership
- o Nextgen leadership competencies required in 2020 and beyond
- o Review of your leadership style for 2020 and beyond

## Week 02

### Session 2: New mindset and framework for leadership agility and sustainability

- Understand Agile leadership mindset and framework to embrace change in a time-boxed, transparent and iterative approach to drive team collaboration and organization success
- Integrate with servant leadership to lead and build team in VUCA world with definite rhythm and achieve sustainable organizational result

- o What is agile leadership, why and when to adopt
- o Agile manifesto and twelve principles
- o Agile frameworks – Scrum, Kanban and Lean
- o Agile mindset, values and leadership development

## Week 03

### Session 3: Innovative practices and tools for agile leader beyond 2020

- Learn the management practices and tools to enhance meeting effectiveness, decision making, and people engagement and collaboration
- Develop skills to apply agile leadership practices in fast changing, uncertain environment

- o Meeting practices and tools: daily standup, retrospective, kanban
- o Decision making practices and tools: planning poker, prioritization, backlog
- o Engagement and collaboration tools: engaging multigenerational workforce
- o Conflict handling and facilitation skillst

## Week 04

### Session 4: Co-create the culture with your people and develop your blue print for leadership success

- Learn to implement transformation with BRIC - an effective framework and model for leading change
- Understand and resolve the challenges and barriers when adopting leadership approach in reality

- o Leading transformation with BRIC model
- o Building agile culture in your organization
- o Case study and application
- o Personal leadership assessment and development planning