



# **SENIOR EXECUTIVE ADVANCED LEADERSHIP PROGRAMME**

**SEPTEMBER – NOVEMBER 2023**

# PROGRAMME OVERVIEW

This programme offers a comprehensive exploration of leadership principles with a strong focus on self-leadership and emotional intelligence. Participants will delve into an array of leadership styles, harnessing their unique attributes while mastering effective techniques for leading high-performance teams, including communication, conflict resolution, coaching, and feedback.

SEAL programme goes beyond conventional leadership paradigms, addressing the challenges of a dynamic landscape by seamlessly integrating Islamic strategic leadership principles and the Maqasid of the Shari'ah. Through heart-centered Islamic organisational coaching and strategic management frameworks, participants will hone their skills in strategic decision-making, culminating in tailored strategic plans aligned with their organisation's objectives.

Tailored exclusively for senior management, this programme enhances strategic thinking, empowering leaders to foresee challenges, drive transformative change, and seize emerging opportunities. The programme's personalised approach fosters a paradigm shift, encouraging leaders to refine their styles, embrace innovative perspectives, and apply newfound insights in their leadership journey. In a world of perpetual change, SEAL Programme equips Senior Executive Leaders with the strategic acumen needed to excel, enabling them to lead with unwavering vision and adaptability in their respective industries.

# PROGRAMME OBJECTIVES

## 1 MASTERFUL SELF-LEADERSHIP AND EMOTIONAL INTELLIGENCE

Participants will demonstrate proficient self-leadership principles, showcasing resilience, proactive decision-making, and personal growth. They will exhibit heightened emotional intelligence, effectively managing their own emotions while fostering empathetic and impactful leadership in diverse contexts.

## 2 ADAPTIVE LEADERSHIP STYLES AND TEAM EXCELLENCE

Senior Executive Leaders will recognise and adapt their distinct leadership styles and personalities, leading to enhanced self-awareness and dynamic leadership strategies. They will implement techniques for leading high-performance teams, showcasing exceptional communication, conflict resolution, coaching, and feedback skills.

## 3 STRATEGIC AGILITY IN COMPLEX ENVIRONMENTS

Participants will excel in managing volatile, uncertain, complex, and ambiguous (VUCA) environments, crafting strategic plans that embrace uncertainties and leverage opportunities. They will operationalise Islamic strategic leadership principles and the Maqasid of the Shariah, aligning their leadership practices with ethical and wise decision-making.

## 4 HEART-CENTRED COACHING AND STRATEGIC MANAGEMENT EXPERTISE

Participants will adeptly employ heart-centered Islamic organisational coaching, fostering an environment of authenticity, empathy, and innovation. They will showcase mastery of strategic management frameworks, strategic alignment, and the integral components of comprehensive strategic planning.

## 5 MASTERY OF STRATEGIC VISION AND PLANNING EXCELLENCE

Senior Executive Leaders will exhibit advanced strategic thinking and foresight capabilities, enabling them to proactively shape their organisations' trajectories by anticipating challenges and making informed decisions. They will proficiently develop and coordinate strategic plans, preparing key success measures, orchestrating future management cycles, and guiding the seamless execution of strategic initiatives.

# WHO SHOULD ATTEND

Senior Managers

Heads of Department

Heads of Unit

## PROGRAMME DELIVERY

DATE	MODULE	TIME	METHODOLOGY
12 September 2023	360-degree Leadership Survey	9:00 - 10:00 am	Virtual
9 - 10 October 2023	Rich Picture 4 Richer Business Decisions	8:30 am - 12:00 pm 2 pm - 5:00 pm	Face-to-Face
11 - 12 October 2023	Strategic Planning Development & Alignment		Face-to-Face
16 - 19 October 2023	Advanced Leadership Development		Face-to-Face
31 October 2023	Islamic Strategic Leadership		Face-to-Face
1 - 2 November 2023	1:1 Coaching Sessions	TBC*	Virtual

\*Note: One-to-One Coaching based on participants' availability



# RICH PICTURE 4 RICHER BUSINESS DECISIONS



9 - 10 October 2023

This session aims to understand the concepts in real-time applications of Peter Checkland's Soft Systems & Design Thinking methodologies to determine real issues and opportunities as well as unlock complexities in any given business situation. Participants will also learn to formulate Strategic Positioning Actions using "SPaCe matrix" (Rowe et al, 1994) to make strategic business decisions and to thrive in uncertainty and disruptions.



**DR DENY SAPIAN**  
HEAD OF BUSINESS STRATEGY

Dr. Deny Sopian is a highly skilled Systems Strategist with extensive credentials and experience in the field of management and strategy. He holds a Bachelor's Degree in Chemical Engineering from University College London, an MBA with Merit from the University of Strathclyde, and a professional DBA from the University of Wales. His research specialisation focuses on Strategic Management, Strategic Foresight, and Strategic Innovation.

An experienced Sales & Business Development Professional, Dr. Deny Sopian excels in Strategic Planning, Corporate Strategy, and Strategy Making. He has worked with top multinational companies such as Honeywell, Petrofac, Wood Group, Rolls-Royce Energy, and Nalco, delivering high-value technology solutions and services. His experience extends across industries and particularly notable is his talent in developing B2B solution offerings in the Oil, Gas & Energy sectors across the Asia Pacific region through direct and channel partnership arrangements.

Overall, Dr. Deny Sopian's significant credentials and training engagement experiences with high-profile companies which included Dialog Group Bhd., Experian Malaysia, Open University Malaysia (OUM) and Sime Darby Plantations, amongst others, make him an ideal consultant trainer for managers and business leaders seeking to acquire new skills and strategic leadership capabilities to thrive in a world of volatility and disruptions.

# STRATEGIC PLANNING DEVELOPMENT & ALIGNMENT



11 - 12 October 2023

This session aims to delve into the core principles of strategic management and the synchronisation of strategic objectives. Participants will acquire an understanding of creating a strategic blueprint, constructing essential elements of such a plan, and harmonizing and disseminating the overarching vision throughout various tiers of an organisation.



**DR SOPHIANA CHUA ABDULLAH**  
STRATEGIC PLANNING TRAINER

Dr Sophiana Chua Abdullah is currently the Founder & Training Consultant of AVisionADay, a Strategic Planning Consultant at EPIPeople Consultants and an Adjunct Senior Assistant Professor at UBD where she trains executives in Foresight & Strategic Planning. She obtained her academic qualifications from the United Kingdom and has served in the government for over three decades before retiring in 2018. Sophiana is fully certified in Strategic Management (Haines Centre for Strategic Management, Singapore) and is trained in Change Management (Macquarie Graduate School of Management, Australia) and Strategic Foresight & Horizon Scanning (Action Foresight, Australia). In recent years, Sophiana primarily focuses on assisting the government and private sector organisations in applying Strategic Thinking and Systems Thinking in the development and alignment of their strategic plans.

# ADVANCED LEADERSHIP DEVELOPMENT



16 - 19 October 2023

This session is designed to nurture executives into becoming highly effective leaders. This course encompasses, core leadership, competencies, leveraging, self-awareness, leading high-performance teams, and steering high-performing organisations. This session equips participants with the knowledge and tools to address and navigate leadership challenges in today's VUCA (Volatile, Uncertain, Complex, Ambiguous) environment.



**DR AMAT TAAP MANSHOR**  
CHIEF EXECUTIVE OFFICER  
AJM INTERNATIONAL ACADEMY, MALAYSIA

Dr. Amat Taap Manshor brings over two decades of experience as a leadership coach and strategic development expert. His specialization is nurturing robust leadership through high-impact coaching, competency model development, and strategic planning and execution.

He currently holds the position of CEO and Principal Consultant at AJM International Academy, focusing on delivering premium professional development programs. His prolific career includes Chief Executive roles at SMRT Holdings Berhad and Finance Accreditation Agency, Senior Directorship at the Asian Institute of Finance, and academia at Multimedia University and Management and Science University.

Dr. Manshor's expansive expertise cuts across Human Resources and Administration in local and international landscapes. His contributions have been recognised with the 2015 Business Leadership Excellence Award. He is a distinguished scholar with a PhD in Management from Multimedia University, reflecting his profound understanding of organizational dynamics and business strategy. Furthermore, his professional certifications from prestigious bodies like the Chartered Institute of Personnel & Development (CIPD), UK, and the Institute of Leadership & Management, UK, coupled with his Accredited Competency Professional (ACP) and Senior Certified Professional Coach designations, reinforce his professional acumen in leadership coaching and development.



# ISLAMIC STRATEGIC LEADERSHIP



31 October 2023

Leadership in an Islamic system of governance is an essential process for effective governance and should be mastered by all levels of professionals in all areas. Participants will be equipped with up-to-date knowledge of strategic leadership from an Islamic perspective, with practice cases from international and/or local contexts. After the workshop, participants will have a clear plan to develop strategic leadership capability for themselves and their unit/department/organisation.



**DR IZNAN TARIP**  
LECTURER  
UNIVERSITI BRUNEI DARUSSALAM

Dr Iznan Tarip is a lecturer in Islamic Governance at the Universiti Brunei Darussalam. He obtained his doctorate from Lancaster University Management School, UK, a quadruple-accredited world-ranked institution. Drawing upon extensive knowledge of Islamic governance, policy analysis, strategic management, Islamic leadership, organisational moral learning, management consultancy, positive psychology, and the spiritual heart, Dr Iznan aims to help others unlock their true potential in their personal and professional life.



# 360° LEADERSHIP SURVEY & 1:1 COACHING



1 - 2 November 2023

This session will focus on conducting online 360-degree leadership survey feedback to our senior executive leaders followed by 1:1 coaching support. This allows leaders to gain greater insights into their strengths and development needs so they could develop more targeted personal development plans to enhance their leadership effectiveness and success.



**TAN CAY KEONG**  
DIRECTOR  
OCCUPATIONAL PSYCHOLOGIST

Gay-Keong has over 25 years of experience in the field of HR and Occupational Psychology. He has worked with a range of clients across Asia, such as NTUC Enterprise, Singapore Ministry of Communications and Information, UOB Bank Malaysia, Astro Malaysia, Johnson Controls China/HK (using Mandarin and Cantonese) and King Abdulaziz University (Kingdom of Saudi Arabia). He had led and managed the design, implementation, and quality control of HR consultancy work such as job analysis, competency modelling, assessment tool design, talent identification programs and 360° leadership survey & follow-up coaching support. As a certified coach with the Henley Business School, University of Reading, Gay Keong has coached senior leaders, managers, and professionals in various public and private sector organisations. This includes Civil Service College, NTUC Enterprise, FairPrice, Astro Malaysia, Asahi Glass and Schenker.



**GLENN NOSWORTHY**  
PHD

Glenn obtained his doctorate in Applied Psychology in 1993 from Queen's University, Canada, and began his career as an occupational psychologist in the Canadian Public Service followed by seven years with the Royal Canadian Mounted Police. In 1999, he moved to Singapore to join the faculty of the Business School of the National University of Singapore (NUS), where he later became Head of the Department of Management and Organisation. While at NUS he taught human resource management and organisational behaviour in undergraduate, PhD, MBA, and executive programmes.

In his capacity as an independent consultant and associate, Glenn has done work for organisations such as DHL, NOL/APL, Allianz, Bulgari, Rabobank, Pfizer, Danone, Petronas, BHP Billiton, International Baccalaureate (coaching workshops), the Czech Ministry of the Interior, the Canadian Department of Defence and Atomic Energy Control Board of Canada, the Singapore Ministries of Education and Foreign Affairs, the Singapore Tourism Board, and other organisations within the Singapore Public Service. He is a Fellow of Civil Service College of Singapore and an Adjunct Associate Professor at NUS Business School, Department of Management and Organisation.

# SENIOR EXECUTIVE ADVANCED LEADERSHIP

■ 13 September - 2 November 2023



To apply for the programme, please email your completed form to askseed@bilif.com.bn by 5 September 2023

CATEGORIES	STAKEHOLDERS	NON-STAKEHOLDERS
FEE	<input type="checkbox"/> \$ 7,500 (SBS: 30%)	<input type="checkbox"/> \$ 8,000

By completing and signing this form, you hereby agree to the terms and conditions below:

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

Full Name:	<input type="text"/>	IC Number:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>
E-mail:	<input type="text"/>	Phone:	<input type="text"/>

## APPROVING OFFICER

Name:	<input type="text"/>	Email:	<input type="text"/>
Position:	<input type="text"/>	Department:	<input type="text"/>

Please email the invoice to:

\_\_\_\_\_  
Signature and Company's Stamp

## TERMS AND CONDITIONS:

### Cancellation Policy:

- All cancellation must be submitted to BILIF in writing either by letter or email.
- Any cancellation received 30 days or more prior to the training date will incur a cancellation fee of 10% of the programme fee.
- Cancellation received 8 - 14 days to the training date will incur a cancellation fee of 50% of the programme fee.
- Cancellation of registrations received 7 days or less from the date of training or if the delegate fails to attend the training, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.
- BILIF welcomes and accepts replacement of participants up until a day before the training commences.

### Other terms:

- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance/ completion.
- Payment must be made upon receipt of invoice issued by BILIF.
- BILIF reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.