



GAME CHANGERS OF TOMORROW

LEADERSHIP DEVELOPMENT PROGRAMS FOR EMERGING LEADERS



DEVELOP LEADERS



BUILD TEAMS



TRANSFORM ORGANIZATIONS

LEADERSHIP DEVELOPMENT PROGRAMS FOR EMERGING LEADERS

Transitioning from an individual contributor to a leader is one of the most significant and challenging changes for anyone new to leadership. An inexperienced and unprepared new manager can incur real business and human costs too.

As indicated by various research findings :

- Almost 60% of new managers say they never received any training when they transitioned into their first leadership role.¹
- 26% of first-time managers feel they weren't ready to lead others to begin with.²
- About 54% of employees who are looking for a new job say their supervisors didn't know how to lead a team.³

In light of these challenges, our program helps emerging leaders navigate this transition by identifying and enhancing leadership styles, developing emotional intelligence, and mastering essential skills for managing and motivating teams amidst dynamic frontline operations.

PROGRAM HIGHLIGHTS :

Target Participants:	New Managers, First-Line Managers, and High-Potentials
Program Duration:	3 – 6 months
Number of Courses:	3 modules 6 modules 12 modules 18 modules
Program Format:	Blended Learning
Credential:	Certificate & Digital Badge to be Issued upon Program Completion

WHAT'S IN IT FOR THE PARTICIPANTS?

This program will enable its participants to :

- 1 Gather a **strong foundation in leadership** principles, styles, and practices to lead confidently in diverse situations.
- 2 Evolve a **leadership mindset**, discover **personal leadership styles**, and foster self-awareness for continuous growth.
- 3 Aim for transitioning to effective team leadership, including building, **coaching**, and **leading high-performing teams**.
- 4 Develop emotional intelligence and empathy for navigating dynamics, **building relationships**, and **leading with empathy**.
- 5 Delegate higher productivity and develop **resilience**, **adaptability**, and **work-life mastery** for thriving in challenges.



WHAT THE CURRICULUM COVERS ?

Key Skills & Competencies Covered in Our Leadership Programs for Emerging Leaders :

PERSONAL LEADERSHIP

- Foundation of Leadership
- Evolving Leadership Mindset
- Transitioning from Individual Contributor to Team Leader
- Discovery of Own Leadership Styles
- Emotional Intelligence
- Time Management & Work Prioritization
- Resilience, Adaptability & Work/Life Mastery

TEAM LEADERSHIP

- Leading with Empathy
- Executive Presence
- Effective Delegation
- Performance Management & Coaching
- Creative Problem Solving &
- Decision Making

COMMUNICATIVE LEADERSHIP

- Communicate with Impact
- Feedback Giving and Receiving
- Stakeholder Management
- Inter-Departmental Collaborations

KEY HIGHLIGHTS OF OUR LEADERSHIP PROGRAM FRAMEWORK:

BASELINE MEASUREMENT



ASSESSMENT

Pre-program self-assessment on competency levels



LEARNING & DEVELOPMENT



LEADERSHIP WORKSHOPS

Leadership skills & competencies development workshops



PRE/POST PROGRAM LEARNING REINFORCEMENT

Pre/post program learning materials (digital learning, leadership toolkits)



APPLICATION



ACTION LEARNING

Experiential learning, through real time tasks or projects that provide real work-based leadership issues, challenges, and opportunities.



COACHING & PEER LEARNING

1:1 Leadership Transition Coaching; group coaching, sharing circles/peer learning

SAMPLE 6-MONTH LEADERSHIP JOURNEY



*Note: We customize and co-create our program together with you to align business and individual needs.

ELEVATE YOUR LEADERSHIP JOURNEY WITH HUMAN DYNAMIC'S TAILORED LEADERSHIP TRANSITION COACHING!

KEY COACHING FEATURES:

- Personalized guidance from a dedicated leadership coach, identifying strengths, areas for improvement, and leadership goals.
- Tailored coaching plans addressing specific transition challenges.
- Coaching sessions enhancing essential leadership skills: self-awareness, emotional intelligence, communication, team management, and collaboration.
- Access to tools and resources for applying learning to work context, tracking progress, and maximizing impact.
- Results-driven coaching, ensuring measurable improvements in organizational performance.

WE BELIEVE THAT THE INTEGRATED LEARNING APPROACH IS ESSENTIAL FOR LEARNING EFFECTIVENESS FOR YOUR LEADERS!

Our program adopts various learning methodologies below:



**Instructor-Led
Training (ILT) /
Virtual Instructor
Led Training (VILT)**



**Sharing Circles /
Group Discussion**



**One-on-One
Coaching**



Group Coaching



Role Play



**Assessments, Exercises,
Checklists, Articles**



**Activities/
Gamification**



**Case Studies/
Handouts**



**Micro-learning /
E-learning**

WHY HUMAN DYNAMIC ?



We equip leaders with the right mindset, knowledge and skills.



We empower leaders to lead themselves, others and business.



We customize our programs to suit the organizational cultures and business needs.



We have strong and dedicated professional team & network in Leadership & Change across APAC.



We ensure the sustainability of the leaders' learning through effective blended learning & coaching.

CASE SCENARIO

EMERGING LEADERSHIP : NAVIGATING CHANGE

One division director works for a mid-sized global tech company specializing in developing software solutions for various industries. He has held this position for almost a year. While the company has been steadily growing over the past few years, there has been a significant shift in the market landscape recently due to the emergence of a new disruptive technology. As a team leader within the company, he's been tasked with guiding the team through this period of change and uncertainty. His team consists of individuals from diverse backgrounds and skill sets, all feeling anxious about the future of the company and their roles within it.

Additionally, his boss, the GM, has left, and the acting boss is based in the US, making it challenging to catch up due to his busy schedule. The director also faces personal challenges as he has two children, along with a new-born baby, and has heard that a competitor approached his teammates. Feeling overwhelmed, he approached HD through HR head's referral for assistance.

OUR SOLUTION

- 1 **Change Management Consulting**
- 2 **Leadership Coaching through Leadership Development Programs for 6 months**
- 3 **Online Learning/Group Sharing & Coaching for the team**
- 4 **Transition Management Coaching for 3 months**

This scenario provides a rich context for learning about emerging leadership skills such as change management, communication, innovation, and resilience. It also offers opportunities for participants to practice problem-solving and decision-making in a dynamic and uncertain environment.

References :

- 1 & 2. Centre for Creative Leadership (2022). 12 Common Challenges of New Managers.
From <https://www.ccl.org/articles/leading-effectively-articles/first-time-managers-must-conquer-these-challenges/>
3. Society for Human Resource Management (2022). Global Survey Highlights Ways to Strengthen Workplace Culture.
From <https://www.shrm.org/topics-tools/news/global-survey-highlights-ways-to-strengthen-workplace-culture>



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