



# A JOURNEY IN TRANSFORMATIONAL LEADERSHIP

## LEADERSHIP EMPOWERMENT PROGRAMS **FOR MIDDLE MANAGERS**



DEVELOP LEADERS



BUILD TEAMS



TRANSFORM ORGANIZATIONS

# LEADERSHIP DEVELOPMENT PROGRAMS FOR MIDDLE MANAGERS

## A JOURNEY IN TRANSFORMATIONAL LEADERSHIP

Being a middle manager is not easy, especially in today's dynamic and unpredictable business environment characterized by BANI (Brittle, Anxious, Nonlinear, and Incomprehensible) conditions. They face many challenges as a leader in the middle of the organization. They have to balance it all — linking the big-picture organizational goals to the everyday operational tasks — while dealing with expectations from above and below in the chain of command and working well with others across departments.

To lead in the middle, our program helps mid-level leaders develop the skills needed not only excel, but to thrive in the organization.

### PROGRAM HIGHLIGHTS :

Target Participants:	Mid-Level Managers, Team Leaders, Functional Heads
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 **Lead with purpose**, fostering a sense of direction and motivation within their teams and aligning their actions with organizational goals.
- 2 Master skills of problem solving and influence, to **drive performance breakthroughs, lead change initiatives, and build a customer-centric culture**, contributing to overall organizational success.
- 3 Embrace integrity and accountability, **building trust and credibility with stakeholders**.
- 4 Cultivate **resilience and adaptability** to thrive in challenging situations and strive for a healthy work-life balance.

# WHAT THE CURRICULUM COVERS ?

Key Skills & Competencies Covered in Our Leadership Programs for Middle Managers :

## LEADING SELF

- Leading with Purpose
- Interpersonal Intelligence
- Integrity & Accountability
- Resilience, Adaptability & Work/Life Mastery
- Continuous Learning & Improvement

## LEADING TEAM

- Driving Performance Breakthrough
- Managers as Coach
- Inclusive Leadership
- Influencing & Negotiation
- Inter-team Collaboration
- Conflict Resolution
- Art of Effective Communication & Feedback

## LEADING BUSINESS

- Strategizing & Visioning
- Leading Change
- Building a Customer-Centric Culture
- Business Acumen
- Crisis Management

## KEY HIGHLIGHTS OF OUR LEADERSHIP PROGRAM FRAMEWORK:

### BASELINE MEASUREMENT



### LEARNING & DEVELOPMENT



### APPLICATION



#### ASSESSMENT

Pre-program self-assessment on competency levels

#### LEADERSHIP WORKSHOPS

Leadership skills & competencies development workshops

#### PRE/POST PROGRAM LEARNING REINFORCEMENT

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

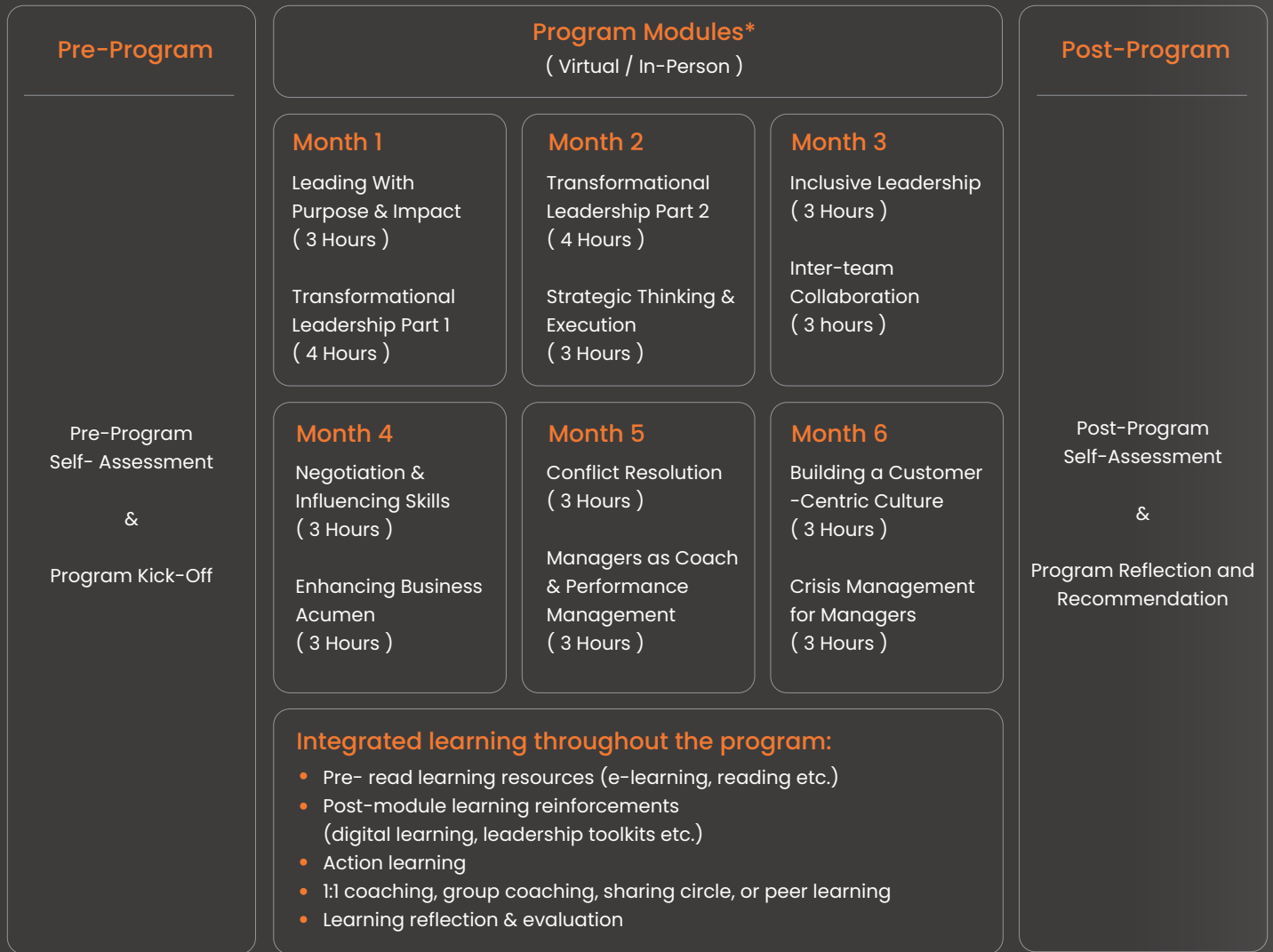
#### ACTION LEARNING

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

#### COACHING & PEER LEARNING

1:1 Business leadership coaching; group coaching; sharing circles/peer learning

# SAMPLE 6-MONTH LEADERSHIP JOURNEY ( 12 MODULES )



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

## UNLOCK YOUR LEADERSHIP POTENTIAL THROUGH HUMAN DYNAMIC'S BUSINESS LEADERSHIP COACHING!

### KEY COACHING FEATURES:

- Tailored coaching based on the 6 Coaching Tool model, maximizing each leader's strengths.
- Aimed at achieving personal peak performance and enhancing critical leadership capabilities.
- Inspiring inner motivation to set and conquer goals, fostering proactive growth.
- Empowering leaders to drive success through specific targets and objectives.
- 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

## THE TRANSFORMATIONAL TURNAROUND

Su, the newly appointed CEO of a technology company, recognized the need for major organizational change to stay competitive in the rapidly evolving market. The change involved implementing a new system to streamline processes and enhance overall efficiency. However, the organization faced a significant hurdle – A leader with bullying tendencies in a key managerial position.

Mark, the head of the department responsible for overseeing the new system implementation, was known for his aggressive management style. His approach created a toxic work environment, causing a decline in team morale and hindering collaboration. With the impending organizational change, Su knew she had to address this issue to ensure a smooth transition. Su asked HR to approach a Human Dynamic consultant to discuss how to handle and manage the team. After consulting with the HD consultant, Su decided to adopt a Transformational leadership approach to turn things around.

## OUR SOLUTION

- 1 **People Management Consultation for 6 months for CEO & HR**
- 2 **6-month Transformational Leadership Development Program**
- 3 **Group Coaching for department employees**
- 4 **Transition Management Coaching for key leaders and employees in this department**

Over time, the transformational approach yielded positive results. Mark began to embrace the change, adapting his leadership style to align with the organization's values. The team responded positively, and morale significantly improved. The organizational change was successfully implemented, and the company emerged stronger, with a more positive and cohesive team culture. Transformational leadership played a crucial role in not only addressing the negative impact of a bully leader but also fostering a positive and resilient team during a challenging organizational change.



# HUMANdynamic

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