

A High Performer LEADERSHIP Retreat

LEADING FOR STRATEGIC AND SUSTAINABLE SUCCESS (LS3)



Australian
Institute of
Management
WESTERN AUSTRALIA

1 - 4 April 2019
Perth, Western Australia

A High Performer LEADERSHIP Retreat

LEADING FOR STRATEGIC AND SUSTAINABLE SUCCESS (LS3)

The LS3 High Performer Leadership Retreat is a four (4) day Intensive Residential Programme targeted at Senior Leadership Level participants.

The overall objective of the programme is to create a forum for high performing senior leaders and develop their skills through direct coaching while learning 'to become better leaders and better human beings for a better society'.

Organisations with strong, authentic leaders consistently outperform those without both in good times and bad. The cascading impact of effective leadership across organisations is also notable, as leaders engage, activate, and retain effective high performance teams. This factor is critically important in today's challenging and complex environment; which requires organisations to find real solutions to drive growth and to manage complex change.

The LS3 Programme design focuses on four (4) distinct components: Leadership; Strategy; Implementation and Sustainability. Weaved into the design are Core Leadership Competencies and "The Case Club", which features throughout the programme on learning from a living case "The IOI Group". The case represents a dilemma related to growth and change; the Syndicate Groups will discuss and develop strategies to resolve critical issues within the case and present their findings each day.

Throughout the Programme the participants will be working in Syndicate Groups, which aims to enable positive group dynamics and significant strategic outputs. Following each daily session, each Syndicate team will regroup after dinner to work on the IOI Case; with key requirements outlined to guide the group evening outputs and required references and readings directly associated with the specific daily session. Each group will be supported and learning will be augmented through group coaching conducted by the Program Lead Facilitator.



LS3 Content Overview

Day One Strategic Focus: Leadership

Day Two Strategic Focus: Strategy

Session One

Introduction and Retreat Format

Introduction and Overview

- Reflections on Day One
- Syndicate Group Case Club Group Session One Outputs

Session Two

Leading from Where You stand

- Leadership Versus Management
- Leading Self; Leading Others
- High Performance Leadership aligned to Global Competencies
- The concept of understanding and managing the impact of 'self' on others
- Leading from a place of Value: Creating an environment of shared trust and understanding
- Authentic Leadership - global perspective on leadership theory
- The Case Club Syndicate Group Discussion

Strategic Leadership

- Starting with "Why"
- What is Strategy; & What is Strategic Thinking?
- Can You Say What Your Strategy Is?
- Providing a platform for strategic management planning: Turning Great Strategy into Great Performance
- The Execution Phase: Closing the Strategy to Performance Gap:
- The Strategy Challenge
- The Debrief – group dynamics and conflict resolution
- The Learnings
- The Strategic Actions

Session Three

Summary and Review

Summary and Review

Dinner Break

Session Four

Evening Syndicate Work and Group Coaching Sessions

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The Case Club: *The IOI Group

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Supporting Readings: No. 1 and 2

- Aunthentic Leadership
- Why Should Anyone Be Led By You

Supporting Readings: No. 3 and 4

- Can You Say What Your Strategy Is?
- Turning Great Strategy into Great Performance

LS3 Content Overview

Day Three Strategic Focus: Implementation

Day Four Strategic Focus: Sustainability

Session One

Introduction and Overview

- Reflections on Day Two
- Reflections on the Strategy Challenge
- Syndicate Group Case Club Group Session Two Outputs

Introduction and Overview

- Reflections on Day Three
- Syndicate Group Case Club Group Session One Outputs
- Overview of Syndicate Group Presentations

Session Two

Leading in Complex Changing Environments

- The Global Environment - The current economic and business landscape
- Complexity: The transforming forces
- The critical difference between traditional leadership and complexity.
- Making sense of the unpredictable within the organisational environment
- The Black Swan: New S-Curve
- The role and process of cultural change, and what leaders and managers can do to understand and shape culture
- The Case Club Syndicate Group Discussion.

Organisational Change and Transformation

- How should leaders embrace change and master complexity?
- Accelerating all employees as knowledge workers
- Succession Planning: Building organisational sustainability through individual; peer and group coaching and mentoring
- The Case Club Presentations
- Strategic Case Review and Discussions

Session Three

Summary and Review

Summary and Certificate Presentations

Dinner Break

Programme Close

Session Four

Evening Syndicate Work and Group Coaching Sessions

The Case Club: *The IOI Group

Supporting Readings: No. 5 and 6

- Learning to live with Complexity
- Embracing Complexity

Our Consultant

DEE ROCHE



Dee is a Senior Management Consultant and has been facilitating, public speaking; teaching and working with groups for over 25 years within private, public and community based organisations.

Dee currently lectures at the University of Western Australia Business School on the Master of Business Administration (MBA) Program, focusing on Strategic Change and Transformation; and is the 2013 Winner and 2014, 2015 & 2016 Nominee of the University of Western Australia Excellence in Teaching Award; 2014 Winner UWA Excellence in Teaching and Research Awards (Program Award); and 2014 Nominee for the Western Australian Women's Hall of Fame.

Dee supplies senior management consultancy and sub-contracted services primarily with leading organisations throughout Western Australia and Australasia; these include the University of Western Australia Business School Executive Education; Australian Institute of Management WA; and Western Australian Council for Social Services.

Dee has significant experience in leading large-scale change programs across wide range of sectors. These project have been augmented with a sound academic understanding of current change theories and practices; and also utilising facilitation techniques such as World Cafe; Appreciative Inquiry; and Gallery Walk.

Specific experience spanning the areas of Organisational Change and Transformation; Strategic Leadership and Management Development; Strategic Planning; Governance; and Building High Performance Teams that focuses on Values.

In contrast Dee is a certified "Design Thinker"; MBTI and a learning and development practitioner (CLDP) which includes training design, development, implementation and review of a wide range of State, National and International training and professional development programs. This spans internationally and intercultural through Indonesia, Malaysia, Singapore and Papua New Guinea.



Australian Institute of Management, Western Australia (AIM WA)

Improving the Performance of Managers, Leaders and Organisations for over 60 years

The Australia Institute of Management in Western Australia (AIM WA) aspires to be an international leader in shaping management, leadership and organisational excellence in Australia and our region. AIM WA is a private not-for-profit organisation, committed to the development and performance improvement of its clients across the commercial, government, community and not-for-profit sectors.

Founded in 1957, AIM WA is at the forefront of learning and development services and provides a wide range of products and services specifically designed to help improve the performance of managers, leaders and organisations. The Institute is committed to delivering highly practical, immediately applicable and relevant performance improvement initiatives that ensure success.

AIM WA International

The Institute is increasingly strengthening its presence in Asia. Our focus on global best practices and concepts underpinned by practical and immediately applicable tools make our programmes and interventions relevant, impactful and results - oriented.

The Institute leverages its long-term association with esteemed institutions namely Harvard Business School, Stanford Business School, London Business School, INSEAD (France), and its joint venture with the University of Western Australia Business School (AIM-UWA Business School Executive Education) to ensure that the Region gains access to leading edge international faculty together with the applied focus of Western Australia's leading learning and development Institutes.



RAM Training

Where Knowledge Comes Alive

As the country's trailblazer in credit rating, RAM was entrusted with the responsibility of educating the Malaysian capital market about bonds, a relatively new and alternative form of financing in the country at that time. The aim was towards developing a knowledgeable and sophisticated bond market in Malaysia.

RAM pledged its commitment towards this entrusted role of market educator on bonds by committing significant time, financial and human resources in cultivating an enlightened and savvier debt capital market. Careful research was done continually to assess the education needs of the market. Relevant trainings and workshops were conducted regularly for RAM's rating clients and their advisers, professionals, directors and investors alike to meet those needs. Thus, the birth of RAM's Training Division to ensure focus and the highest quality in deliverables as validation of RAM's dedication in developing an informed and sophisticated bond market in Malaysia.

Today, after almost two decades of being in training business, coupled with its almost 30 years of credit rating experience, RAM's Training Division had conducted more than 5,000 workshops and seminars and has trained over 60,000 participants. Training programmes conducted by RAM Training do not focus solely on enhancing the technical skills of professionals but are also aimed at reinforcing and enhancing values of professionalism, integrity, leadership and creative thinking among the participants. The core of RAM's vocation in training is to develop human capital equipped for the impending challenges and opportunities in the 21st century.





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REGISTRATION FORM (LS3/APR/19)

Registration Fee

Register by:

<input type="checkbox"/> 31 January 2019	<input type="checkbox"/> 28 February 2019	<input type="checkbox"/> After 28 February 2019
RM12,720.00 /*USD3,180.00	RM13,780.00 /*USD3,445.00	RM14,840.00 /*USD3,710.00

* Call us for group discounts.

The above fee includes:

1. Intensive 4-day training fee.
2. Accommodation for 5 nights in Perth, Western Australia.
3. Meals inclusive of breakfast, 2 coffee breaks and lunch during the 4-day training.

The above fee DOES NOT include:

1. Airfare.
2. Airport transfers.
3. Other incidental expenses incurred in Perth, Western Australia.

For enquiries:

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Mid Valley City, Lingkaran Syed Putra
59200 Kuala Lumpur, Malaysia

Fax: 603 - 7620 8250

Participant Details (Please duplicate this form for additional participants)

Salutation Full Name

Designation Department Organisation

Telephone Mobile E-mail Address

Organisation Address

Postcode

HR Contact Person Designation Department

Telephone Mobile E-mail Address

Terms and Conditions

1. Should a delegate be unable to attend, a substitute may attend in his/her place at no extra charge. All replacements must be received in writing via email to zurina@ram.com.my.
2. All cancellations must be received in writing via email before 1 March 2019 and a refund (less an administrative charge of 20%) will be made.
3. Cancellation after 1 March 2019 or for no-show on the day of the programme, no refunds will be entertained.

Payment Details

1. (*) The total registration fee should be net of all taxes, bank charges or any deductions of any kind under the law of the jurisdiction from which such payment is made.
2. Confirmation of seat is upon receipt of full payment.
3. Full payment must be received with registration.
4. All payments to be made payable to :
"RAM HOLDINGS BERHAD"
5. If payment is made via Internet Bank Transfer (IBG), kindly provide the payment notification/advice slip immediately after remittance.