

The RBL Group



*BANGKOK Program, Sept 12-13, Oct 8-9 2024*

# THE ART\* OF LEADERSHIP

*A leadership development experience for high potential leaders  
English Program*

\*Accelerating Results Together

# A program created by thought leaders for top *future leaders*.

**Norm Smallwood** is a recognized authority in developing businesses and their leaders to deliver results and increase value. His work focuses on increasing business value by building “outside in” organizations, leadership, and people capabilities that measurably impact market value.

As one of the world's leading business thinkers, **Dave Ulrich** has a passion for ideas with impact. He has been ranked as the #1 management guru by Business Week, profiled by Fast Company as one of the world's top 10 creative people in business, a top 5 coach in Forbes, and recognized on Thinkers50 as one of the world's leading business thinkers.



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# OVERVIEW

Recent disruptions to our businesses and our ways of living with Covid-19 requires a review at how we will need to respond as leaders.

With changing business environments, and new ways of working, what has worked in the past for leaders may not necessarily work for them today.

Most leadership development approaches are inside-out. They start from the assumption that by increasing a leader's competencies or building on their strengths that business results will improve. We don't agree. We start from the outside-in, with the stakeholders of your business, to determine what they need, and only then do we build the leadership competencies that deliver on those needs. This starting place is important because it makes the development process more business value driven. It's now about building on your strengths that strengthen others.

We invite teams of high-potential leaders to join us in Singapore for an immersive leadership journey with RBL's leadership experts. These four days are divided into two days of classroom learning, a one-month leadership application project, and two more days of classroom learning. It's the ideal blend of theories, tools, and application to build required leadership skills.

Our curriculum is guided by our best-selling books, *Leadership Brand* and *The Leadership Code*. This perspective provides a synthesis of the best research into what makes effective, customer focused leaders. You will attend this leadership experience with a team from your company along with teams from three or four other companies. This helps build your network as well as provide you with different perspectives on how to apply the frameworks.

This program will also integrate current leadership perspectives on:

- Remote leadership
- Agile practices
- Organizational transformation

BANGKOK

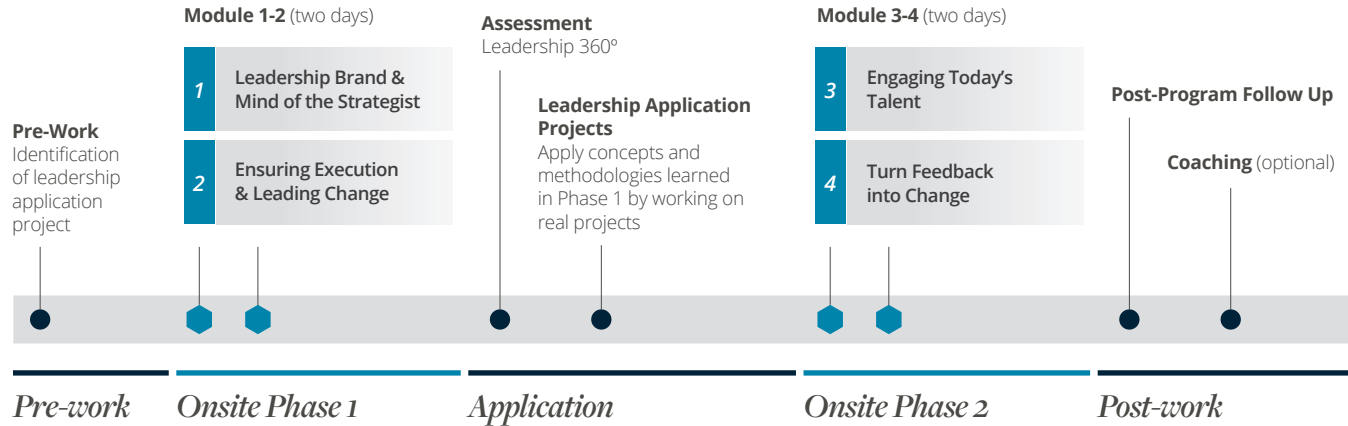
## THE ART OF LEADERSHIP

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Immersive training for high-potential leaders of top companies



# TIMELINE



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# ONSITE LEARNING

Your team of 3 high potential leaders will join three to four other companies to experience two robust learning sessions in Singapore, where RBL faculty will introduce core models, frameworks and practical tools for leadership excellence in the post-Covid and digital world. The design of the program enables teams to share and learn best practices from each other and from the other participating companies.

## PHASE 1: Leadership from the Outside-In

Module 1

**Leadership Brand  
& Mind of the  
Strategist**

Module 2

**Ensuring  
Execution &  
Leading Change**

## PHASE 2: Developing Talent for Today and Tomorrow

Module 3

**Engaging  
Today's Talent**

Module 4

**Turn Feedback  
into Change**

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## PHASE 1: Leadership from the Outside-In

### 1 Leadership Brand & Mind of the Strategist: *Creating stronger leadership and a vision for the future*

- Trends in Leadership
- Reinventing the organization - A study of new companies.
- Outside-in perspectives and its link to Strategy.
- Firm brand and leadership differentiation.
- Linking strategy with execution with execution with organizational capabilities.

### 2 Ensuring Execution & Leading Change: *Translating strategy into action*

- Ensuring execution for a hybrid workplace.
- Managing accountability for individuals and teams.
- Shaping teams for high performance.
- Embedding long term transformation with the pilot's checklist of change.

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## PHASE 2: Developing Talent for Today and Tomorrow

### 3 Talent Manager: *Engaging today's talent*

- Enabling Peak Performance
- Engaging talent across generations.
- Creating a positive work environment.
- Psychological safety at the work place.
- Having performance based conversations with REAP.

### 4 Turn Feedback into Change: *Building from strengths and opportunities*

- Personal Leadership brand
- Feedback review of the LC360 assessment.
- Building an action plan that drives real change and impact.
- Final project presentations.

# OFFSITE APPLICATION

Learning is accelerated when it is applied and when the consequences of choices are visible. RBL's ART of Leadership offers application and support for the learning beyond the classroom.

## PRE-WORK

To hit the ground running, participants will identify a Leadership Application Project to work on.

## LEADERSHIP 360 (INDV.)

Participants will receive targeted 360 feedback through RBL's market-leading Leadership Code 360, which include scores relative to global norms for leadership excellence.

## LEADERSHIP APPLICATION (COHORT)

Between Phase 1 and 2, teams will receive a targeted, group coaching session from RBL faculty to discuss application of the key concepts and tools to their specific organizational challenges.

## POST PROGRAM FOLLOW-UP

RBL faculty will follow up 45-60 days post-program to reconnect and discuss future action planning with each team. We also recommend Individualized coaching (optional) for developing key actions from the ART of Leadership experience.

## DETAILS

Space is limited to five participating companies. To reserve a place for your company or get more information, email [info@adges.net](mailto:info@adges.net)

**Participant Profiles:** High Potential and Emerging Leaders, Leaders for Succession

**Cost per participant:** 55,000 Baht per participant | Date: Sept 12-13 and Oct 8-9, 2024

Training Venue: WeWork, 20th Floor T-1 Building (near BTS Thong Lo)



\*Includes all program fees, materials, optional group coaching session, Leadership Code 360 group/individual feedback reports, and meals during the session.