

# Leadership Development Interventions

*Accelerating the Success of your Talents & Leaders*

DEVELOPING LEADERS • OPTIMISING PERFORMANCE

CERTIFIED 1363 HOGAN USERS SINCE 2006...

## In Partnership with Roffey Park Institute UK

### Leadership Development Programs for High Potentials / Senior Leaders

OPTIMAL and ROFFEY PARK partner organisations in the design and delivery of customised leadership development programs to address specific organisation needs. Organisations may choose to implement a 3-day or 5-day program for your selected pool of talented high flyers and/ or current senior leaders to target issues concerning leadership success and effectiveness. Programs are designed and delivered with collaborative effort that aims to translate learning into effective leadership, spinning off impactful results.

### Resilience and Change Leadership Workshop

OPTIMAL and ROFFEY PARK's Resilience and Change Workshop is a theoretically solid yet highly experiential and applicable leadership workshop that offers participants personal insights into one's practice as a leader during change and equips you for future challenges. This 1-day workshop aims to achieve 5 key objectives: 1) enable participants to understand the human dynamics of change, 2) review one's own approach in dealing with change, 3) explore how to lead others through change, 4) learn to effectively deal with ambiguity and stress, and 5) develop personal resilience strategies for the future.

**For enquiries, please contact the office nearest to you:**

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### The Agile Conflict Management Workshop

OPTIMAL's Agile Conflict Management Workshop aims to enable the participants to discover their emotional triggers, to gain awareness of various aspects of intrapersonal interactions, and to apply emotionally mature and agile people management skills to daily challenges. This 2-day workshop is focused on conflict management, decision making, and people engagement, and aims to translate conflict management agility into effective leadership, and subsequently organisational, success.

### The Versatile Leader Workshop

Based on Hogan's Management Focus Report, a unique depiction of managerial effectiveness can be defined in terms of six different managerial styles. This 1-day workshop covers the model for balanced versatile leadership from theory to practice and is grounded on the idea of being strategically aware of managerial biases. It also offers the critical tips to correct the lop-sided tendencies among leaders.

### The Engaging Leader Workshop

Based on Hogan's Motives, Values, Preferences Inventory (MVPI), this 1-day workshop provides a comprehensive understanding of the concepts and strategies related to employee motivation and (dis)engagement factors. The workshop aims to help participants understand different motivators, key drivers, values, and preferences, allowing them to inspire people to contribute and value-add, producing a winning workforce and optimal business results.