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HUMAN CAPITAL SOLUTIONS

CAPABILITY BUILDING

Brunei Leadership Program

One Year Development Program

Welcome to leadership in 2019

Develop powerful skills and increase the performance of staff by implementing MCBi's year leadership program.

By investing in global skills and targeted training, you will increase productivity and bring innovation into your organisation.

How an international leadership program will improve your organisation

1. Create a pool of capable staff for promotion and development
2. Develop staff to be more engaged and thus improve morale
3. Produce successful change as it is easier with trained and skilled staff
4. Confidently invest in a program with an excellent return of investment

COURSES MODULES

LEADERS

- We are all leaders in our career
- What it means to be a leader
- Understanding your own leader style and how it impacts team and individual performance
- Understanding your communication profile and how it links to building relationships, communicating effectively and dealing with conflict
- How to adapt your leadership brand to suit your situation and get results

SELF / TEAM AWARENESS

- Developing a personal/professional branding
- The definition of culture and how to influence it
- Understanding yourself and how you work in a team
- Being your dynamic best
- Learn to "shine"

TEAM WORK

- How to set goals that drive performance
- What motivates teams and individuals
- The impact of attitude and behaviour
- How to influence behaviour to fast-track change

EFFECTIVE DECISION MAKING

- The art of problem solving
- Understanding what problem solving really involves on a personal and team level
- Develop and implement action plans
- Learn to identify and define the problem
- Getting to a win-win situation

BUSINESS RELATIONSHIPS

- Understanding what strong professional relationships look like
- Clarifying expectations between teams, stakeholders, individuals and yourself
- The role of relationships in organisations success
- Finding time to build strong professional networks (internal and external)
- Knowing your professional brand

COMMUNICATION

- Understanding body language, techniques and tips
- Articulating the art of speech
- Communicating with impact
- Recognising the value of feedback and review
- Having difficult conversations with positive outcomes

CHANGE

- Insight into why organisations must participate in effective change procedures
- Overview of change processes and understanding of different change phases
- Planning for organisational change
- Common barriers to workplace change
- Methods of overcoming resistance to change
- Professional attributes that support effective change
- Methods of encouraging others to accept and commit to change
- Strategies that enable monitoring and evaluation of change

Leadership Insight

1. Our Leadership styles
2. Creating strategy & vision
3. Communication Skills
4. Establishing a performance matrix

April 2019

Leading others

- Successful Delegation
- Time Management
- Teamwork
- Negotiation

July 2019

Building change

- Identifying innovation
- Fostering change
- Change management
- Executive sponsorship

November 2019

TIME MANAGEMENT

- Plan and prioritise each day's activities in an effective and productive manner
- Overcome procrastination
- Handle "immediate actions" with positive responses
- Organise your workspace and workflow to make better use of time
- Learn art of delegation
- Use checklists and structured plans to make your work day run smoother
- Planning of productive meetings

DIVERSITY

- Understanding the real value of diversity
- Formulating your diversity strategy
- Explore the culture & diversity. Understand why we are different
- Globalisation impact on embracing diversity
- Diversity management
- Cultural awareness and performance management
- Techniques to support and grow your culture

Improve Government efficiencies and effectiveness through training and developing your people.

Your biggest asset!

OUTCOMES:-

- Understand how to drive performance for your organisation, yourself and those around you
- Have clarity about leadership and decision-making preferences, and how these impact on your role/organisation
- Define your own personal branding and personal action plan and be committed to implementing them
- Understand your role in driving performance and results
- Possess and be able to use a toolkit of strategies and practical activities to navigate the challenges of leading and dealing with different personalities
- Know how to model, reward and challenge the right behaviours for yourself and your team
- Be a leader in the promotion of the organisations values and culture
- Understand processes and the path of implementing change and continuous improvement
- Be committed to pro-actively shaping the future of their organisation as a leader

WHY MCBI

MCBI are a true end to end global professional services provider established in 2005 to support clients in their growth and transformation efforts. MCBI are known for their strong focus on driving exceptional outcomes, providing high quality training and progressive approach. Many of their clients include Top 100 ASX Companies who have entrusted MCBI to help take their people to the next level of performance by building on skills, techniques and professional development.

The MCBI, Human Capital Service (HCS) team will partner with you to create strategies to enhance the performance of people.

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