

EMPOWER YOUR WORKFORCE AND DRIVE BUSINESS SUCCESS



DRIVING COLLABORATION ACROSS BOUNDARIES

OVERVIEW

- Enhance **cross-functional and cross-hierarchical collaboration** to drive innovation, agility, and organizational success.
- One-day interactive workshop featuring facilitated discussions, hands-on activities, real-world case studies.

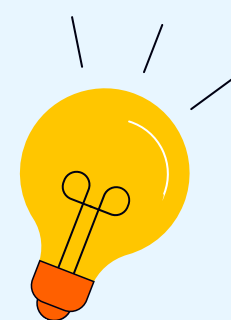
LEARNING OBJECTIVES

- Understand the **four stages** of team development (Forming, Storming, Norming, Performing).
- Analyze common internal and external **barriers** to effective collaboration.
- Understand the **dynamics** and **benefits** of cross-functional collaboration.
- Articulate how the **organisation's values support effective collaboration**.
- Use **practical techniques** to build and maintain trust within and across teams.

KEY OUTCOMES

- Develop **collaborative mindsets** and strategies.
- Identify and overcome siloed thinking and hidden barriers.
- Learn techniques to **build trust and align team goals**.

DEVELOPING & USING INFLUENCE



OVERVIEW

- Learn how to effectively influence decisions, build stakeholder alliances, and drive strategic outcomes.
- This one day experiential workshop equips you with proven techniques—**credibility, reciprocity, and persuasion**—to lead with impact through hands-on role plays and a realistic business simulation.

LEARNING OBJECTIVES

- Recognize and use **various sources of influence** to achieve business objectives.
- Craft and deliver a **persuasive argument**.
- Increase and use credibility to achieve business objectives.
- Analyze **stakeholders** and prepare appropriate influence strategies.

KEY OUTCOMES

- Craft and deliver **persuasive arguments**.
- Build and use credibility to achieve business objectives.
- Analyze stakeholders and apply tailored **influence** strategies.
- Navigate challenges in virtual teams.
- Promote **consensus**, motivate others, and **facilitate long-term results**.



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WORKING WITH PASSION & PURPOSE

OVERVIEW

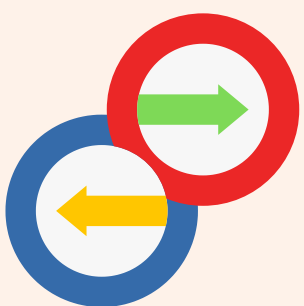
- Learn to lead with **intention, clarity, purpose and passion** through the P.A.S.S.I.O.N. leadership model.
- One-day highly interactive workshop featuring reflective exercises, group discussions, skill-building activities.

LEARNING OBJECTIVES

- Establish **clarity** of Purpose
- Practice **leading** with PASSION
- **Awareness** and practice of the individual principles that make up the PASSION principles
- Develop **personal action plan** for improvement

KEY OUTCOMES

- Deepen **self-awareness** of values and behaviors.
- Enhance **ability to inspire, connect** and drive results.
- Develop **intentional** leadership skills, assertive communication, and meaningful relationships.
- Set and pursue **purposeful** goals.



LEADING ORGANISATIONAL CHANGE

OVERVIEW

- Learn **Practical tools** and **frameworks** to effectively lead and sustain organisational change.
- Explore the **psychology of change**, stages of successful change initiatives and effective behaviours.
- Focuses on **building change leadership capabilities**, addressing resistance, and driving engagement across teams.
- Interactive discussions, real-world case studies, hands-on activities.
- One-day workshop designed to explore the **psychology of change**, stages of successful change initiatives and effective behaviours.

LEARNING OBJECTIVES

- Understand the **change model** and vision for change.
- Develop **change strategies** and plans to leverage the opportunities presented by key trends
- Build **action plans** for identified strategic change Initiatives.

KEY OUTCOMES

- Ability to develop **change strategies**.
- Build **action plans** to drive desired change.
- Gain confidence in **leading** change.



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STRATEGIC THINKING

OVERVIEW

- Equip leaders and managers with essential tools to **think strategically** and make informed, high-impact decisions.
- Cultivate skill of **taking a step back to** see the big picture and make sound choices.
- This one day workshop aims to cultivate skill of **taking a step back to** see the big picture and make sound choices.

LEARNING OBJECTIVES

- Apply **strategic thinking** and **planning** to specific business units and markets
- **Develop strategic plans** and appreciate the decisions required to arrive at the plan.
- Discover and **adapt ways to lead strategically** in the context of **present and future opportunities** and challenges.

KEY OUTCOMES

- Develop **strategic plans** and apply strategic thinking.
- Use of **case studies** to apply strategic thinking and decision making.
- Develop **personal action plans** to enhance leadership success.

MANAGING DIFFICULT CONVERSATIONS DURING PERFORMANCE MANAGEMENT



OVERVIEW

- Learn how to effectively **address under-performance**, deliver **constructive feedback**, and navigate emotional responses.
- This engaging 1-day workshop provides leaders and managers with the mindset, skills, and practical tools to **handle difficult performance conversations with confidence, empathy, and clarity**.

LEARNING OBJECTIVES

- Understand the **Performance Management** approach and process at SDC.
- Effectively engage in **constructive feedback conversations**.
- **Review performance** and manage difficult conversations.
- Participate in **practice appraisal** and **development plan conversations**.

KEY OUTCOMES

- Through **role-plays, frameworks and real-world scenarios** to approach sensitive discussions with professionalism and focused on outcomes
- Be able to **foster a culture of continuous performance** growth.
- Manage **on-going performance** and encourage staff development.



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LEADING THROUGH DELEGATION

OVERVIEW

- Leaders and managers learn and master the **art of effective delegation** to boost team productivity, accountability, and development.
- Highly interactive one-day workshop featuring **reflective exercises, group discussions, skill-building activities**.

LEARNING OBJECTIVES

- Understand the **importance** of leadership style and how it impacts team management.
- Learn various **prioritization techniques** to help focus on tasks that align with organizational goals and maximize impact.
- Understand what **delegation** is in leadership and team development and the **step-by-step process** of delegation.
- Opportunity to **practice** delegation through **real-life scenarios**.
- How to **build trust** with team members, empower them through delegation.

KEY OUTCOMES

- Able to **assess the value-effort ratio of tasks and initiatives**.
- Help leaders **focus on tasks that align with organizational goals** and maximize impact.
- Choose **appropriate level of delegation** based on the task complexity and team member capabilities.
- Be able to **build personal action plans**.

