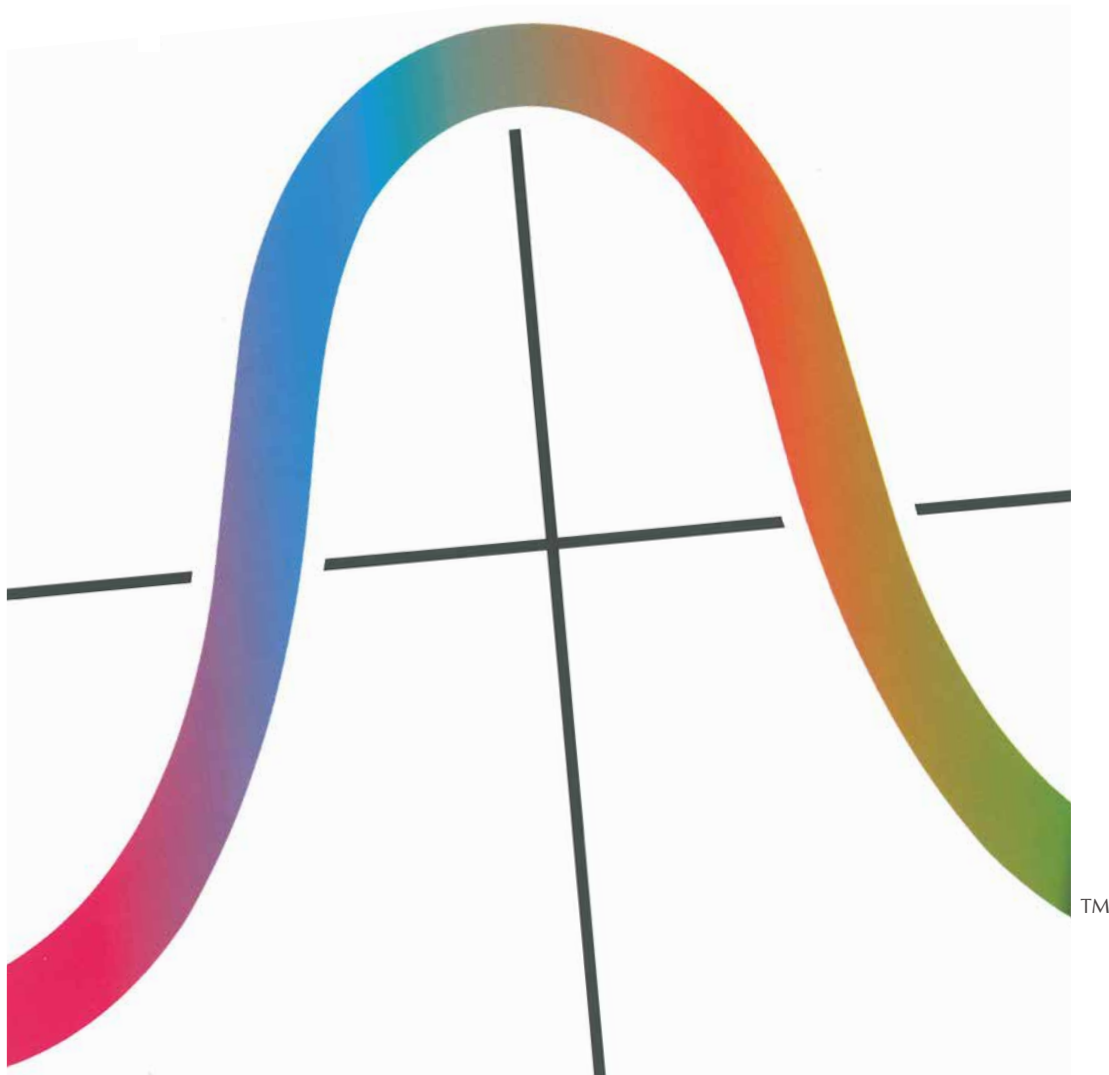


SITUATIONAL LEADERSHIP®: BUILDING LEADERS

*“Before you are a leader,
success is all about growing yourself.
When you become a leader,
success is all about growing others.” - Jack Welch*

25 April 2017



Situational

Leadership®:

Building Leaders

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others” - Jack Welch

The Situational Leadership® Model, developed by Dr. Paul Hersey, has a long standing proven track record of utilisation as an effective leadership and influence tool in the history of the Behavioural Sciences. The Model has updated and deployed in many Fortune 500 companies with millions of leaders trained. It also transcends cultural and generational differences and equips leaders around the globe with the skills necessary to address a specific challenge, drive behaviour change and increase productivity.

Situational Leadership®: Building Leaders Module introduces participants to the Situational Leadership® Model and equips leaders with the necessary tools to skillfully navigate the demands of an increasingly diverse workforce and evolving marketplace. Infinitely adaptable to any circumstance, Situational Leadership® prepares leaders to meet the moment-to-moment challenges pervasive in today’s work environment.

Through a combination of instructor-led training, multimedia, role-playing and skill-building activities, the workshop provides ample opportunity to practise applying the core tenets of the model. Participants learn to effectively manage any situation by immediately prioritising broad actions into specific tasks and utilising the tools that indicate each individual’s ability to perform. In addition, the “LEAD Self Instrument and Profile” tool provides participants with insights into their primary leadership behaviours and apply a range of styles according to the situation.

Speaker



Mr. Tan Joo Seet
*Certified Business Planning Consultant,
Chartered Marketer and
Founder and Director of Human Edge
Organisation, and Performance Learning*

Mr. Tan Joo Seet offers training in leadership and interpersonal effectiveness - helping clients to leverage human performance and enhance overall organisational performance. He brings with him over 30 years of business, management and consulting experience; and has worked in 26 countries in Asia-Pacific, Europe and North America. During his 20 over years in training and consulting, he has worked with more than 400 clients.

After completing his tertiary education in engineering, he completed a Master in Management, the Graduate Diploma in Personnel Management, and the Advanced Diploma in International Marketing. He is a Certified Business Planning Consultant and a Chartered Marketer. Mr. Tan is the Managing Director of Center for Leadership Studies (Asia) with offices in Singapore, Malaysia and Hong Kong. He is also the Founder and Director of Human Edge Organisation and Performance Learning. He has also served as Managing Director (Asia) of Zenger-Miller from 1985 to 1996. Since 1987, he has been working with Dr. Paul Hersey and the Center for Leadership Studies.

In addition to his training and consulting experience, he has held regional management positions in human resources, sales and marketing, business development and general management in telecommunication, aviation, manufacturing, medical systems and IT. He has worked with the Singapore Government, government-linked companies and multinational organisations. He participated in the United Nations Development Programme/ International Telecommunication Union projects on the setting up of the telecommunication training centre, and instructional technology and course development. He also developed and coordinated regional training for the United Nations Development Programme/ International Civil Aviation Organisation.

Programme Objectives

Upon completion of the programme, participants are expected to achieve the following outcomes:

- Understand how Situational Leadership® can create a powerful impact
- Apply Situational Leadership® by:
 - Identifying specific tasks for application of the Situational Leadership® process
 - Accurately assessing the Performance Readiness® level of the individual staff
 - Responding with the right leadership style and behaviours to meet the performance needs of the individual staff
 - Communicating the leadership response more effectively
 - Managing the talent development of staff through various levels of Performance Readiness®
- Identify opportunities to improve the application of Situational Leadership® through self-assessment and development planning

Some snapshots of Mr. Tan's workshop at PolyU campus on 6 May 2016



Some Good Words from those who joined Mr. Tan's workshops

Associate Director, Employee & Organisation Development, Bureau Veritas (Hong Kong)

"I have successfully launched Situational Leadership® in Hong Kong, China, Taiwan, Indonesia, Singapore, Vietnam, France and Germany. I highly recommend this to managerial staff of all levels and of all nationalities. I would like to thank Mr. Tan Joo Seet for his professionalism in leading the programme."

Associate Director, Convoy Financial Service Limited

"I hope that I can be successful like Joo Seet one day. It would be great to have a series of lessons rather than a one-day workshop as I can learn more from Joo Seet."

Senior Engineer, Cook Asia Limited

"I really enjoy your course and your delivery of the content. Loved the humour and your passion in this area. Really excellent job."

AVP, Cash Management & Channel Services, China Construction Bank

"Excellent teaching skill and I learnt a lot from your teaching."



Participant's Material Kit

Programme Structure

Morning session

- Welcome and Introduction
- Influence, Success and Engagement
- LEAD Self: Leadership Style/ Perception of Self
- The Situational Leadership® Model
- Identify Specific Tasks for Application
- Assess Current Performance Readiness®

Afternoon session

- Match and Communicate Leader Response
- LEAD Directions: Leadership Style Feedback and Analysis
- Application Challenges: Match/ Mismatch
- Manage Individual Staff Development
- Sustainment and Conclusion
- Review of Takeaways and Concluding Remarks

INSTITUTE OF ADVANCED EXECUTIVE EDUCATION

The Institute of Advanced Executive Education (IAEE) at The Hong Kong Polytechnic University (PolyU) is *Your Learning Vista for Dynamic Transformation*. Established in January 2011, IAEE develops advanced executive education and provides interdisciplinary courses. We embrace PolyU's promise of "Opening Minds · Shaping the Future" in designing programmes for senior executives, organisations and business professionals.

The Institute draws on PolyU's strengths to offer interdisciplinary executive education programmes in niche areas. Through our programmes, senior executives develop innovative thinking, enhance their leadership skills for strategic and operational excellence.

Advanced Executive Education is one of the four priorities set by the President of PolyU, Professor Timothy W. Tong, in his Inaugural Address in 2009. Led by Mrs Georgina Chan, Director of Institute of Advanced Executive Education, IAEE aims to enhance the University's reputation and connections with the private, public and professional sectors locally, nationally and globally. Mrs Chan possesses senior management experience with strategic development capabilities, extensive knowledge and skills in education and training gained locally and overseas. Prior to joining PolyU, Mrs Chan had held senior positions with two prestigious professional accountancy bodies, Institute of Singapore Chartered Accountants and the Hong Kong Institute of Certified Public Accountants (CPAs).

BESPOKE PROGRAMMES

We work collaboratively with our clients to identify and understand their company needs, helping them develop strategic business solutions that address the unique challenges they face. The format, framework, content, duration and methodologies of each programme are completely customisable. Developed and delivered by leading professors and experts in the field, our customised programmes inspire, enrich and empower participants, leading to significant outcomes for their organisations.

OPEN PROGRAMMES

IAEE has developed a portfolio of executive education programmes that offer senior executives and business professionals flexible learning in the development of their careers. All our programmes help participants acquire strategies and techniques to transfer what they learn back to their organisations. As a participant you will be inspired by our faculty members and reputable speakers, who are renowned for their ability to offer cutting-edge insights to senior executives and professionals at all levels. They will engage, challenge and equip you with knowledge, skills and expertise that will place you ahead of your peers.

AWARD-BEARING PROGRAMME

IAEE partners with PolyU's Department of Computing to offer an interdisciplinary *Executive Master in Digital Leadership* programme that specially designed to provide forward looking executives with genuinely innovative professional development experience to become well-equipped leaders in today's digital economy.

Registration & Enquiry

A completed registration form with cheque payable to "The Hong Kong Polytechnic University" should be sent to IAEE on or before **11 April 2017 (Tue)**. Spaces are limited, registration will be accepted on first-come-first-served basis.



Date: 25 April 2017 (Tue)

Time: 9:00 am - 5:30 pm

Venue: PolyU campus

Fees: HK\$6,200 per person
(Lunch and refreshments are included)

Tel: (852) 3400 8476

Email: iaee.enquiry@polyu.edu.hk

Website: www.polyu.edu.hk/iaee

Address: GH267, GH Podium Annexe,
The Hong Kong Polytechnic University,
Hung Hom, Kowloon

Combo Programmes

Enjoy **10% discount** for registrations of any two of the IAEE Senior Executives Series programmes.

Looking for training topic?

Talk to us to learn about the wide array of programmes on offer and tailor a combo that best suits your needs.

CONTACT US

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