

# STRATEGIC LEADERSHIP DEVELOPMENT

As the Leader of Your Organization, Do You Wonder if More Can Be Done to Transform Your Leaders to be Truly Effective Leaders?

A survey which evaluated the leadership practices and effectiveness of 40,000 managers and executives in 144 countries and 27 industries revealed:

## Key Finding #1:

Highly effective leaders tend to be Strategic Leaders who think and act strategically every day.

## Key Finding #2

Leaders that were high on %strategic+ (those who focused long range and who had a process to achieve those objectives) were five times more likely to be seen as effective as the leaders that were low on strategic, independent of any of their other behaviors.



**Back by Popular Demand!  
16th Run!!**

## Benefits of This Workshop :

- Reflect on the results of your response to the %Leadership Effectiveness Analysis+self questionnaire
- Use the feedback to contribute to your professional growth
- Understand the Strategic Leadership Development (SLD) Model
- Understand how CEOs/leaders can navigate company's future with the desired leadership behaviors
- Follow-up with a HRM3 Certified Strategic Leadership Development consultant on your LEA report.

## DATES / TIME:

Day 1: 25 July (Mon) '11  
(9am - 12pm)

Day 2: 02 August (Tue) '11  
(9am - 5pm)

**10% Early Bird Discount  
Applicable for Registration  
before 4th July 2011**

**20% Discount for Group of  
4 or more!**

## Target Audience :

- Senior Executives who are interested to explore strategic ideas and approaches to create and lead their teams into the future for their organizations.
- Targeted audience include : C-Level Executives, MDs, VPs, Directors, GMs and Senior Managers

## REGISTER NOW!

**This 1½ Days Workshop is limited  
to 12 Participants only to  
maximize interaction.**

**Fill up the registration form and  
fax it to us at +65 6291-4525**

**For further enquiries, please  
contact Margaret at:**

**Email: [events@hrm3asia.com.sg](mailto:events@hrm3asia.com.sg)  
or**

**Tel: +65 6291-4478**

## Past Participants' Feedback :

*"Workshop was informative and helped me to identify & look into grooming the gaps in my leadership behavior to align myself better to my organization's strategic business directions"*

*" SLD model - Holistic approach to leadership development "*

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## Workshop Outline

### Day 1 (½ Day)

- The Strategic Leadership Development Model
- The 6/22 Leadership Behavioral Concept
- The Leadership Effectiveness Analysis (LEA™) Self Questionnaire\*
- Business Strategy Development Process  
(\* questionnaire will be processed by our USA partner)

### Day 2 (Full Day)

- Understanding your LEA™ Self Reports
- Building your Company Leadership Profile
- Establish the Leadership Behaviors Needed To Navigate The Future Of Your Organization
- Identifying the Leadership Gaps In Your Current Top Team
- Developing Plans to Eliminate the Gaps
- Implementing Action Plans
- Measuring the Success



## Workshop Facilitators

This workshop will be facilitated by **Edmund Seng (Managing Partner - Organization & Career Transition)** and co-facilitated by **Harold Kwan (CEO)**.



**Edmund Seng** is a Managing Partner with HRM3 Asia and practice leader of HRM3's Organization & Career Transition practice. He has 10 years of consulting experience, he has provided business consultation in HR policies, business and market development planning, business diagnosis and feasibility studies, IT feasibility & implementation to clients in various industries.

Edmund has trained and coached hundreds of individuals from executives to C-Level on their career transition as well as various aspects of management and leadership development. He has consulted for numerous Fortune 500 MNCs, regional and local SMEs in industries such as: oil & gas, electronics, chemicals, Banking & Finance, IT & Telco, FMCG, F&B, Pharmaceutical etc.



**Harold Kwan** is the Founder and CEO of HRM3 Asia Pte Ltd. Over the last 20 years, he has served diverse MNC clients in talent acquisitions and assisted numerous senior executives in their career and executive coaching development programs, customized and facilitated over 100 business strategy and leadership development, business process re-engineering, change transition, conflict resolution and team development workshops.

Some industries he has worked with include IT & Telco, Banking & Finance, Insurance, Health Service Providers, Petrochemicals, Consumer, Public & Education, Electronics and Manufacturing Sectors.

## About HRM3

Established in 2000, HRM3 Asia is a HR consulting firm providing executive search, rightsizing planning & outplacement, organization effectiveness facilitation, executive coaching & human capital consulting services. HRM3 is part of a global organization, with 248 offices in the US, Europe and Asia.

As a partner of the OI Partners Inc., we are part of the world's largest career consulting partnership. Founded in 1987, the OI Partners now have more than 200 offices in 24 countries providing outplacement, coaching and career consulting solutions to global organizations. In Europe, we work closely with the BPI Group, a leading global HR consulting firm with strong European focus. They have 48 offices and over 800 consultants throughout 12 European countries. Furthermore, to support our US and European Partners, HRM3 Asia, based in Singapore has also established strategic partners in Japan, South Korea, China, Hong Kong, Taiwan, India, Australia, Philippines, Thailand and Malaysia.

**Winner, Preferred HR Outsourcing Vendor 2009 for headcount size (101 – 200) by HR Magazine**

**Top 5 Preferred Outplacement Vendor 2010 by HR Magazine**

**HRM3**  
We Do What You Need

**Executive Coaching • Executive Search • Organization & Career Transition**

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