



Australian
Institute of
Management
WESTERN AUSTRALIA



High Performers Leadership Development Programme (HPLDP)





“This course has been an excellent investment in terms of time and cost”

- Vice President, HSBC Bank

Programme Overview

The High Performers Leadership Development Programme (HPLDP) is a dynamic learning and development experience for high performing managers identified as having strong executive/leadership potential. The programme supports our focus as a leader in the delivery of world class programmes throughout the South East Asian region.

The programme embraces the concept of values-driven organisations, and contains a wide selection of leadership development content delivered through a series of interactive workshops, relevant case studies, peer coaching and self-reflection. The HPLDP takes a holistic view of the leadership role and the competencies related to strategy, innovation, change management as well as the development of organisational, team and individual capabilities.

This approach to the programme brings a diverse range of topics into a coherent framework that is easily understood by participants. These vital general management skills provide a breadth of understanding through the use of the continuous interactive case studies. With contemporary programme content and outstanding multi-mode learning methods, this programme offers an outstanding development opportunity for high potential managers.

Our Approach and Design Philosophy

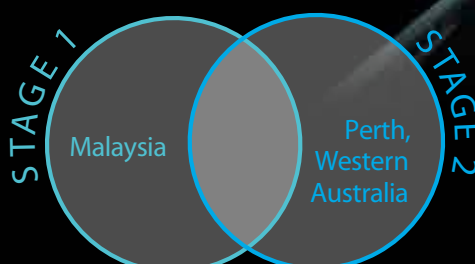
Our approach is to develop high performance leaders through development that draws upon real-world experience, evidence based contemporary research, past experience of our world-class facilitators, to provide leaders with the skills to apply critical and innovative thinking around global issues in a regional and global context.


The programme has been designed to provide outcomes-focused learning to managers and leaders who are positioned across a range of different organisations, disciplines and industries-people who aspire to be Vice Presidents or CEOs; people who genuinely want to make a difference in their organisations.

The Format

A highly interactive, experiential-based developmental experience over 10 days.

- 2 Modules conducted as residential programmes
- Each module of 5 days duration.





“All high potential managers/leaders in the Asian region should go through the HPLDP programme!”

- Programme Manager, BRAC Bank, Bangladesh

Who Will Benefit?

High-performing and ‘fast-track’ managers and professionals likely to become the next generation of senior leaders, or high achievers currently holding or having the potential to hold a senior leadership role. Ideally they will have approximately 5-10 years’ work experience with management responsibilities (leading teams and resources), and have been identified to play a strategic role in their organisations.

Past participants have come from the public, private and not-for-profit sectors in Australia and Asia.

“More than a programme, the HPLDP is a journey into discovering a high performer’s different facets, underpinned by self-accountability to fully realise the potential of each facet.”

- Director, AIM WA International

High Performers Leadership Development Programme (HPLDP)

An intensive, interactive, and outcomes focused learning experience aimed to develop high performing leaders who will drive the future of their organisations.

Learning Outcomes:

As a result of attending this programme, participants should be able to:

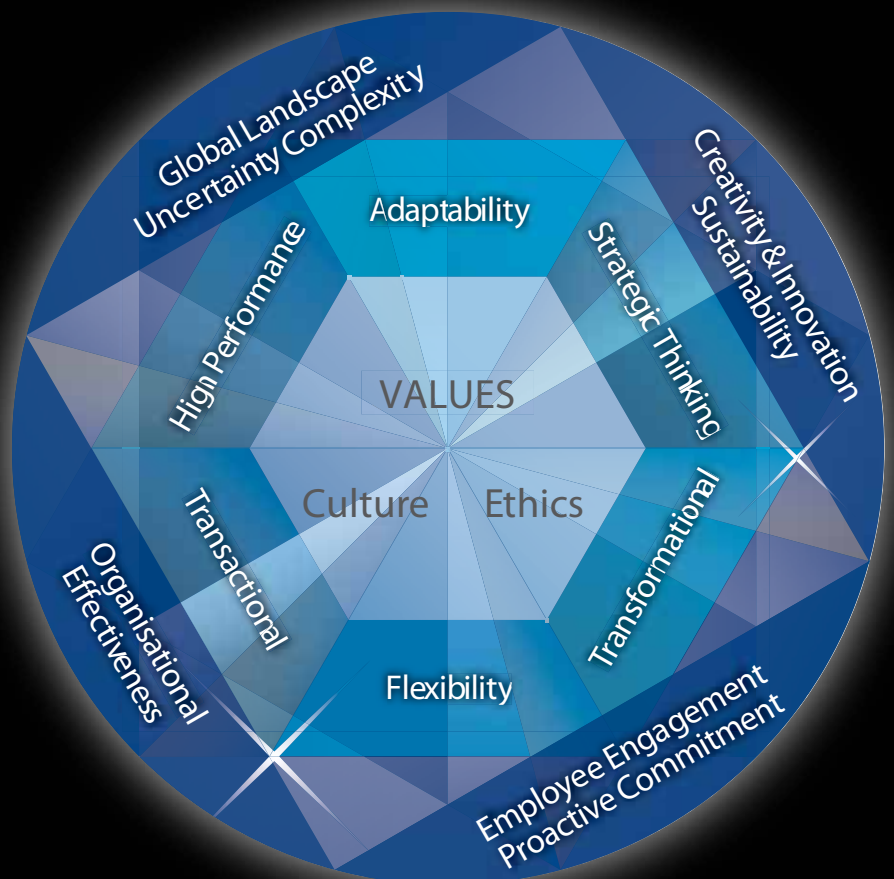
- Articulate a clear understanding of an organisation and its relationship to strategy, purpose and the global environment
 - Define and explore what it means and what it takes to be a leader in a values-driven organisation
 - Explain the purpose and application of strategic thinking
 - Apply an integrated approach to strategic planning
 - Identify the key elements of successful change and to lead and manage resistance to change in an organisation
 - Analyse their current leadership style and apply new learning to impact others and improve organisational performance
- Identify the key elements of high performance teams and to manage and lead team transitions
 - Apply cognitive, emotional and social intelligence skills to the role of leadership
 - To have an understanding of the importance of managing stress in yourself and others
 - Communicate effectively and convincingly to all levels in their organisation
 - Implement appropriate communication, conflict management, and influencing skills to build relationships and achieve effective results

Methodology:

Sessions will be conducted with a range of facilitation styles including:

- Facilitated sessions
- Group discussions
- Case analysis
- Guided discussion
- Syndicate work
- Personal reflection and individual development planning

The HPLDP Diamond Leadership Framework





“An interesting and insightful programme from strategic to leadership execution”

- Head of Brokerage, ACE Insurance Limited, Singapore

HPLDP Content Overview

Stage 1

Commercial and Strategic Leadership

(Malaysia)

Stage 1 Content:

- Business Simulation Overview
- Leading with a Strategic Focus
- Strategic Analysis - What's Happening Now?
- Strategic Formulation - Where Do We Want to Be?
- Taking a Long View - the Power of Scenario's in Strategic Formulation
- Successful Strategic Execution - How Do We Get There?
- Leading and Managing Change
- Practical Strategic Application Via Business Simulation

Stage 2

Leading Others and Self

(Perth, Western Australia)

Stage 2 Content:

- Leading vs Managing and the Leadership Challenge
- Leading in Context - Leading with Vision, Values and Culture
- Why Should Anyone be Led by You?
- Leading with Emotional and Social Intelligence
- Personality and Behaviour - Myers Briggs Overview
- Managing Conflict: Conflict Styles and Negotiation
- Leading and Managing High Performance Teams
- Experiential Learning of Leadership and Organisational Strategies Via Company Visits and CEO / Senior Leader Presentations

4 - 6 weeks interval
(including completion of Myers-Briggs Profiling Questionnaire)

Australian Institute of Management, Western Australia (AIM WA)

Improving the Performance of Managers, Leaders and Organisations for over 53 years.

The Australia Institute of Management, Western Australia (AIM WA) is a private sector, not for profit organisation, dedicated to raising the standard of management and leadership in Australia and internationally.

Founded in 1957, AIM WA is at the forefront of learning and development services and provides a wide range of products and services specifically designed to help improve the performance of managers, leaders and organisations.

The Institute is committed to delivering highly practical, immediately applicable and relevant performance improvement initiatives that ensure success.

AIM WA International

The Institute is increasingly strengthening its presence in Asia. Our focus on global best practices and concepts underpinned by practical and immediately applicable tools make our programmes and interventions relevant, impactful and results - oriented.

Sample programmes that the AIM WA has delivered in Asia are the High Performers Leadership Development Programme, Leadership Development at different levels, Strategy, Corporate and Board Governance, Change Management, Innovation, Facilitation Skills, Coaching, Mentoring and Facilitating for Talent Performance, Negotiation Skills and Emotional Intelligence.

The Institute leverages its long-term association with esteemed institutions namely Harvard Business School, Stanford Business School, London Business School, INSEAD (France), Yale School of Management, and its joint venture with the University of Western Australia Business School (AIM UWA Business School Executive Education) to ensure that the Region gains access to leading edge international faculty together with the applied focus of Western Australia's leading learning and development institute.

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RAM Training

RAM (formerly known as Rating Agency Malaysia Berhad), Malaysia's first credit rating agency was set up by Bank Negara Malaysia (the Malaysian Central Bank) in 1990.

As the country's trailblazer in credit rating, RAM was entrusted with the responsibility of educating the Malaysian capital market about bonds, a relatively new and alternative form of financing in the country at that time. The aim was towards developing a knowledgeable and sophisticated bond market in Malaysia.

RAM pledged its commitment towards this entrusted role of market educator on bonds by committing significant time, financial and human resources in cultivating an enlightened and savvy debt capital market. Careful research was done continually to assess the educational needs of the market. Relevant trainings and workshops were conducted regularly for RAM's rating clients and their advisers, professionals, directors and investors alike to meet those needs. Thus, the birth of RAM's Training Division to ensure focus and the highest quality in deliverables as validation of RAM's dedication in developing an informed and sophisticated bond market in Malaysia.

Today, after almost two decades of being in the training business, coupled with its over 26 years of credit rating experience, RAM's Training Division has conducted more than 3,000 workshops and seminars and has trained over 50,000 participants. Training programmes conducted by RAM Training do not focus solely on enhancing the technical skills of professionals but are also aimed at reinforcing and enhancing values of professionalism, integrity and creative thinking amongst the participants. The core of RAM's vocation in training is to develop human capital equipped for the impending challenges and opportunities of globalisation in the 21st century.

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