



## PROGRAM DESIGN & METHODOLOGY

- ★ The Emerging Leaders Program is designed based on recent research on high-achieving women
- ★ The Program helps young women gain clarity around their roles at work, at home and socially
- ★ The Programme includes psychometric/personality assessments which help to enhance overall self-awareness, confirm strengths/works styles and uncover development areas. Apart from assessments, participants will also be asked to complete a short survey on their current priorities in life and work roles
- ★ The Program focuses on helping young women identify their career anchors and gain clarity with regards to career choices and paths
- ★ The Programme will enhance two key leadership competencies through highly interactive activities – Communication and Teamwork
- ★ With the small-group coaching opportunity built into the design, the Program provides an opportunity for women to form connections and provide support to one another after the training
- ★ The Program provides a forum for women leaders to discuss challenges that are specific to women in this region

*“Some leaders are born women”*

*Anonymous*

## Latest TESTIMONIALS

“I just wanted to say thank you for your great, great leadership on the Leadership Programs. I am excited to have such fantastic opportunities to working with you. Let’s keep in touch, and let me know if you have a chance to come to Tokyo.”

~ HR Director, Asia-Pacific of an American Hi-Performance Materials Manufacturer commenting on a series of leadership development programs being delivered to the company’s managers at various levels in the region since 2007.

“I would like to express my deep appreciation for the valuable instruction of the “Facilitative Leadership Program” you extended to us. As the program was well-considered and you lectured kindly, all of our participants learned and enjoyed the program very well. I think we can make use of the fruitful training experience to our various consulting business.

~ HR Manager of an international finance & business consultancy/research company commenting on a program Maria delivered

“The meeting went very well! A lot of positive feedback from participants/senior leaders, including our Pacific CEO. It was a great success for us. Thank you for your great support on this project.”

~ The Regional HR Director commenting on a team development session conducted for an international manufacturing company’s Executive Team in Hong Kong

“Maria is very experienced in Leadership Management Training and Development and I find her coaching first class.”

~ Regional Director of a boutique investment house in respect of a leadership development and coaching initiative.

## YOUR INTERNATIONAL COURSE FACILITATOR



**Maria Chow**  
*B. Soc Sc (HONS), MBA*

**Professional  
Associate**  
Aonia Leadership  
& Management

## PROFILE

Maria is a professional in the field of leadership development & organizational development. The last fourteen of her 27 years of working experience in HRM and Training & Development have been regional and multi-cultural.

Maria is a key partner of Aonia Leadership & Management, while managing her own leadership practice. Maria was Custom Solutions Director at the Center for Creative Leadership (CCL)’s Asia-Pacific headquarters in Singapore prior to her entrepreneur pursuits. Her clients include mostly Fortune 500 companies, industry leaders & non-profit/ educational institutes. She has helped clients develop teams across cultures, manage innovation & change and nurture women leadership. She has facilitated the Center’s flagship open-enrolment programs – LDP and Women LDP.

Maria joined CCL from Michelin where she was the first director of training & development for the Asia-Pacific operations. Capitalizing on her first-hand knowledge of leadership needs and drawing from her own success with careers in American and European corporations, Maria is skilled in designing and delivering training & solutions that help shape leadership of our businesses today. Her consulting experience with KMPG Peat Marwick, lecturing experience in various universities and industrial relations career with both Hong Kong & Singapore governments all serve to facilitate her connections with people, industries & businesses.

Maria also shares her experiences with business leaders through coaching, a service that she delivers regionally, in various languages. She speaks English, Chinese, French and Japanese.

## COURSE CONTENT

### DAY1 DEVELOPMENT FRAMEWORK FOR WOMEN

- ★ Icebreaker Activity
- ★ Visual Exploring Activity – Role Balancing
- Development Framework for Women - Clarity, Authenticity, Connectedness

#### LUNCH BREAK

- Enhancing Self Awareness - a Personality Assessment on Your Preferences & Styles

### DAY2 COMMUNICATION & LIFESTYLE PREFERENCES

- Your Career Anchors - Choices and Paths
- Communication - Model for Effective Feedback
- ★ Experiential Activity 1 - Team Behaviour

#### LUNCH BREAK

- The Team Player in You - An Assessment on Team Roles
- ★ Experiential Activity 2 - Decision-Making

### DAY3 MANAGING CHANGE

- Structured De-brief on Day 2 Experiential Activities
- ★ Peer Feedback Process in Small Groups\*\*

\*\* Participants will be split into 3-4 groups at this time. Each group will be led by a qualified coach who will guide the participants in giving structured feedback to one another.

#### LUNCH BREAK

- Challenges & Opportunities Specific to Women in the region
- Planning for Development – Goals and Action
- Next Steps & Closing

### PREVIOUS PARTICIPANTS

- CitiGroup Ltd
- Keppel Credit Union
- Overseas Chinese Banking Corp Ltd
- Temasek Holdings Ltd
- Aik Lee Industries
- Aruba Networks
- Creative Technology
- NEC Electronics
- Nokia
- Pentax
- Asia Pacific Breweries (S) Pte Ltd
- Yeo's Ltd
- Inland Revenue Authority Singapore
- Monetary Authority of Singapore
- CERTIS-CISCO Security
- Michigan Business School
- Singapore Press Holdings
- Chevron Texaco Pte Ltd (Caltex)
- Shell (S) Pte Ltd/Shell Oil Products East
- Mercure-Novotel Group of Hotels

### POST PROGRAM (OPTIONAL)

- Follow-On Coaching: an integral part of the Development Process as it helps ensure that participants act on their development plan which they have committed to during the program - recommend 1hr x 2 for each participant within 3 to 4 months
- Next Step: The 6 month modular program - Best recommended for total Organizational Leadership Development Program and Corporate Coaching - available upon request.
- In-house program: the enclosed information is a general overview of the course we offer. Each in-house course can be tailored to suit individual clients.

Email: [events@360bsi.com](mailto:events@360bsi.com) for more information.



## WHY YOU CANNOT MISS THIS EVENT

360 BSI recognizes that there is a significant gap that occurs between training delivery and successful implementation. Training should also bridge the gap to build capability to achieve and successfully implement strategic goals.

Unlike other women programs in the market which often focus on gender differences, breaking the glass ceiling, etc, our program assumes a really positive approach to the issue of women leadership at work. We strive to help women understand their priorities, their strengths, therefore enhancing their self-confidence and equipping them with the role clarity that they need to become highly effective at work.

The training delivery is just the start of the development process and focus can be given to small strategic teams to ensure complete alignment with their organizational objectives. Small team coaching can build on any training delivery to evolve with the developing needs of the team overall and any given project.



## WHO SHOULD ATTEND

- First-time managers
- Team leaders and supervisors
- Project leaders/managers
- Executives across all sectors with 3-8 years of working experience
- Professionals and entrepreneurs
- Working women planning for career growth
- HR personnel across all sectors

## COURSE SCHEDULE

8.30	Registration & Coffee/Tea
9.00	Workshop commences
10.40 - 11.00	Morning coffee/tea
12.30 - 13.30	Lunch
15.00 - 15.20	Afternoon coffee/tea
17.00	End of day

# Brief Survey on Your Leadership Development Needs

To be completed and submitted by each participant, together with the registration form.

We are committed to offering you a quality program experience. As we prepare for the program delivery, we would like you to help us understand your current leadership context *better* by responding to the following questions. The information you share will be used strictly for program customization purposes by the facilitators only. Individual participant's identity and data will not be revealed to anyone without the person's approval. Thank you.

Participant Name: \_\_\_\_\_ Job Title: \_\_\_\_\_

1. Please provide details of your managerial/leader experience (circle where appropriate) :

Years in Manager/Leader Position:  < 5 years  6 to 10 years  11 to 15 years  > 16 years

Industry Sector(s) You Have Been / Are in & Number of Years in Sector:

Information Technology [ ]      Manufacturing [ ]      Public Service [ ]      Non-Profit [ ]  
Banking & Finance [ ]      Hospitality [ ]      Education [ ]      Retail [ ]  
Other Professionals\* [ ] \_\_\_\_\_ \* *E.g. lawyers, accountants, medical doctors, etc.*

2. Here, we ask you to provide some personal details.

Please tick the highest academic qualification you have attained.

Diploma/ Polytechnic       Bachelor's Degree       Master's Degree / MBA  
 Doctoral Degree / PhD       Professional       Others \_\_\_\_\_

Please let us know your age group:  25 and below  26 - 30  31 - 35  36 - 40  50 and above

3. Use three adjectives or short phrases to describe yourself. (E.g. self-motivated, perfectionist, enthusiastic...)

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4. How would your friends, colleagues and significant others describe you? Use three adjectives or short phrases.

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5. Name three aspects/areas of your current job that you like.

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6. Are there aspects of your current job that you would like to change? Why?

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7. What are your top three priorities in life (not work) at the moment? Please tell us why?

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8. Does your role as a leader at work help or make it difficult for you to fulfill your priorities in life? Please provide some details. **My work helps me to fulfill my priorities.** (Tell us in what ways it helps and describe one or two relevant experiences.)

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**My work prevents me from fulfilling certain of my priorities in life.** (Which of your priorities are affected and in what way are they affected? Please provide one or two recent examples. And what are your coping strategies?)

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9. How satisfied are you with your work?

Very Satisfied       Largely Satisfied       Somewhat Satisfied       Not Satisfied

Please elaborate:

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10. How satisfy are you with *life in general*?

Very Satisfied       Largely Satisfied       Somewhat Satisfied       Not Satisfied

Please elaborate:

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Thank you very much for your time and cooperation.  
We look forward to seeing you in the program.



# REGISTRATION FORM

Fax: +603 9205 7788

Tel: +603 9205 7770

Mobile: +6016 3328 360

Email: samsudin@360bsi.com



## DELEGATES

1 Name : \_\_\_\_\_  
 Name on tag: \_\_\_\_\_  
 Job Title : \_\_\_\_\_  
 Email : \_\_\_\_\_  
 Mobile : \_\_\_\_\_

2 Name : \_\_\_\_\_  
 Name on tag: \_\_\_\_\_  
 Job Title : \_\_\_\_\_  
 Email : \_\_\_\_\_  
 Mobile : \_\_\_\_\_

3 Name : \_\_\_\_\_  
 Name on tag: \_\_\_\_\_  
 Job Title : \_\_\_\_\_  
 Email : \_\_\_\_\_  
 Mobile : \_\_\_\_\_



## IN-HOUSE TRAINING

360 BSI is passionate about providing strategic leadership and high potential training solutions across the region to build personal competencies and organizational capability.

You will receive practical training from a professionally qualified educator with over twenty years of teaching and training experience.

Please feel free to mix-and-match topics from the areas listed below to get the right training content for your staff. Other topics may be available upon request.

## OTHER RELATED COURSES

- Women in Leadership for Middle-Senior Level
- Facilitative Leadership Program
- Executive Management Leadership Development
- Strategic Leadership & Executive Coaching
- Instructional Design & Train the Trainer Development
- Organizational Development

## Hotel Contact Details:

Location will be at a 5 star hotel in Dubai. Details to be announced shortly.

## General Information:

- 1 Closing date for registration is 14th May 2009.
- 2 The fees cover lunch, tea breaks, materials and certificate.
- 3 Official confirmation will be sent, once registration has been received.
- 4 Participants will need to arrange their own accommodation.
- 5 Attire: Smart Casual

## Cancellations/Substitutions

Substitutions are welcome at any time. Please notify us at least 2 working days prior to the event. All cancellations will carry a 10% cancellation fee, once a registration form is received. All cancellations must be in writing by fax or email at least 2 weeks before the event date. Cancellations with less than 2 weeks prior to the event date carry 100% liability. However, course materials will still be couriered to you.

**Thank you for your registration!**

## AUTHORIZATION

(This form is invalid without a signature)

Name : \_\_\_\_\_  
 Job Title : \_\_\_\_\_  
 Email : \_\_\_\_\_  
 Tel : ( ) \_\_\_\_\_  
 Organization : \_\_\_\_\_  
 Address : \_\_\_\_\_  
 \_\_\_\_\_

Signature : \_\_\_\_\_ Date: / / \_\_\_\_\_

## FEES

- USD 2,495** per delegate
- 10% savings** - register before 31-MAR-09
- USD 6,000** - Special for Group of 3

The fee does not include any taxes (withholding or otherwise). In case of any taxes applicable the client has to ensure that the taxes are paid on top of the investment fee paid for the course. Compliance with the local tax laws is the responsibility of the client.

\* Save over 50% for In-house Training programs  
For Enquiries: +60-16-3328 360 or samsudin@360bsi.com

## PAYMENT DETAILS

Payment is required within 5 days upon receipt of the invoice.

## Bank transfer:

**360 BSI (M) Sdn Bhd**  
**HSBC Bank Malaysia Berhad**  
**Bukit Bintang Branch, Kuala Lumpur, Malaysia**  
**Account No: 203-371059-725**  
**Swift No: HBMBMYKL**

All payments must be received prior to the event date