

# Leading the Inclusive and Creative Organisation.

Leading the Strategic, Inclusive and Creative Organisation	
<b>Skill Area</b>	Leadership, People Management, People and Relationship Management, Diversity, Creativity
<b>Short Description</b>	These skills provide the participants with the ability to create and foster strong organisational relationships to deliver strategic value to the organisation. It also includes developing strategic leadership networks, creating a diverse and cooperative work environment and supporting team-building initiatives.
<b>Learning Outcomes</b>	At the end of the program, the participants should be able to demonstrate the following capabilities:
<b>Knowledge and Analysis</b>	<p>The ability to understand:</p> <ul style="list-style-type: none"><li>• Legal and ethical considerations relating to organisational participation in networking and opportunities for collaboration, and workplace diversity</li><li>• Organisational policies and procedures relating to business networking, organisational diversity and team building</li><li>• Relevant professional or industry codes of practice and standards relating to business networking and team building</li><li>• The implication and impact of strategies to encourage diversity on employees and the organisation</li><li>• Relevant local, regional and international networks</li><li>• Common barriers to developing a diverse and cooperative workplace</li><li>• Team dynamics and group behaviours</li></ul>
<b>Application and Adaptation</b>	<p>The ability to:</p> <ul style="list-style-type: none"><li>• Identify and prioritise networks which may provide strategic value to the organisation or the individual to facilitate networking decisions</li><li>• Identify and review the constraints that may affect participation in networks to develop appropriate responses</li><li>• Pursue collaborative opportunities to support mutually beneficial outcomes</li></ul>

## Leading the Strategic, Inclusive and Creative Organisation

- Lead the development of strategies to support diversity and cooperation at all levels of the organisation
- Communicate expectations of cross-cultural awareness throughout the organisation to promote organisational diversity
- Encourage and support senior management to build stronger teams across the organisation

### **Innovation and Value Creation**

The ability to:

- Identify innovative approaches to support team building

### **Social Intelligence and Ethics**

The ability to:

- Manage relationships to achieve cross-cultural cooperation and positive outcomes for individuals, teams and the organisation
- Adjust the interpersonal style and respond appropriately to emotional cues when interacting with others to meet the requirements of the social and cultural business context
- Participate in team-building activities with the senior management team to develop instrumental relationships required to lead the organisation

### **Learning to Learn**

The ability to:

- Keep abreast of organisational diversity management practices by subscribing to diverse learning channels and participating in peer discussion platforms to enhance own knowledge of workplace application

<b>Overview</b>	<b>This program is designed for middle to senior managers and executives.</b>
<b>Pedagogy</b>	The leadership program incorporates the five learning domains (Knowledge & Analysis, Application and Adaptation, Innovation and Value Creation, Social Intelligence and Ethics, & Learning to Learn) that are most relevant to leadership and management education for busy and senior executives. It uses the 70:20:10 approach (10% from formal learning and structured programs. 20% from feedback, mentoring, coaching, networks, and from observing and working with role models; and 70% from real life and on-the-job experiences, tasks, and problem solving).
<b>Delivery</b>	Online (asynchronous + synchronous).
<b>Learning Activities</b>	Readings, lectures, case study analysis, assessments linked to workplace challenges, discussions, quizzes, presentation, individual & group work, etc.
<b>Contact Hours</b>	<p><b><u>Session 1</u></b> (Day 1 ~13) Virtual Class - 3hrs, Research Learning &amp; Assessment 15 ~18hrs</p> <p><b><u>Session 2</u></b> (Day 14) Virtual Class – 6hrs</p> <p><b><u>Session 3</u></b> (Day 15 ~ 27) Research Learning &amp; Assessment (15 ~18hrs)</p> <p><b><u>Session 4</u></b> (Day 28) Virtual Class &amp; Assessment – 3hrs</p>
<b>Assessments</b>	Each program has three assessment.
<b>Certificate</b>	<p>Participants who attend all four sessions and complete all assessments successfully will receive a <i>Certificate of Completion (with Merit if assessment marks are Distinction or High Distinction)</i>.</p> <p>Participants who do not attend all four sessions or are not able to complete all three assessments successfully will receive a <i>Certificate of Participation</i>.</p>
<b>Price</b>	<b>RM 7200</b>

