

Workforce  
Resilience

Evolving  
Skill Needs



**THRIVING  
IN 2022**

Current  
and Future  
Leadership  
Readiness

Organizational  
Transformation  
and Change  
Management

Multi-  
generational  
Workforce

Hybrid  
Work



# ***Transform to Thrive***

People Development Programs 2022



daily meaning  
people development consultant



We walked through 2020 and we strived to survive.  
Then, we run and bounce back stronger in 2021.

***Now, it's time to leap  
and thrive in 2022!***

In 2020, COVID-19 pandemic hit us so hard and companies around the world were forced **to strive** just to **survive**... But in 2021, companies and businesses who **survived** 2020 began to regroup and **bounce back** stronger.

Through 102 programs (169 batches) in 2021, Daily Meaning helped 37 companies (10.780 participants) to **bounce back stronger** by:



Responding means **taking immediate actions** to ensure people's safety and essential business functions can keep running.

Recovering focuses on how companies can make plans to **reoperate in a better way** to steadily step by step recover their business.

Renewing is about **upskilling and upgrading** to execute better strategic business plan in order to bounce back stronger.

### Programs

- Embracing Change and Uncertainty\*
- Managing Well-Being\*
- Bounce Back in Challenging Situation\*
- Virtual Leadership Presence
- Strengthening Agility

### Programs

- Enhancing Customer Experience\*
- Beyond Time Management\*
- Positive Virtual Collaboration\*
- Strategic Project Planning & Organizing
- Impactful Virtual Communication

### Programs

- Leading Change Successfully\*
- Credible People Leader\*
- Business Presentation & Storytelling\*
- Creating Innovation
- Analytical Thinking
- Problem Solving Decision Making
- Negotiation
- Building Positive Partnership with Stakeholders

## What should we **anticipate** and **strengthen** to thrive in 2022?

Generation Z starts to enter the workplace, making it **4 generations of professionals working together** with each own values and style. How can we **collaborate** and turn **it into advantages to thrive in 2022?**

Ways of work is transforming (again). With **hybrid work emerges** as situation develops, companies need to create a new work culture. How can we ensure all **employees can embrace the change** and **adapt to the new culture?**

More changes will occur in 2022 which means **companies need to be ready to transform** itself. How can we as leaders and key stakeholders make **better decisions faster to transform the organization** and **manage the change successfully?**



Employees will experience more **change fatigue** that may disturb the health of the workforce. How can **we manage our workforce health** overall and **drive resilience** to thrive in 2022?

One in three skills needed for a job in 2018 will not be needed by 2022. How can we do **upskilling and reskilling fast enough** to catch up with the **changing needs** and still **align with the business goals?**

The **role of leaders in 2022** will be **very essential**. In order to thrive and have a **sustainable growth** amid all the challenges and changes, companies need **great leaders to lead them** and **great future leaders that will sustain the effort**.

# ***Transform to thrive in 2022 with our people development programs***

## **Types of Program**

**Public Webinar Series**

**Corporate Workshop**

**Corporate Webinar**

**Executive Coaching**



Click the **type of program**  
to find out more details

# **Transform to thrive in 2022 with our people development programs**

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# Public Webinar Series

To overcome **challenges in 2022**, we must have a **better strategy and leadership quality** from all level in the organization. Therefore, we need to **transform leadership in every level** and **our organization to thrive in 2022**.

**Let's learn how to  
transform successfully with us!**

## LEADERSHIP TRANSFORMATION SERIES

1. Strengthening Your Professional Agility
2. Optimizing Your Leadership Readiness
3. Dealing with Pain of Leadership
4. Leading with Empathy

## BUSINESS TRANSFORMATION SERIES

1. Work Smart to Achieve More Impact
2. Building Workforce Resilience 1.0: Managing Team's Well-Being
3. Building Workforce Resilience 2.0: Strengthening Positive Collaboration
4. Building Workforce Resilience 3.0: Optimizing Your Team's Response to Change
5. Leading Change Successfully

**Duration:**

3 hours for each webinar



Click to get back to  
types of program



Click the **title of the series**  
to find out more details

# Leadership Transformation Series



**Staff  
Level**

**1** ***Strengthening Your Professional  
Agility***

**Middle  
Level**

**2** ***Optimizing Your Leadership  
Readiness***

**Senior  
Level**

**3** ***Dealing with Pain of Leadership***

**4** ***Leading with Empathy***



Click to get back to choice  
of **public webinar series**



Click the **webinar's title**  
to find out more details





### Competencies:

Driving Performance, Strive for Excellence, Continuous Improvement

### Target Participant:

Staff, Individual Contributor

The change in business direction and the challenges that come with it can be perceived as an obstacle for most people. It is important to be **agile and versatile** so we can **adapt quickly** to existing needs with every kind of changes and thrive. Therefore, in order to **thrive in 2022** with all the upcoming changes and challenges, we need to **strengthen our professional agility**.

### TARGETED OUTCOMES

- Able to overcome challenges with **positive mindset**.
- Able to be **agile and versatile** in dealing with changes and challenges.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.





### Competencies:

Strategic Leadership, Professionalism, Business Acumen

### Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager

The changes and challenges that occurred in 2021 can change business strategies in 2022, including the possibility of organizational structure change, role expansion, etc. **Are we ready to be a leader with all the changes?** To what extent do we understand the expectations of a more strategic role? We need to **prepare ourselves to be a more competent leader**, so we can be ready to deal with upcoming challenges.

### TARGETED OUTCOMES

- Ready to be responsible in a new strategic role.
- Able to perform optimally in implementing leadership role.
- Able to create significant impact as a leader.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# Dealing with Pain of Leadership



### Competencies:

Professionalism, Strategic Leadership

### Target Participant:

Senior Leaders, C-Level Leaders

**Being a leader is hard**, exhausting, and may disturb our own comfort & peace. A leader needs to **make difficult decisions**, gets pressured by various stakeholders, **might be misunderstood**, and even **disliked by others**. These experiences contradict with what a human commonly desires. Thus, **leaders need to be able to deal with such pain**, so we can **fulfill our role optimally**, while also **maintaining our well-being as a human**.

### TARGETED OUTCOMES

- Understand the **various kinds of pain** in being a leader.
- Able to **deal with the pain of leadership** constructively.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.





### Competencies:

Strategic Leadership, Professionalism, Communication and Interpersonal Understanding

### Target Participant:

Senior Leaders, C-Level Leaders

Companies are run and led by people. Therefore, as a leader we need to **lead with empathy** since we are **dealing with creatures of emotion**, not only logic. In challenging times, such as during pandemic in 2020 and 2021, being able to lead with empathy is one of the **most essential ability a leader must have** to lead their team to **thrive in 2022 without getting our team burnt out**.

### TARGETED OUTCOMES

- Able to **empathize as a leader** and use it to **leverage team's performance**.
- Able to **lead teams to be solid, positive, and productive** despite all the challenges.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# Business Transformation Series



**Staff  
Level**

**1** ***Work Smart to Achieve More Impact***

**2** ***Building Workforce Resilience 1.0:  
Managing Team's Well-Being***

**Middle  
Level**

**3** ***Building Workforce Resilience 2.0:  
Strengthening Positive Collaboration***

**4** ***Building Workforce Resilience 3.0:  
Optimizing Your Team's Response to  
Change***

**Senior  
Level**

**5** ***Leading Change Successfully***



Click to get back to choice  
of **public webinar series**



Click the **webinar's title**  
to find out more details

# Work Smart to Achieve More Impact



### Competencies:

Driving Performance, Strive for Excellence, Achievement Orientation, Professionalism, Business Process and Procedure Management

### Target Participant:

Staff, Individual Contributor

**Working hard to achieve business' goals is no longer acceptable** as it tends to encourage us to do **overtime and sacrifice our well-being** for the sake of the company's success. With all the changes and challenges, it is **getting harder to stay sane, positive, and productive at the same time**. On the other hand, **demands are increasing to stay relevant and competitive**. How should we handle the increasing demands and workload without getting burnout and sacrificing our mental health? **We work smart. We do the right things right efficiently and effectively to achieve more impact.**

### TARGETED OUTCOMES

- Understand the **right mindset how to optimize working smart** to achieve more impact.
- Able to **work smart by doing the right things right** efficiently and effectively.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# Middle Level

# Building Workforce Resilience 1.0: Managing Team's Well-Being



### Competencies:

Professionalism, Strategic Leadership, Communication and Interpersonal Understanding

### Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager

In order to thrive in 2022, we must **build a resilient workforce with a well-managed stress and burnout level**. If we cannot manage our team's well-being properly, our team cannot maintain the work-life balance and will not be able to **optimally face continuous challenges**, no matter how competent our team is. Therefore, **managing team's well-being is a very critical step**.

### TARGETED OUTCOMES

- Able to properly **manage team's well-being** and **manage team's stress level**.
- Able to **implement the right and healthy positivity** when dealing with challenges.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# Middle Level

# Building Workforce Resilience 2.0: Strengthening Positive Collaboration



### Competencies:

Collaboration, Relationship Building, Collaborative Relationship, Communication and Interpersonal Understanding

### Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager

In order to **succeed in the long term**, we need to **build a strong positive collaboration** by **enhancing our relationship, trustworthiness, and psychological safety** in our team. If we can implement it all, we can **perform optimally and be resilient continuously**. It will not be easy, especially with current workforce where we could have multigenerational workforce whose culture and characteristic is different.

## TARGETED OUTCOMES

- Understand what it takes to **provide psychological safety** to our team and able to provide it accordingly.
- Able to **increase trustworthiness** in the team.
- Able to **manage our relationship** with the team properly.

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.





# Middle Level

# Building Workforce Resilience 3.0: Optimizing Your Team's Response to Change



### Competencies:

Strategic Leadership, Professionalism, Strive for Excellence, Innovative and Creativity

### Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager

How well can we embrace change? **How do we respond to change?** Since 2020, we have been learning that our condition can change drastically at any time. **Our change receptivity determines how we embrace and respond to changes.** If we do not have a good change receptivity, then we might be **resistant against the change which will slow down our response** and disrupt our progress. Consequently, we will get left behind. Therefore, in order to thrive in 2022, we need to **optimize our team's change receptivity to have an excellent response to change.**

### TARGETED OUTCOMES

- Able to have the **right mindset and attitude** in dealing with change.
- Able to **create a sense of urgency** to respond change effectively and efficiently.
- Able to respond to change with **creativity and innovation.**

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# Leading Change Successfully



## Competencies:

Strategic Leadership, Project Control and Monitoring

## Target Participant:

Senior Leader, C-Level Leader

According to Michael Hammer and James Champy, it is estimated that between **50 to 70 percent of organizational change initiatives fail to achieve the desired result**. One of the biggest challenge is the **resistance from the team and related stakeholders** to support and participate in the change. Therefore, it is important for leaders to be able to **engage the related stakeholders strategically and lead the change successfully**.

## TARGETED OUTCOMES

- Understand the battlefield in leading change
- Able to prepare team to embrace change
- Able to enable team to implement change
- Able to reinforce team to sustain change

### Specific Program Benefit:

Personal worksheet and post-webinar implementation.



# ***Transform to thrive in 2022 with our people development programs***



## **Types of Program**

**Public Webinar Series**

**Corporate Workshop**

**Corporate Webinar**

**Executive Coaching**



Click the **type of program**  
to find out more details

# Corporate Workshop

## LEADERSHIP

- Inspiring people leader
- Leading change
- Personal leadership
- Impactful coaching

## BUSINESS MANAGEMENT

- Strategic planning and organizing
- Mastering business acumen
- Accelerating innovation

## WORK MANAGEMENT

- Beyond time management
- Improving efficiency and effectiveness

## CUSTOMER EXPERIENCE

- Creating customer centricity

## COMMUNICATION

- Powerful presentation
- Engaging business storytelling
- Impactful Report Writing
- High impact communication
- Effective negotiation
- Virtual facilitation

## THINKING SKILL

- Sharpening analytical thinking
- Strengthening strategic thinking
- Problem-solving and decision-making

## COLLABORATION

- Fostering effective collaboration

**Workshop duration:**

1 or 2 days (5,5 learning hours per day)

**Participant:**

Max 24 pax

Workshop **content will be customized**

accordingly based on your needs and context



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# Leadership

# Inspiring People Leader



## Competencies:

Developing Others, Strategic Leadership, Achievement Orientation, Driving Performance

## Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager, Senior Leader

Being able to **manage tasks and projects** within the team is **not enough for a people leader**. We need to **develop an autonomous team** who **understands our vision and direction** which help them **perform optimally without close monitoring** and make effective progress on their own. To achieve sustainable success, we need to **inspire our team** and unleash their true potential in order to **create a progress-oriented environment**.

## TARGETED OUTCOMES

- Able to **inspire our team** and **position ourselves** as a leader **impactfully**.
- Able to share our vision and our wisdom to **engage our team** and **move together** towards the same goal.
- Able to **understand our team better** and **develop their potential**.
- **Create a winning culture** for our high-performing team.

### Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



# Leading Change



## Competencies:

Strategic Leadership, Continuous Improvement, Project Planning and Execution, Business Process and Procedure Management

## Target Participant:

Senior Leader, C-Level Leader

Change is inevitable. However, can your team adapt to change? **Can you respond to change properly and optimize the opportunity that comes along with the change?** Leaders who can lead change successfully will enable the organization to **accelerate change initiatives fast enough to ensure the organization's long-term success.** As a leader, you need to be the one orchestrating the change and helping the others to adjust to the changes so your organization can move at the right speed and in the right direction towards progressive change.

## TARGETED OUTCOMES

- Able to prepare our team/organization to embrace and see change as an opportunity to grow.
- Able to lead and manage people effectively to thrive through change.
- Able to initiate, implement, and sustain the organizational change that can empower our team/organization strategically.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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workshop categories



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# Personal Leadership



## Competencies:

Driving Performance, Striving for Excellence, Achievement Orientation, Professionalism

## Target Participant:

Staff, Individual Contributor

Can we rate ourselves as a top professional who cannot be easily replaced at work and have a strong personal leadership? In order to **stand out from the crowd**, we need to be **“the +1 professional”** who can be an **enabler and do our work beyond the standard** by giving **additional value** to our team/organization. A +1 professional will not only have a **good professional brand image** but will also bring positive **impact to the team/organization’s growth**.

## TARGETED OUTCOMES

- Level up from **doer to enabler** to give more impact to our team/organization.
- Be **more efficient and effective** in doing our work.
- Strengthen our **professional brand image and credibility**.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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workshop categories



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# Impactful Coaching



## Competencies:

Learning and Development, Career Management, Talent and Succession Plan Management, Developing Others

## Target Participant:

Supervisor, Line Manager, Team Leader, Project Leader, Team Manager, Senior Leader

**Continuous improvement of our team is critical** for the long-term success of our organization. Companies and leaders need to **consistently assess the competencies gap in the organization and fill in the gaps** to stay competitive. Therefore, **leaders need the ability to do beyond performance review, but also impactful coaching with the right mindset and skills**, so that we can grow our team by sharpening our team's capability.

## TARGETED OUTCOMES

- Understand the **foundation of coaching**.
- Understand our role and the **right mindset as a coach**.
- Able to **build positive partnership** with our coachee.
- Able to **communicate effectively** and implement impactful coaching.

## Specific Program Benefit:

Customized worksheets and role-play to practice on your specific issue as a coach through the workshop.



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# Business Management

# Strategic Planning and Organizing



## Competencies:

Project Control and Monitoring, Project Management Methodologies and Tools, Project Planning and Execution, Strategic Leadership

## Target Participant:

Supervisor, Team Leader, Project Leader, Team Manager, Senior Leader, C-Level Leader

Many companies can determine a big vision and ambitious target. However, **only few companies with proper strategic plan and execution who can actually achieve it.** Leaders need to **set a clear and strategic plan based on the vision that their companies have, engage the team to ensure they understand what needs to be done and willing to execute the plan optimally.** Therefore, the leaders' role and capability in strategic planning and organizing is very critical to ensure the achievement of the company.

## TARGETED OUTCOMES

- Able to understand and **evaluate current circumstances** (team's condition, market condition, upcoming challenges, etc).
- Able to **formulate the plan strategically** with the right steps.
- Able to organize the team and **lead the team to execute the plan optimally.**

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Mastering Business Acumen



## Competencies:

Business Acumen

## Target Participant:

Supervisor, Team Leader, Project Leader, Team Manager, Senior Leader, C-Level Leader

In the current situation, business conditions can be increasingly challenging and various dynamic changes need to be made. As professionals, it is important for us to **understand the business and the movement or innovation it requires**. Strong business acumen skills are needed so that we can **maintain business growth** and the company **remains competent in various situations**.

## TARGETED OUTCOMES

- Able to **understand “what business are we in”** regarding the current situation.
- Able to **create the right strategy or innovation** to catch up with the challenges.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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workshop categories



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# Accelerating Innovation



## Competencies:

Innovative and Creativity, Continuous Improvement, Driving Performance, Strive for Excellence

## Target Participant:

Staff, Supervisor, Team Leader, Project Leader, Team Manager, Senior Leader

In the current **VUCA (Volatility, Uncertainty, complexity, and Ambiguity) business environment**, change and innovation are no longer optional- they are a must. While facing the constant wave of disruptions in technology and consumer demands can be difficult, companies can only thrive if their professionals **embrace disruption as an opportunity to innovate and ride the challenge** instead of resisting change. With this in mind, fostering professionals to have a **positive mindset for change is key to organizational resilience**.

## TARGETED OUTCOMES

- **Becoming a more change-resilient professional** by being capable in facing and overcoming the uncertainties of change.
- **Able to innovate to leverage the opportunities of change** and sustain business performance despite the threats of change.

### Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Work Management

# Beyond Time Management



## Competencies:

Professionalism, Driving Performance, Achievement Orientation

## Target Participant:

All Level

In facing rising customer expectations and rapid competition, **it is crucial to maintain employees in their optimal states.** However, **optimal performance does not come from putting more hours or strict work scheduling; instead, it comes from physical, mental, and emotional well-being.** Beyond Time Management challenges professionals to **produce significant business results without getting burnout** by effectively managing their energy.

## TARGETED OUTCOMES

- Able to **manage the energy** needed to perform all activities.
- Able to **manage well-being** during fast-paced work life.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Improving Efficiency & Effectiveness



## Competencies:

Business Process and Procedure Management, Project Planning and Execution, Continuous Improvement, Strive for Excellence, Quality Management

## Target Participant:

All Level

Nowadays, companies have **smaller room for error, while the speed of change keeps increasing**. How can we stay ahead of competition and thrive even during challenging times? **Operational excellence is the key**. Therefore, companies need to maintain operational excellence by **improving the efficiency and effectiveness of its workforce**, in order to **increase revenue, lower operational risk, and lower operating costs**.

## TARGETED OUTCOMES

- Increase effectiveness at work and able to achieve company's target.
- Implement business/work efficiency to increase productivity.
- Create a sustainable and continuous growth.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Customer Experience

# Creating Customer Centricity



## Competencies:

Customer Service Excellence, Customer Care, Customer Claim Handling, Customer Relationship Management, Professionalism, Communication Skill

## Target Participant:

All Level

How can we win customers and maintain relationship with them in these challenging situations, when customers' demands keep rising? The key is to **avoid standard customer service and strengthen customer centricity**, by **giving the best customer experience possible to customers** and creating mutually positive impact. **Customer centricity cannot be done only by employees** who directly face customers. but must be **incorporated to the company's value and implemented by employees from every level** in the company.

## TARGETED OUTCOMES

- Able to **implement customer centric** mindset and attitude.
- Able to **give the best customer experience** through outstanding service.
- Able to **collaborate to create a comprehensive end-to-end customer experience**.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Communication

# Powerful Presentation



## Competencies:

Communication Skill, Communication and Interpersonal Understanding, Relationship Building

## Target Participant:

All Level

When delivering our presentation, are we just a messenger who presents data, or a **business partner who shares actionable insights**? How effective is our presentation in driving business results into the right direction? By learning how to prepare and deliver powerful presentations, we can **get stronger buy-in from our stakeholders** by showing that **we understand their concerns and pain points**, provide **engaging insight** to stakeholders, and **offer the right solution that they need**.

## TARGETED OUTCOMES

- Able to **position ourselves as a business partner** when giving presentation.
- **Boost our confidence** when giving presentation.
- Able to **give actionable insight** using the right narrative, data, and visual to convince our stakeholders.
- Able to **engage our stakeholders with neuroscience**.

## Specific Program Benefit:

Individual feedback report based on pre and post workshop assignment.



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# Engaging Business Storytelling



## Competencies:

Communication Skill, Communication and interpersonal Understanding, Relationship Building

## Target Participant:

Participants Who Mastered Powerful Presentation

After mastering how to give powerful presentation, how can we **upgrade our presentation skill and impact?** Move to the next level of presentation using **business storytelling**. With elements of storytelling in our presentation, we can **make our presentation more memorable, relatable, engaging, and able to drive our stakeholders to act accordingly**. We can also create a powerful story with an easy-to-follow structure and powerful message by designing a **compelling storyboard**.

## TARGETED OUTCOMES

- Understand and implement the art of storytelling in business context.
- Able to create compelling storyboard of the presentation.
- Implement the elements of a powerful story into the presentation.

## Specific Program Benefit:

Individual feedback report based on pre and post workshop assignment.



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# Impactful Report Writing



## Competencies:

Communication Skill, Communication and Interpersonal Understanding, Analytical and Problem Solving, Problem Solving and Decision Making

## Target Participant:

All Level

**Impactful report requires more than just giving correct data in our report.** Impactful report means we have to **understand very well our stakeholder's needs and challenges**, so that our report can **accurately depict the insight needed to solve the issues that our stakeholder faces**. Moreover, we need to ensure that the **report can be understood easily with organized flow of thoughts and engaging visualization**. With impactful report writing, we can deliver engaging reports that **helps our stakeholder to take action** accordingly.

## TARGETED OUTCOMES

- Able to **position yourself as a business partner** when delivering report.
- Understand the **principle of impactful reporting** for stakeholders.
- **Extract sharp insights** from existing data with the accurate visualization.
- Compose reports **effectively and efficiently** with powerful narrative.
- Understand the executive summary storyboard and excerpt it into **on-point report writing**.

## Specific Program Benefit:

Individual feedback report based on pre and post workshop assignment.



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workshop categories



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# High Impact Communication



## Competencies:

Communication and Interpersonal Understanding, Relationship Building, Professionalism

## Target Participant:

All Level

**Miscoordination, conflict, inefficient and ineffective process at work can occur due to one similar root cause which is poor communication.** Nowadays, good communication skill is not enough, we need to level up to **high impact communication** which can **speed up process at work, increase efficiency and effectiveness** of our work, enhance our presence at work, and **engage our stakeholders** to drive business growth. Moreover, **high impact communication will enable us to cooperate better even if we have generation gap with our colleague.**

## TARGETED OUTCOMES

- Able to communicate as a “**business partner**” who can understand the audience’s needs and point of view.
- Able to engage your audience and **push “the right button”** to create mutual partnership.
- Able to use “**Talking Filters**” when interacting with our colleague.
- Able to **leverage our information to insights** which will give added value in our communication.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



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# Effective Negotiation



## Competencies:

Communication and Interpersonal Understanding, Relationship Building, Customer Relationship Management, Professionalism

## Target Participant:

All Level

Mastering negotiation skill is crucial to improve our business growth and achieve organization goals. The target of negotiation is beyond winning the deal, but also to foster long-term partnership with stakeholders and seek mutual benefit for both parties. By having a clear understanding of our counterparty's needs or concerns, and knowing the right strategy to make a bargain, we will be able to master the art of negotiation.

## TARGETED OUTCOMES

- Understand the **right mindset and attitude** in doing negotiation.
- Able to **build positive trust and partnership** with good understanding of counterparty's needs.
- **Implement the right strategy** to achieve our goal without sacrificing our partnership with the counterparty.

## Specific Program Benefit:

Customized worksheets and role-play to practice on your specific issue as a negotiator through the workshop.



Click to get back to  
workshop categories



Click to find out the next program



# Virtual Facilitation



## Competencies:

Communication Skill, Developing Others, Training delivery, Learning and Development

## Target Participant:

All Level (especially trainers)

Changes during the pandemic forced companies to focus on **reskilling and upskilling** of its employees to survive, adapt, and win through the change. As **training or facilitation must be done virtually**, trainers and facilitators might find it as another source of challenge. By implementing the **right technique and strategy**, **virtual teaching/facilitating** can be **more effective, efficient, engaging, and impactful**.

## TARGETED OUTCOMES

- Master the **necessary skills** for virtual facilitation.
- Implement the **strategy to engage our audience** in virtual facilitation.

## Specific Program Benefit:

Customized worksheets and role-play to practice on your specific issue as a facilitator through the workshop.



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workshop categories



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Workforce  
Resilience

Evolving  
Skill Needs



THRIVING  
IN 2022

Current  
and Future  
Leadership  
Readiness

Organizational  
Transformation  
and Change  
Management

Multi-  
generational  
Workforce

Hybrid  
Work



# Thinking Skill

# Sharpening Analytical Thinking



## Competencies:

Analytical and Problem Solving

## Target Participant:

All Level

In this modern day, we have more than enough data to solve issues and make better decisions. However, **have we used these data optimally and gained the best insights from it?** The quality of **our problem solving and decision making highly depends on how sharp and deep we can analyze information and data.** Therefore, it is essential to sharpen our analytical thinking, either as a staff who directly analyzes the data, or as a leader who have to analyze from a wider perspective.

## TARGETED OUTCOMES

- Understand and strengthen analytical thinking.
- Master critical aspects of analytical thinking.
- Enhance the quality of the insight that we deliver.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



Click to get back to  
workshop categories



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# Strengthening Strategic Thinking



## Competencies:

Project Planning and Execution, Problem Solving and Decision Making, Analytical and Problem Solving, Business Acumen

## Target Participant:

All Level

Regardless of our position, **strategic thinking is important to make the right decisions to advance business objectives sustainably.** Many business initiatives fail due to misalignment from the big picture and short-term thinking. Therefore, **to become an organization that is effective in achieving its mission and vision, strategic thinking is more than necessary.**

## TARGETED OUTCOMES

- Able to shift perspectives to see **bigger picture without losing the critical details** in analyzing data.
- Able to **think two or three steps ahead** to plan for future success.
- Able to **link across context to get insight and foresight** to anticipate issues or opportunity.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



Click to get back to  
workshop categories



Click to find out the **next program**

# Problem-Solving and Decision-Making



## Competencies:

Analytical and Problem Solving, Problem Solving and Decision Making

## Target Participant:

All Level

We can solve problems easily but struggle to make a decision, or we can also make decision but without actually solving the problems. **Problem-solving and decision-making are two different key skills which we need to master simultaneously to make a better decision which will accurately solve our issues and fulfill our needs.** Companies filled with professionals who can implement smart and effective problem-solving decision-making will be able to **find the real root cause of issues, solve the issues accurately, and make better decision faster to create a significant impact.**

## TARGETED OUTCOMES

- Able to implement the **right mindset and attitude** in problem-solving and decision-making.
- Able to implement the **right steps to formulate problems, analyze. problems, and generate alternative solutions** when doing problem-solving.
- Able to **perform good and smart decision-making process** to get the most impactful decision.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



Click to get back to  
workshop categories



Click to find out the next program



# Collaboration

# Fostering Effective Collaboration



## Competencies:

Communication and Interpersonal Understanding, Collaboration, Relationship Building, Collaborative Relationship, Professionalism

## Target Participant:

All Level

Business is all about collaboration, not only about working at the same place, but also **working together interdependently towards the same goal**. Effective collaboration is not talking about how we can achieve our target, but how we can **enjoy the process along the way to avoid getting burnout or conflict in the team**. Additionally, the implementation of hybrid work might present a new challenge in collaborating effectively. Therefore, **sense of belonging, clear and shared vision, good understanding** of each other, and **trust** are necessary for a team or a company to have an effective collaboration.

## TARGETED OUTCOMES

- Able to **treat co-workers/teammates properly** when collaborating.
- Able to **work interdependently** in the team.
- Able to **navigate through challenges** together with the team.
- Able to **build and develop trust** in the team.

## Specific Program Benefit:

Self-assessment, relevant case study, and post-workshop implementation.



Click to get back to  
workshop categories



Click to find out **corporate**  
webinar programs

# **Transform to thrive in 2022 with our people development programs**



## **Types of Program**

**Public Webinar Series**

**Corporate Workshop**

**Corporate Webinar**

**Executive Coaching**



Click the **type of program**  
to find out more details



# Corporate Webinar



## SELF-MANAGEMENT

Embracing  
Uncertainty

Enhancing Your  
Resilience &  
Well-Being

Managing  
Priority at Work

Becoming a  
Future-Ready  
Professional

From Customer  
Service to Customer  
Experience

Standing Out as  
a Professional  
Woman



## TEAM-MANAGEMENT

Strengthening  
Your Leadership  
Presence

Effective Virtual  
Communication &  
Collaboration

Multi-Generational  
Collaboration

Creating a Positive  
& Productive Work  
Environment

**Webinar duration:**  
2 hours

**Participant:**  
Max 497 pax

**Open to discuss**  
other topics by request

**Webinar content will be customized**  
accordingly based on your needs and context



Click to get back to  
types of program



Click the **program's title**  
to find out more details

Workforce  
Resilience

Evolving  
Skill Needs



**THRIVING  
IN 2022**

Current  
and Future  
Leadership  
Readiness

Organizational  
Transformation  
and Change  
Management

Multi-  
generational  
Workforce

Hybrid  
Work



# Self Management

# Embracing Uncertainty



## Competencies:

Driving Performance, Professionalism, Strive for Excellence, Continuous Improvement

## Target Participant:

All Level

Although we know that change is inevitable, **dealing with change and uncertainty is still not easy** and might demotivate us, overwhelm us, or can make us depressed in worst cases. This reaction is understandable since we are all human beings after all. However, as professionals, **we cannot allow uncertainty to hinder our life**. Therefore, we need to **learn how to embrace uncertainty positively**, so that we can still function well and perform our best amid uncertainty.

## TARGETED OUTCOMES

- Able to have a **positive change receptivity**.
- Able to **embrace uncertainty** and still **function well** as a professional and a human being.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Enhancing Your Resilience & Well-Being



## Competencies:

Driving Performance, Professionalism, Strive for Excellence, Continuous Improvement

## Target Participant:

All Level

**Is it possible to be a credible professional and a happy human being at the same time?** It is possible if we know the strategy and have the necessary supporting system. Before we discuss about external supporting system, let us ensure that we have what it takes to be credible and happy. Therefore, we need to **enhance our resilience to have a good fighting spirit and be able to break through the difficult challenges** while at the same time enhancing our well-being to keep us in a good mental, physical, and social state, especially in the setting of virtual or hybrid work environment.

## TARGETED OUTCOMES

- Able to implement the **right mindset and attitude to be resilient.**
- Able to stay **happy and healthy** while keeping our **best performance at work.**

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Managing Priority at Work



## Competencies:

Driving Performance, Professionalism, Strive for Excellence

## Target Participant:

All Level

With **rapid changes in current environment and demands**, we have to work more in order to catch up with the circumstances and stay ahead. On the other hand, for some of us who have to work from home, we have other stuff that we need to handle simultaneously at home. This condition can make us **overwhelmed with to-do list and end up getting confused and exhausted** when we need to manage priority and shift from one work to another. Therefore, we need to equip ourselves with the necessary skills and mindset on **how to manage priority so we can be productive, stay focus, and manage our work-load properly.**

## TARGETED OUTCOMES

- Able to **manage focus** when working.
- Able to **manage priority**.
- Able to **keep performing and productive** in a fast-paced work environment.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Becoming a Future-Ready Professional



## Competencies:

Driving Performance, Strive for Excellence, Continuous Improvement

## Target Participant:

All Level

Nearly one in three skills needed for a job in 2018 will not be needed by 2022 due to **rapidly changing environment** and **continuously evolving in-demand skills**. Even with this fact, there are complacent people who are satisfied with their current competencies without realizing that they are getting left behind and might not be able to catch up with the competition. **Complacency is a threat for individual's growth and company's growth**. Therefore, companies need to ensure that their employees are willing to grow themselves independently, so that they can **be ready to face future competition and company's needs**.

## TARGETED OUTCOMES

- Able to be **aware and understand of current circumstances** (our level of competency, market condition, etc), and future demands and challenges.
- Able to develop **"ready to learn" mindset and attitude**.
- Able to **implement plan and strategy to develop ourselves**.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



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webinar categories



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# From Customer Service to Customer Experience



## Competencies:

Customer Service Excellence, Customer Care, Customer Claim Handling, Service Quality Performance Management

## Target Participant:

All Level

Standard customer service will no longer give customer the satisfaction of being our customer. We need to level up and **focus on customer experience to maintain customer's satisfaction and loyalty**. The essence of customer experience is not about how good our service/work is, but how the customer feel after interacting with us. By focusing on customer experience, the orientation of our work is **how we can give positive experience and positive impact to our customer with good emotional intelligence, positive communication, and awareness of our micro expression**.

## TARGETED OUTCOMES

- Able to implement mindset and attitude to **give the best customer experience**.
- Able to **manage emotion and position ourselves professionally** when dealing with customer.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Standing Out as a Professional Woman



## Competencies:

Driving Performance, Strive for Excellence, Continuous Improvement

## Target Participant:

All Level

Research shows that **gender diversity**, especially in leadership roles, helps **make companies more profitable**. Because of this, helping women to be more credible and feel comfortable at the workplace is **undeniably important for company success**. This program aims to **empower women in overcoming the challenges** typically faced as they strive to achieve success both at work and at home.

## TARGETED OUTCOMES

- Able to **unleash the potential to perform our best performance** regardless of our gender.
- Able to **manage the responsibilities** as a professional.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**



Workforce  
Resilience

Evolving  
Skillsets


daily meaning  
people development consultant

THINKING  
IN 2022

Current  
and Future  
Talent  
Readiness

Organizational  
Transformation  
and Change  
Management

Hybrid  
Work



# Team Management

# Strengthening Your Leadership Presence



## Competencies:

Strategic Leadership, Professionalism, Project Control and Monitoring

## Target Participant:

Supervisor, Team Leader, Project Leader, Team Manager, Senior Leader

How do we motivate and ensure that our team will perform their best when we have limited interaction due to virtual work environment or any other limitations? We do not need to be present physically in order to motivate our team to give their best, but we need to ensure our presence can be felt strategically and impactfully. In order to strengthen our leadership presence, we need to understand our team's characteristic and how we should accommodate their needs and our objective when we position ourselves as a leader.

## TARGETED OUTCOMES

- Able to manage our team's performance, especially during pandemic.
- Able to strategically position ourselves as a leader to be an impactful leader for our team.
- Able to engage our team to keep them motivated.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



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# Effective Virtual Communication & Collaboration



## Competencies:

Communication and Interpersonal Understanding, Professionalism, Relationship Building, Collaborative Relationship

## Target Participant:

All Level

Even after implementing **virtual work** since 2020, we still encounter **challenges in terms of communicating and collaborating virtually**, because it takes more effort and more time to do it. Therefore, we need to learn how to **effectively communicate and collaborate virtually**, so we can still **enjoy working and achieve the best results** in our work.

## TARGETED OUTCOMES

- Able to **deliver an impactful communication** in a virtual context.
- Able to **foster positive collaboration**.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Multi-Generational Collaboration



## Competencies:

Communication Skill, Communication and Interpersonal Understanding, Relationship Building

## Target Participant:

All Level

Gen Z has been joining our workforce, which adds more complexity and diversity in the organization. Therefore, we need to **understand each generation's characteristic** to ensure that we can **collaborate effectively despite the generation gap**. We need to understand **how to manage these different generations at work** and how to **work together with others from a different generation**. Therefore, **multi-generational collaboration needs to be mastered by all level employee** to create an impactful and progressive work environment.

## TARGETED OUTCOMES

- Able to understand how to **interact and collaborate** with co-workers from **different generation**.
- Able to **understand the needs of each generation** and accommodate them.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out the **next program**

# Creating a Positive & Productive Work Environment



## Competencies:

Communication and Interpersonal Understanding, Relationship Building, Collaborative Relationship

## Target Participant:

All Level

To have an enjoyable life, we need to be both **happy as a human being and productive as a professional**. It is possible to achieve as long as we can create a positive and productive work environment. However, **creating a positive and productive work environment is a team effort**. Therefore, we need to support our team ability in how to **interact positively**, how to **manage conflict wisely**, and how to be **productive at work**, including in the context of virtual or hybrid work environment.

## TARGETED OUTCOMES

- Able to have the **right mindset to get the right positivity** in dealing with difficulties or stress.
- Able to **communicate positively** to create a positive work environment.
- Able to **manage focus and emotion** to be productive at work.

## Specific Program Benefit:

Relevant case study and post-webinar implementation.



Click to get back to  
webinar categories



Click to find out  
executive coaching program

# **Transform to thrive in 2022 with our people development programs**



## **Types of Program**

**Public Webinar Series**

**Corporate Workshop**

**Corporate Webinar**

**Executive Coaching**



Click the **type of program**  
to find out more details

# Executive Coaching



Click to get back to  
type of program

## COMMUNICATION

 Impactful Presentation	 Leverage the Impact of Your Communication
 Business Storytelling	 Handling Difficult Conversation
 Criteria Based Interview	 Smart Lobbying

## LEADERSHIP

 Strategic Leadership Presence	 Strengthening Your Worthiness as a Leader
 Becoming a Mindful Leader	 Empowering and Engaging Leader
 Making Leadership Impact	 Inspirational Leadership

 Leading Change

## STRATEGIC THINKING

 Becoming an Experience-Based Thinking Leader	 Strategic Planning & Organizing
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## EMOTIONAL MATURITY

 Emotional Intelligence & Neuroleadership	 Anger Management
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# *Are you ready to thrive in 2022?*


**Let's discuss your challenges and learning needs. We will help you to thrive with our program customized based on your concern.**

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