

IN 2022

and Change



Transform to Thrive

People Development Programs 2022





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.



Types of Program

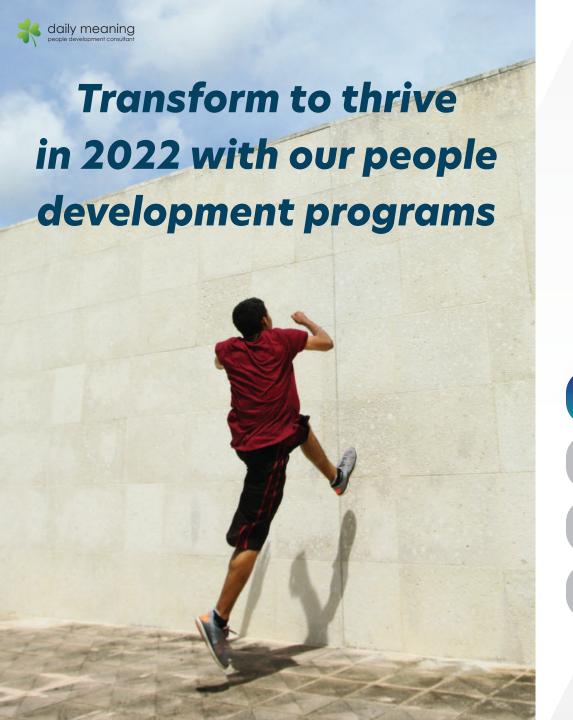
Public Webinar Series

Corporate Workshop

Corporate Webinar

Executive Coaching





Types of Program

Public Webinar Series

Corporate Workshop

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Executive Coaching





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







of **public webinar series**

Leadership Transformation Series







Staff Level

Public Webinar Series

Strengthening Your Professional Agility



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:







Public Webinar Series

Optimizing Your Leadership Readiness



Competencies:

Strategic Leadership, Professionalism, Business Acumen

Target Participant:

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

The changes and challenges that occured 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:







Senior Level

Public Webinar Series

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:







Senior Level

Public Webinar Series

Leading with Empathy



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:







Business Transformation Series





Staff Level

Public Webinar Series

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:







Public Webinar Series

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:







Public Webinar Series

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:







Public Webinar Series

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:







Senior Level

Public Webinar Series

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.

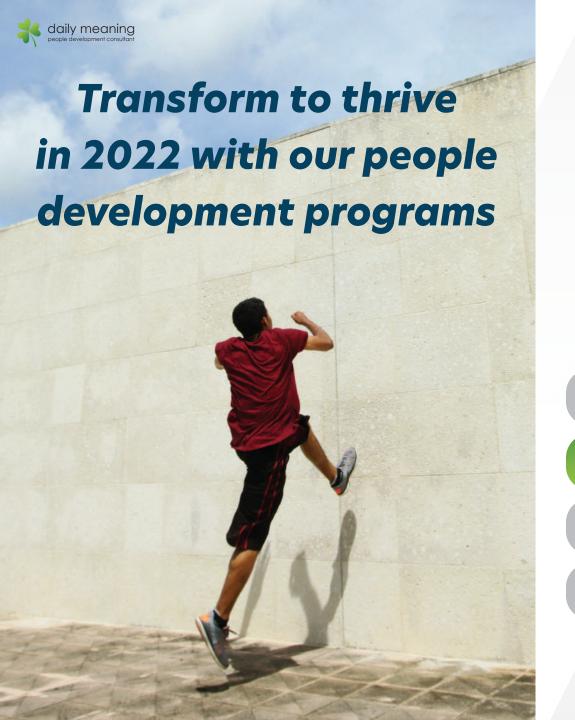
TARGETED OUTCOMES

- 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:







Types of Program

Public Webinar Series

Corporate Workshop

Corporate Webinar

Executive Coaching





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









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:







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:







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:







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 mind-set 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.









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:







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:







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.

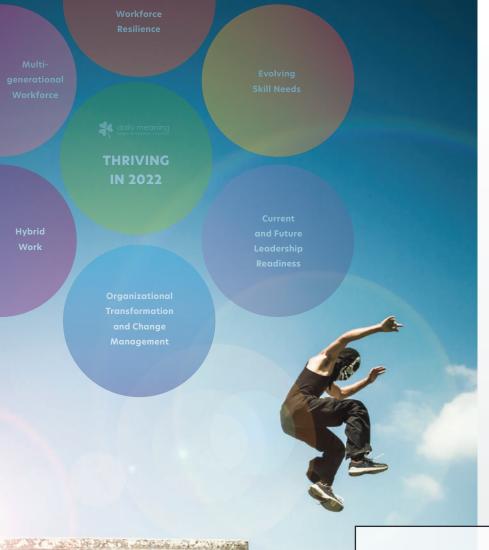
TARGETED OUTCOMES

- **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:









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:







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:









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:









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.







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 accord-ingly. We can also create a powerful story with an easy-to-follow struc-ture 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.







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.







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 pres-ence 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:







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.







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.









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:







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:







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:









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.

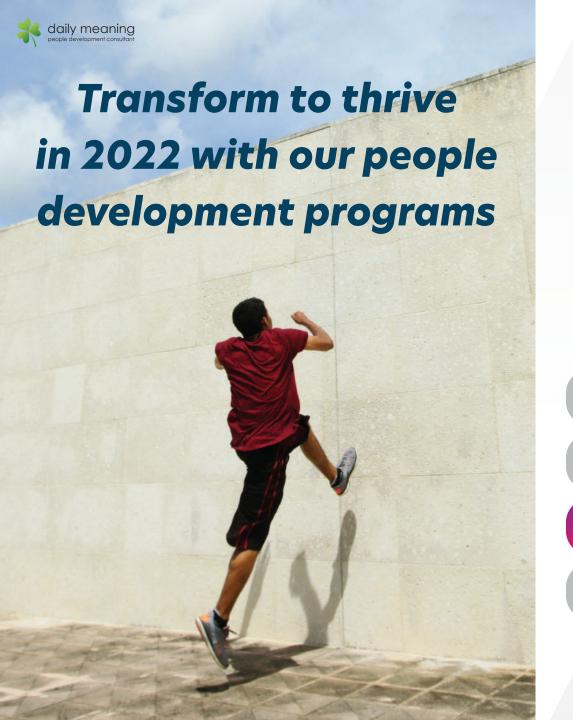
TARGETED OUTCOMES

- 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:







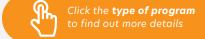
Types of Program

Public Webinar Series

Corporate Workshop

Corporate Webinar

Executive Coaching





Corporate Webinar



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



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**accordinally based on your needs and context









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:







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 chal-lenges 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:







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 over-whelmed 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:







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:







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:







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:











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 strate-gically and impactfully. In order to strengthen our leadership presence, we need to understand our team's characteristic and how we should accommo-date 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:







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:







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:







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.

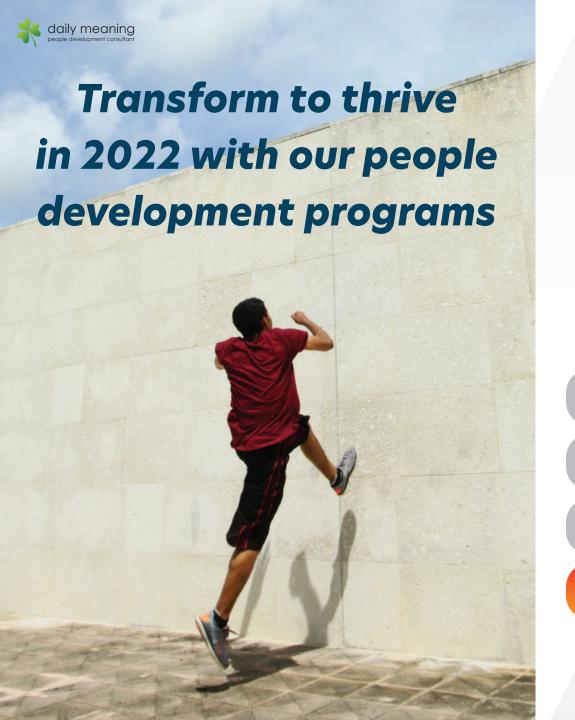
TARGETED OUTCOMES

- 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:







Types of Program

Public Webinar Series

Corporate Workshop

Corporate Webinar

Executive Coaching





Executive Coaching



COMMUNICATION					
	Impactful Presentation	& Sir	Leverage the Impact of Your Communication		
: (5)	Business Storytelling	<u>۾</u>	Handling Difficult Conversation		
<u>ه</u>	Criteria Based Interview	() () () () () () () () () ()	Smart Lobbying		

LEADERSHIP				
	Strategic Leadership Presence		Strengthening Your Worthiness as a Leader	
: (5)	Becoming a Mindful Leader		Empowering and Engaging Leader	
	Making Leadership Impact		Inspirational Leadership	
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STRATEGIC THINKING

Becoming an Experience -Based Thinking Leader & Organizing

EMOTIONAL MATURITY





Anger Management



Are you ready to this /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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