



LEADING Resilient Teams

Coaching Leaders on Resilience, Motivation and Engagement

Who Should Attend

High Potentials, People Managers &
HR Practitioners

Programme Structure

- Pre-work : Self Assessments & Pre-Readings
- 3 Half-day Workshops (10.5 hours in total)
- 3 Sessions of Group Coaching (4.5 hours in total)

Workshop Dates/Times

Three Half Days

Group Coaching Dates/Times

Three 1.6 hour sessions

Fees

S\$1,600 per person

S\$1,200 per person (for group registrations of 3 or more)

Includes Harrisons Paradox Report

A Transformational Programme for Leaders in Challenging Times

Do you want to be the force to help people to rejuvenate, reinvent and change their game in today's VUCA world?

Take a deep dive into harnessing your strengths and potential to build and lead resilient teams.

Objectives

- Build Capacity for Resilience in Yourself and Your Team
- Develop Empowered and Motivated Teams through Coaching Skills
- Learn to Build Engagement in Hybrid Environments
- Harness the Collective Wisdom of Peer Networks



Pre-Work

- Harrison Paradox Assessment
- Personal Intake Questionnaire
- Workshop Pre-reading

Workshop Content

Module 1 : Understanding Self and Leadership Paradoxes

This module will introduce participants to the Harrison's Paradox report and allow them to build awareness of themselves as leaders, bringing focus to qualities that will help them lead with resilience.

- An overview of performance-enjoyment theory
- A deep-dive into theory of leadership paradoxes
- Unpack the results of the Harrison's Report

Module 2: Driving Transformation through 1:1 Coaching Conversations

This module will equip participants to use the breakthrough coaching model to have powerful coaching conversations in developing their teams.

- Overview of the breakthrough coaching model
- Developing a coaching mindset to see the people they lead as "whole" beings with potential for growth and development
- Practising sensory awareness to develop intuition
- Developing an appreciation of coaching in a virtual environment in the context of a hybrid work environment

Module 3: Coaching Teams Towards Resilience

This module will equip participants to build trust and collaborative relationships within teams for sustainable organisational business outcomes.

- Understanding team dynamics and Harnessing the collective wisdom in Teams
- Appreciating how to build trust
- Empowering teams to Co-create Solutions through peer coaching
- Creating accountability for sustainable results



"I am not what happened to me, I am who I choose to become."

Carl Gustav Jung

FACILITATORS



Suman Balani, EMCCC PCC
Managing Director & Executive Coach
Flourish Consulting

Suman has 25 years of leadership experience in Payments, Technology and Healthcare services sectors with a strong track record in corporate strategy development, business transformation, strategic marketing, product development and technology innovation.

Suman has brought the benefits of coaching to organizations by helping leaders build capacity for sustainable performance whilst concurrently displaying emotionally intelligent conduct. Suman's style of evocative coaching enables leaders to gain deep self-awareness and experience powerful shifts in their perspective allowing them to be open to new and better ways of working.

Suman works with Fortune 500, Asian family businesses and the Singapore Public and Not-for-Profit sectors delivering leadership development and executive coaching programs for the last 10 years. Her strength is in connecting with people and swiftly discerning the heart of the issue.



Irene Chia, PCC
Executive Director & OD Coach
Whitespace Management Consulting

Irene has two decades of OD experience partnering more than 100 organisations in private and public sectors to develop leaders, teams and culture to bring positive results and transformations.

As a learning organisation practitioner, Irene addresses the attitudes, beliefs, values and systemic structures to bring out the potentials in individuals and teams, helping them thrive in evolving landscapes.

To complement her group and one-on-one coaching, Irene uses generative conversations and psychometric assessments to anchor and draw insights for her approach. Her strength is in connecting with people and swiftly discerning the heart of the issue.

TESTIMONIALS

“Suman has been instrumental in creating a critical turnaround of perspectives that helped get me out of the downward spiral of negative emotions.”

She has a great listening ear that comes with understanding and empathy, and yet is able to reflect the tough truth and issues of my unhealthy ways of thinking and management. I love the techniques she has taught, they are very useful and relevant, and greatly appreciate that she always has something new to ask and discuss to continually shape things further at each coaching session.

“By highlighting to me the personal resources already available to me, Irene very effectively guided me to make gradual shifts leveraging these positives.

I wasn't aware that I had the "ingredients" in me all along, and very importantly, how to maintain them even before a "setback" gets to me. I am very grateful for the change she had inspired in me. As a social sector changemaker, this will profoundly help me multiply the change I myself would like to make.

Thank you, Irene”

Brought to you by:

WHITESPACE

and



TO REGISTER
SCAN THE CODE BELOW



<https://flourishconsciously.com/workshops/rteams>

For enquiries contact us at:
suman@flourishconsciously.com
irene@whitespace.com.sg

**"He who confronts
the paradoxical
exposes himself to
reality"**

Friedrich Durrenmatt
