WOMEN AND LEADERSHIP: UNDERTAKING THE LEADERSHIP JOURNEY

Transcend the challenges of gender and organisational culture
ABOUT THE PROGRAMME

Personal mastery is the first step in leading others. Women and Leadership: Undertaking the Leadership Journey provides women executives with the leadership skills needed to transcend the challenges of both gender and organisational culture to achieve success at executive levels.

Two areas of leadership are explored. The first is self-leadership, while the second is designed to enable women to lead from a strengths-based perspective and hone the skills needed to lead across cultures. Both themes explore the role of executive presence and thought leadership as critical elements of success for women leaders.

BENEFITS

• Hone your ability to navigate in gender-challenged environment and culture
• Learn techniques for balancing visibility and credibility while achieving effective work-life integration from internationally renowned faculty and guest presenters
• Uncover your authentic leadership brand with a personalised brand assessment and Gallup StrengthsFinder
• Be part of an élite network of female professionals

WHO SHOULD ATTEND

Experienced women professionals and managers with a minimum of five years of working experience who are keen to accelerate and excel in their careers.

Alumni of this programme are entitled to attend the WISER Network’s masterclasses and webinars free of charge on a registration basis. Read more about the WISER Network under Programme Director Profile.

PROGRAMME HIGHLIGHTS

• Overcome self-limiting behaviours through deeper understanding of strategic communication and its impact on image
• Walk the corridors of power with confidence using optimum negotiation and collaborative skills
• Strengthen your leadership brand and presence through strategic leadership insights, tools and skills acquired

APPLICATION

To register for the programme, apply online at http://exd.smu.edu.sg/programmes/women-leadership

PROGRAMME DATES

21–23 September 2016
All participants are invited to join a welcome reception on 20 September 2016, from 5.30pm to 7.45pm.

PROGRAMME FEES

SGD 5,000

LOCATION

Singapore Management University, Singapore

DEADLINE

Applications close 2 September 2016

For further enquiries, please contact:

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* SkillsFuture Credit can be used for this programme. Please refer to www.smu.edu.sg/programmes/professional/skillsfuture-credit for more details. Eligible for Singapore Citizens aged 25 and above.
The leadership programme enabled me to view my presence in the leadership team in a new way. I am a stronger and more confident leader today, thanks to the wonderful exposure this programme gave me.

Githanjali Pannikar
Global Head - Learning and Leadership Development at Aricent

Looking back at my career, if I had to identify the turning points that made a huge impact, attending this programme would definitely be one of them. Can’t recommend it enough.

Clare Beh
Higher Education Executive

Attending this programme forced me to reflect on where I am in my career and how I have fared as a leader in my organisation. It helped me ‘re-frame’ my understanding in so many areas: how we are being perceived as leaders; the role of politics in our working lives; the act of negotiation and how we handle our inner critics. We have a responsibility to ourselves as well as those whom we work with, to continually learn and improve as leaders. This programme has shown me that like everything else, there are different perspectives and that it is important to be open to those perspectives – which means the need to re-frame my thinking so that I can respond appropriately.

Pauline Sahetapy
Senior Director
Visa Inc

PROGRAMME SCHEDULE

DAY 1

Undertaking the Leadership Journey
- Self-awareness: Our personal leadership journey
- Understand the role and importance of owning your career success
- Discuss common roadblocks to the success of women leaders
- How to be an intentional leader by recognising and playing to your strengths
- Examine strategies for self-leadership as you rise through the ranks
- Discuss the importance of creating a leadership brand
- Examine strategies for creating a brand for your career success
- How to design robust networks to support your leadership journey
- Leveraging social media for building networks/visibility and career success

DAY 2

Leading and Influencing Others
1. Leading Change: Understanding the Role of Emotions in the Change Process
   - Case study: Englishization at Rakutan
   - Role of emotions in the organisational change process
2. Negotiation Skills for Workplace Success
   - Learn core negotiating competencies
   - Learn how to create mutual value and superior agreements
   - Learn to manage risks and opportunities in complex negotiations
   - Make deals under conditions of risk and uncertainty
   - Use value creation strategies of expanding the negotiation pie
   - Simulation

DAY 3

Leadership Presence
1. Inner Work of Leadership
   - Tools for mastering the inner negative dialogue
   - Reframing success and failures
   - Risk taking and criticism as you rise through the ranks
   - Managing direct challenges to authority
2. Executive Presence
   - The mindset of executive presence
   - Leading from the inside-out with self-leadership
   - Building credibility
   - Understanding your audience
   - Inducing confidence
   - Flexible presentation styles
   - Use of gesture and tonality to make a point
   - How to use visuals for impact
   - The art and science of influence
   - Learning to listen for what drives people
   - Building trust across an organisation
   - Framing your communication for understanding and buy-in
   - The secret to getting a “Yes”
   - Panel Discussion
   - Graduation
Dr Tanvi Gautam, Programme Director for SMU-Executive Development’s Women and Leadership Programme, is also a faculty at the SMU Business School where she teaches courses in Organisational Behaviour and Human Resource Management. She is the Founder of Leadership Inc., and is an international speaker, facilitator and consultant. Dr Gautam is the recipient of the Game Changer 2014 award by Workforce Magazine (USA) and the Change Leaders of Tomorrow award by the Asian Thought Leadership conference.

Dr Gautam is recognised as a force to be reckoned with by the Business Manager magazine and her views on creating the workplace of tomorrow have been quoted and published by international forums such as Lean in, Harvard Business Review, Forbes.com, The Business Times and The Economic Times. Dr Gautam also serves on the board of ARTDO International.

Dr Gautam is the only Asian woman leader on the corporate executive board of the elite think tank - The Leadership Transition Institute. She works with organisations around the globe to help them adopt innovative talent management practices, fast track leadership development as well as enable diversity and inclusion. Dr Gautam is the host of Asia’s first trending Twitter chat for HR leaders, CEOs and CLOs - #hrchat. With less than 100 certified story coaches worldwide, Dr Gautam is part of this exclusive community that uses such a powerful medium for transformation related to organisational culture and authentic leadership development.

Dr Gautam is also the founder of the WISER Network which aims to reinvent the conversation and space on diversity and inclusion in Asia. Supported by SMU-Executive Development, the inclusion imperative ensures that firms are able to gain the most from their talents, as well as meet the challenges of their markets more effectively.

To learn more about the WISER Network, please visit www.wiser.network.

Dr Michael Benoliel is the editor of Negotiation Excellence: Successful Deal Making (2011); co-author of Negotiating (2009); author of The Upper Hand (2006) and Done Deal: Insights from Interviews with the World’s Best Negotiators (2005), which was selected by the Chicago Tribune as one of the best business books of 2005.

He has been interviewed or featured by ABC News, Bloomberg Television, CAN TV, BusinessWeek, The Deal, The Washington Diplomat, Reuters, The Straits Times (Singapore), and The Wall Street Radio Network.

In 2007, after teaching at the Johns Hopkins University and the University of Maryland University College in the United States, Dr Benoliel joined the Lee Kong Chian School of Business, SMU, as Associate Professor of Organisational Behaviour (Practice). He was selected the Most Outstanding Faculty Member of the Executive MBA class in 2012. In 2010, he was awarded the SMU Innovative Teacher Award, and in 2008 and 2009, he was listed in the Lee Kong Chian Dean’s Teaching Honour List.

Dr Benoliel received his doctorate in Human Resource Development from the George Washington University and was trained at the Harvard Business School in the Participant Centred Learning Method.

In addition to his academic work, Dr Benoliel delivered negotiation training for Anglo-American, Applied Micro Devices, BATA International, British Petroleum, Clariden Global, FGV (Rio de Janeiro, Brazil), Henkel AG, Indian Oil, Keppel, Jurong Port, Malaysia Oxygen, Mekong Capital, National Health Group, Pfizer Pharmaceutical (Wyeth), Project Management Institute, Prudential, PT&T Chemicals, and Shell Oil.

Dr Roy Chua is an Associate Professor of Organisational Behaviour and Human Resources at the Lee Kong Chian School of Business, SMU. Prior to joining SMU, Dr Chua was on the faculty of Harvard Business School for six years where he taught the core Leadership and Organisational Behaviour (LEAD) course in the MBA programme as well as the executive education programme on talent management.

Dr Chua’s research draws on human psychology to understand important social processes in business organisations. In his primary stream of research, he studies how multicultural interactions in a globalised workplace influence creativity and innovation. He also has a keen interest in understanding Chinese organisational behaviour and management processes. Dr Chua is an active management scholar and has published in leading academic periodicals such as the Academy of Management Journal, Organisational Behaviour and Human Decision Processes, Journal of International Business Studies, and MIT Sloan Management Review.

Outside academic research, Dr Chua is active in executive teaching. He has conducted case discussions and given lectures to various companies including Bank of China, Bank of East Asia, Barclays, DBS Bank, Deutsche Bank, Deutsche Knowledge Services, Goldman Sachs, Hitachi, John Clements Consulting, San Miguel, Shangri La hotel group, Temasek Holdings and UNILAB.

A native of Singapore, Dr Chua received a B.Sc. with First Class Honours in Computer and Information Sciences from the National University of Singapore and a PhD in Management, focusing on Organisational Behaviour, from Columbia Business School.
ABOUT THE INSTITUTION

SINGAPORE MANAGEMENT UNIVERSITY (SMU)

Highly regarded for excellence in management practice, SMU is one of Asia’s leading universities. SMU offers an unparalleled wealth of expertise in issues of business and management in Asia, distributed across its six schools (Accountancy, Business, Economics, Information Systems, Law and Social Sciences). The SMU city campus is a modern facility, enabling a technologically integrated learning experience in the heart of the Singapore business district.

Uniquely, SMU represents a fusion of Western and Asian theory and practice, with a strong foundation in our own research of management and business practices in Asia. SMU prides itself on the publication of research papers, its extensive library of teaching case studies and the business relevance of its programmes and courses. SMU emphasises an interactive and practice-driven approach to teaching, combining small classes (that are conducive to dialogues and discussions) with practical experience in which participants apply the knowledge gained. Known as a pioneer in the holistic approach to producing well-rounded, multi-talented programme graduates, SMU also seeks to incorporate leadership and team skills in all programmes.

ABOUT SMU EXECUTIVE DEVELOPMENT

SMU-Executive Development supports executives throughout their careers; from individual contributors gaining self-understanding, empowerment and foundational skills, through to seasoned CEOs and c-suite leading multinational organisations with purpose and mission. We support global executives managing the complexities in Asia and Asian executives navigating in local and international firms and contexts. Our pedagogy of Knowledge-Application-Empowerment transforms personal development, whilst the pool of 350 faculty, from across the 6-schools of SMU, provides both depth and breadth of insight to match the needs and context of each participant and corporate client.

SMU-Executive Development, Focused on Asia – Transforming Performance.

Information in this brochure is correct at the time of printing. SMU reserves the right to change curricula, fees etc. without prior notice.