

# ADAPTIVE LEADERSHIP: Leading an Agile Workforce for the 21st Century

Leadership training based on frameworks taught at the Harvard Kennedy School and Harvard Business School

**Duration: October 29 - 31, 2018 (3 days)**

**Venue: Kuala Lumpur**

**Investment: Regular Rate: RM4,200**

**Group (3 or more): RM 3,900**

**Early Rate (Register by October 1): RM 3,900**

*This program is claimable under HRDF. Program fee includes teaching fee, program materials and meals (excludes travel and accommodation expenses).*

## CONTENT OVERVIEW

The 21st century has brought a new kind of workplace filled with new opportunities, threats, and challenges, in which solutions and the way forward are not always so self-evident. To be an effective leader, one must adapt to fast-changing and uncertain environments, manage the dynamics around complex team and organizational challenges, while scaling a process to learn and adapt.

**Adaptive Leadership: Leading an Agile Workforce for the 21st Century** is a 3-day program of the Adaptive Leadership at Work series by the Center for Asia Leadership. The program trains participants in the capacity to understand and methodically engage in the complex tasks of undertaking a process of transformation and continuous renewal in their teams, departments, and organizations. Participants will walk away with a toolkit to employ methods of stakeholder mapping, perspective-taking, interventions, and strategic communication techniques that help identify roadblocks, garner perspectives, gain insights, make progress, and develop an agile workforce.

Participants will engage in plenary sessions, interactive workshops, and case discussions with Teaching Fellows from Harvard University and other world-leading institutions. By the end of the program, participants will learn to interpret the dynamics of power and progress, and respond constructively and proactively towards driving transformation and building an adaptive culture.

This program introduces the Adaptive Leadership framework developed at the Kennedy School at Harvard University. Case studies from Harvard University and challenges and dilemmas faced by Harvard alumni will be discussed. The program also employs aspects of the Design Thinking process from the Stanford University Design School (Hasso Plattner Institute of Design), to help participants gain a creative orientation to problem solving.

## FACULTY DIRECTOR



### Samuel Kim

Harvard Kennedy School of Government, MPA  
Visiting Fellow, Kellogg School of Management  
Visiting Fellow, Harvard University Asia Center

Samuel is the Co-founder and President of the Center for Asia Leadership. Passionate about nurturing and empowering talents in Asia, he has been actively engaging various stakeholders in developing and running over 42 programs annually in more than 27 countries in Asia to help emerging leaders explore opportunities to be socially responsible in facing the region's complex challenges. Samuel oversees them, along with a team of 36 comprising Faculty and Teaching Fellows from Harvard and Stanford University, and administrators at the main office in Boston, U.S., and the Asian regional hubs in Kuala Lumpur, Seoul, Manila, and Tokyo. He prides himself on accelerating efforts to reach out to all 48 countries in Eurasia by 2022. Samuel's areas of research and training, among others, include 'Negotiation and Mediation,' 'Persuasion and Influence,' and 'Systems Thinking & Creative Confidence.' To date, some 32,000 burgeoning and established leaders from the government, non-profits, and corporate world in Asia have benefited from these programs. Prior to establishing the Center, Samuel worked for 14 years in varying sectors from strategy consulting and social entrepreneurship to international development, politics, and government. He served as a Visiting Fellow at the Asia Center at Harvard University and at the Kellogg School of Management in Northwestern University. He holds a Masters of Public Administration from the Harvard Kennedy School of Government and completed his undergraduate studies in law and political science.



## TARGET AUDIENCE

- Leading an Agile Workforce for the 21st Century is ideal for Managers and Executives who are seeking to gain the personal and organizational leadership skills to initiate change initiatives within their organization or community.
- It is designed for Working Professionals in Business, Government, and International Organizations who hold mid- to senior-level decision making roles.

## KEY BENEFITS

Through the program, participants will:

- Learn about the megatrends of the 21st century and its implications on leadership and the domains of personal, professional, organizational, and community life.
- Learn how to manage competing stakeholders and the losses associated with change.
- Learn how to use creativity, power, and authority to mobilize teams and help them develop independence.
- Gain a toolkit of skills to gain insights, solve problems, and instill a disciplined collaborative ecosystem that generates shared values, progress, and goals.
- Engage and internalize a process that allows one to identify barriers to change and a method to overcome them.
- Define and elaborate on an adaptive challenge you are facing and obtain valuable feedback that can help you develop an action plan to address it.

## FURTHER ENQUIRIES

Email: [clara.wan@asialeadership.org](mailto:clara.wan@asialeadership.org)

Phone call: +60-3-7491-8716/17

- Full attendance is required for the registered participant to receive the certificate of completion. No transfer of registration is allowed after the commencement of the program. The organizer reserves the right to alter the information published in the best interest of the program
- Information is correct at the time of printing but may be subject to change at the organizer's discretion.
- Terms and conditions apply.

## PROPOSED SCHEDULE

\*Organizer reserves the right to adapt the contents of the program, for the best interests of the program.

Time	Day 1	Day 2	Day 3
08:30	Registration and Sign-in	Registration and Sign-in	Registration and Sign-in
09:00	Leadership in the Age of Hyper-Uncertainty	Identifying Challenges and Overcoming Roadblocks	Embracing the Messy Process of Innovation
10:20	Break	Break	Break
10:40	Adaptive and Technical Challenges	Agility: Overcoming Our Immunity to Change	Decision Making Processes
12:00	Lunch	Lunch	Lunch
13:00	Toolkit: Discovery and Diagnosis: Engaging Multiple Perspectives	Making Effective and Timely Interventions	Toolkit: Strategic Conversations that Accelerate Change
14:20	Break	Break	Break
14:40	Case Study	Case Study	Introducing New Rules of Engagement
16:00	Break	Break	Break
16:20	Toolkit: Interviewing and Learning	Toolkit: Testing and Experimentation	Creating an Adaptive Culture
17:00	Debrief	Debrief	Closing Ceremony
17:30	End	End	End

## TEACHING FACULTY



### Rajan Patel

Stanford Graduate School of Business MBA,  
Harvard Kennedy School of Government, MPA  
Stanford University, BS

Rajan Patel is an Entrepreneur, Maker, Innovator, and an Educator on each of these topics. He co-invented the Embrace Incubator, a product of empathy-driven design that has saved the lives of over 300,000 babies across the developing world and won numerous awards including The Economist Social Innovation Award, Top Innovation from the World Health Organization (WHO), and the McKinsey Social Innovation Award. Passionate about empowering other inventors and problem solvers of tomorrow, Rajan co-founded Dent Education, an organization that helps young people find their voice, realize their creative potential, and work together to solve society's most persistent problems. He trained at the Stanford Design School (Hasso Plattner Institute of Design) and has organized and led over 20 programs of his own across six countries, while also coaching executives at the Stanford Graduate School of Business. Rajan holds a BS in Mechanical Engineering from Stanford, an MBA from Stanford, and an MPA from Harvard University.



### Umar Shavurov

Harvard Kennedy School of Government, MPA

Umar Shavurov holds a MPA from the Harvard Kennedy School and MA in International Relations and Conflict Resolution from the University of Salvador (Argentina). He also holds Diploma in International Relations from the Kyrgyz State University. He worked extensively over the last decade internationally on public sector reforms in Latin America, West Africa, and Central Asia. During 2017 fall term Umar taught an inaugural course on adaptive leadership at the American University in Central Asia.

## PROGRAM DIRECTOR



### Faustino John Lim

Harvard University Asia Center Fellow,  
Director of International Affairs, Center for Asia Leadership  
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Faustino John Lim is the Co-founder and Director of International Affairs of the Center for Asia Leadership. A former fellow of the Harvard University Asia Center, he has worked in diverse organizations including the Embassy of Canada in Korea, the International Crisis Group, and in sectors such as English education and social entrepreneurship. At the Center for Asia Leadership, his team developed a Harvard student project into a full-fledged leadership training and research organization that has benefited over 16,000 individuals in 22 countries through over 80 conferences and leadership programs. He also pioneered the Center's research and publication arm, advising the interviewing agenda of over 100 minister or director-level individuals from the public and private sector, resulting in five published books. He also established the Asia Leadership Institute, mentoring and coaching over 30 Teaching Fellows from Harvard Business School, Harvard Kennedy School, and the Stanford Graduate School of Business, while developing a network of value-driven companies and NPOs, resulting in annual programs in six countries. His current work engages him in researching and applying diverse leadership, education, and entrepreneurial models and frameworks within Asian contexts.