



LEADERSHIP DEVELOPMENT FRAMEWORK

Program Bulletin

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Programs for Leadership Development

The NBOGroup Leadership Development programs provide emerging, middle and senior management an opportunity to be the change agents and leaders every organization wants. Rigorous learning processes are coupled with the needs of all organizations. Core components include interpersonal skills building, productivity improvement activities, new coaching and feedback techniques, and experienced counsel on how to handle key conversations at all levels.

The NBOGroup Leadership Development programs achieve results through pre-program assignments and post-program action plans for every participant. Business coaching is offered to each participant to help implement the active learning in the work environment. A six-month business coaching offer accompanies every NBOGroup learning experience.

From newly appointed emerging leaders to seasoned senior executives, the NBOGroup provides programs for leaders to expand their skills and improve their performance.

Senior Leadership Programs

- Equips senior executives for global leadership
- Focuses on **visionary** and **strategic** leadership skills

Middle Management Programs

- Builds on the potential of today's leaders
- Focuses on **people development** and **motivational** leadership skills

Emerging Leadership Programs

- Shapes the leaders of tomorrow
- Focuses on **essential** leadership skills

The NBOGroup Edge

Every NBOGroup program is designed to fit the specific learning objectives of our clients, which include many of the Fortune 500. With a wealth of world-wide experience, our programs and products are tailored for multi-cultural environments.

Our trainers emphasize the development of practical competencies, not stereotyped techniques. This approach delivers greater impact within a training session, a lasting application by the participant, and a return on investment for the organization.

The NBOGroup partners with its clients to provide a total learning experience for leadership development.



Emerging Leadership Programs

Shaping the leaders of tomorrow

“The NBO program was great, very informative. The main benefit is that it gives managers insight into their own management style and helps identify strengths and areas for personal development. It also helps in the understanding of behaviors of subordinates and how to manage these in a positive light.”

- *Manager, Visa International*



Participants in Emerging Leadership Programs are outstanding potential leaders.

WHAT YOU CAN EXPECT

The NBOGroup Emerging Leadership programs focus on the essential skills of leadership. Some topics include:

- Learning what leaders focus on
- Understanding your own personality and behavioral style
- Building your influence
- Motivating others to get the best from them
- Developing peer, customer, and subordinate relationships with trust and confidence
- Providing quality feedback on others' performance

WHO SHOULD ATTEND

The objective of all NBOGroup Emerging Leadership Programs is to transform high potential managers into high performance leaders.

Participants are typically managers and functional specialists who have less than 10 years of experience. They often have new or expanded responsibilities in leading teams, communicating management goals, and providing feedback to subordinates.

NBOGROUP PROGRAMS

Emerging Leadership Programs include:

- 360° Feedback
- Maximum Impact Communication Skills for Sales, Technical Professionals, and Finance Teams
- Individual Development Plans
- Active Networking
- Effective Delegation and Situational Leadership
- Timely Decision Making
- Essential Leadership Skills
- Key Conversations

“Best program I’ve attended since leaving school. Tremendous take home value. Rarely have I actually improved on an area in only two days...I was able to retain so much, and more importantly, to use it effectively. No question that the material is very well researched and prepared. To me, the biggest factor was the instructors. Through the two days, for every single minute they have been walking examples of what the materials taught us to be.”

- *Managing Director,*
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Participants in Middle Management Programs have general management responsibilities.

Middle Management Programs

Building on the potential of today’s leaders

WHAT YOU CAN EXPECT

The NBOGroup Middle Management programs focus on people development and motivational leadership skills. Some topics include:

- Understanding the expectations of senior management
- Leading teams to achieve success
- Motivating others to get the best from them
- Making good decisions
- Coaching your team to greater success
- Learning how to get peak performance from yourself and your team

WHO SHOULD ATTEND

The objective of all NBOGroup Middle Management Programs is to enable middle managers to effectively motivate and direct their people for maximum results.

Participants are responsible for the general management of people and processes within their organizations. They address the immediate, tactical problems of controlling, monitoring, and measuring short- to medium-term performance.

NBOGROUP PROGRAMS

Middle Management Programs include:

- 360° Feedback
- Maximum Impact Presentation Skills for Managers
- Maximum Impact Communication Skills for Sales, Technical Professionals, and Finance Teams
- Key Conversations
- Coaching and Feedback Skills for Managers
- Leading Effective Teams
- Building Cross-Team Synergy

Senior Leadership Programs

Equipping senior executives for global leadership

“This has been the most motivating, inspiring, and practical training I’ve ever had in my entire career (23 years to be exact). The value to us as recipients and the value to us as a company – both are very noticeable and tremendous. I’ll recommend this program to all colleagues and friends inside and outside our organization. Good job! Well done!”

*- Vice President and
Managing Director,
Far East Operations*



Participants in Senior Leadership Programs are proven business leaders from a range of industries.

WHAT YOU CAN EXPECT

The NBOGroup Senior Leadership programs focus on visionary and strategic leadership skills. Some topics include:

- Casting a vision and instilling values in your organization
- Leading change by becoming a master of change management
- Diagnosing problems in your organization
- Making decisions based on partial or incomplete data
- Communicating effectively so work moves forward
- Establishing collaborative partnerships

WHO SHOULD ATTEND

The objective of all NBOGroup Senior Leadership Programs is to equip senior executives with the knowledge and skills necessary to drive results at all levels of management and leadership.

Participants typically hold top leadership positions within their organization, and are responsible for making strategic company decisions. They have been identified by their organization as a key part of the company’s succession plan.

NBOGROUP PROGRAMS

Senior Leadership Programs include:

- 360° Feedback
- Performance Coaching for Executives
- Business Trends
- Key Conversations
- Emotional Intelligence for Leaders
- Maximum Impact Communication Skills for Senior Management

The NBOGroup Edge

The NBOGroup has been conducting leadership development, communication skills, and interpersonal skills training across Asia since 1988. The NBOGroup is one of Asia's most respected leadership and communication consulting firms, with offices in Hong Kong, Singapore, the United States, and with partners in Europe, Thailand, Indonesia, Malaysia and 30 other countries.

The NBOGroup employs leading edge tools in each customized engagement including: the NBOGroup's unique online 360° Leadership Survey, Thomas PPA, Thomas TST, and 16PF. Our executive coaches add value to each personalized coaching experience by linking individual personality and behavior to desired performance objectives.

The NBOGroup offers our clients a total learning resource with the philosophy that our client relationship is "a partnership that continues." We look forward to the opportunity of working with you.



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