

Leadership Development

How can organisations develop leaders who engage, inspire and transform people?



Real Leaders Are Real Learners



Leaders today need to be agile learners, for it helps them to stay relevant and competent in managing current and new situations. Regardless of how much expertise they have built or how much success they have achieved in the past, it is no guarantee that it will be sufficient for them to sustain for the future.

In fact, research shows, that the average life of a skill is only 5 years (Deloitte, 2017)!

As long as leaders continue to face new situations and issues, they need to keep learning to stay on top of their game. They need to have learning agility.

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How to Develop Learning Agility



COACHING

Leaders can be helped through coaching, to adopt the practices employed by effective learners.



CHALLENGING EXPERIENCES

Leaders who deliberately seek out experiences that will stretch them out of their comfort zones can enter the learning zone.



PERSONAL DEVELOPMENT OR CAREER PLANS

These ensure personal development or career plans that include a range of different learning opportunities, which tap into different learning styles or modes.



TEAM OR PEER REVIEWS

When leaders engage in team or peer reviews to analyse the efficacy of decisions made, they gather a range of views on how different people would approach the same situation and to collectively explore alternative strategies.

Apart from being a Real Learner, leaders need to be authentic to gain the trust of their people that is needed to engage, inspire and transform them.

Why Your Organisation Needs Real Leaders



Trust in organisational leadership has eroded amidst continuous global corporate frauds and scandals over the last two decades. Organisations and leaders now have to act intentionally to regain the trust of their people and external stakeholders to rebuild the confidence in leadership to get things done for their people and organisations.

People respond to leaders who are trustworthy and inspire confidence, bringing out the best in them to achieve extraordinary results for their organisation. Real leaders engage in transformational behaviours beyond managers' transactional routines

“Like a single tile in a chain of dominoes, Real Leaders are positive tipping points, impacting first their immediate networks to bring about positive social change for the collective good.”

- Dr. Peter Cheng, Leading OD Doctor

The Research Behind Real Leaders

Dedicated to advancing organisations and building leaders through research-based OD solutions, Dr. Lily Cheng and Dr. Peter Cheng researched on what makes a Real Leader who can engage, inspire and transform their constituents to achieve performance excellence, drawing from their years of practitioner experience and empirical data in developing leaders across over 14 countries.

They observed that Real Leaders demonstrated eight key essentials comprising of leadership behaviours that are precursors to such performance excellence and organisational success.



The 8 Essentials of Real Leadership



CHARACTER

Real leaders exhibit character that is built on morals, ethics and noble values. They applaud pro-social behaviours for the common good of others in the community. They inspire their constituents to embrace positive thinking and demonstrate nobility to make the world a better place.



CONVICTION WITH COURAGE

Real leaders embrace strong beliefs within ethical and moral parameters that affirm them to take a clear stand that will not waver when faced with invalid oppositions. They see opportunities in crisis and stretch their constituents to pursue ennobling agenda that impacts the community.



CREDIBILTY

Real leaders are clear about their values and walk the talk that is aligned with their values. They enlist their constituents through role-modeling shared values, promoting authenticity, trust and delivering promises.



SHAPE CULTURE

Real leaders unite internal stakeholders through their core values. They communicate core values to their constituents, holding them accountable and affirming behaviours and practices that reflect the organisation's culture.



COMPETENCE

Real leaders demonstrate expertise in what is expected and required of their position. They display a propensity to equip themselves and their constituents with the requisite knowledge, skills and attitudes to perform their role effectively and efficiently.



CREATING AN INCLUSIVE ENVIRONMENT

Real leaders ensure that their constituents feel belonged in their team and organisation. They promote respectful and collaborative relationships that hinge on open communication and embrace diversity to harness synergy among team and organisational members.



COMPASSION

Real leaders exercise care by empathising with others and showing concern for their holistic development. They appreciate their constituents' predicaments and provide the needed support to them through life and work challenges.



DRIVE PERFORMANCE

Real leaders hold their constituents responsible for the agreed performance expectations. They provide timely feedback and support to ensure their constituents are on track towards achieving their team and organisation's goals, rewarding deserving performers.

How to develop Real Leaders

STEP 1: Assess current Real Leadership competencies



By taking the Real Leaders 360° Feedback Assessment, your leaders will garner feedback from their observers on their demonstration of the 8 Essentials of Real Leadership.

Based on this assessment, they can identify the areas in need of development in order to become Real Leaders who engage, inspire and transform their constituents.

STEP 2: Equip your leaders with the 8 Essentials

In our Real Leaders Skill-Equipping Workshop a Real Leaders Facilitator will help participants learn and demonstrate the behaviours that go along with the 8 Essentials of Real Leadership.



STEP 3: Make sure the learning is transformed into actions

Learning the 8 Essentials of Real Leadership is only the start. The real value begins when learning is transferred back to the workplace.

Our Real Leaders Post-Workshop Sustenance Programme optimises the transfer of learning by applying the learning to real work challenges, making sure the leaders are fully equipped to engage, inspire and transform their constituents.



Develop Real Leaders for Your Organisation

Develop Real Leaders for your organisation who shape culture and drive performance, thereby contributing to the overall organisation effectiveness.

Assess your leaders competencies and from thereon, equip them with the skills they need to embrace the 8 Essentials of Real Leadership.

Want to have a deeper conversation about how leaders in your organisation can be developed?

SCHEDULE A CALL WITH US

Real[®]

LEADERS

Engage, Inspire and Transform People

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