

OPEN
ENROLMENT
PROGRAM

Board's Role In The Changing World Of Work

FACULTY

Prof Sattar Bawany

WHO SHOULD ATTEND

- Board of Directors
- Senior Management including CEOs and Chief HR Officers

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Course Fee: RM1,500 before SST



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PROGRAM OVERVIEW

As organizations prepare for the transition into the post-pandemic workplace, there is a need to find a balance between what worked before and what needs to happen to succeed in the 'new normal'.

In an increasingly Volatile, Uncertain, Complex and Ambiguous (VUCA) world, the board of directors, CEOs and senior management need to forge a new form of 'collaborative leadership' to address unpredictability and disruption which are no longer temporary states.

The challenge is for boards to provide guidance and support in cultivating innovative organizations that are not only aware of the numerous, external changes taking place but can respond to the changes effectively in addition to being well-positioned to address the 'changes that are yet to come'. The task at hand is to build an organizational culture within a changing world of work and for the future of work. In this regard, senior management also plays a critical role in helping their respective teams navigate the 'new normal' while staying connected to their organizational purpose and performance.

At the end of the program, participants will be able to:

- Understand the strategic role of the board in providing direction in meeting organizational challenges in a digitally-driven and ever-changing workplace of the future.
- Gain insights on how to support the transition from 'current work' to 'future of work' as well as understand the roles of different stakeholders in this transition.
- Gain an understanding of innovation (and what it is not) and its impact on the sustainability of the organization.
- Gain perspective on how to think about 'disruptive innovation'.
- Articulate best practice tools and frameworks to foster innovation and build an innovative organization for the digital economy.
- Support the development of an innovative culture to drive ideas, passion and productivity.

PROGRAM OUTLINE

Session 1: Understanding the Future Workplace

The workplace of tomorrow is an uncertain place. We live in a rapidly changing world, and digital technologies such as artificial intelligence (AI), robotics, and big data are rapidly changing the fundamental nature of how we live and work, communicate and do business while disrupting traditional industries and redefining the employer-employee relationship.

Session 2: Implications for the Changing Workplace

Boards need to understand the implications and impact of these disruptive changes on contemporary work practices and understand how to support the design of a secure future amidst this disruption and answer the following questions:

- What new, disruptive technologies are on the horizon?
- How will jobs change? What challenges will employers and employees face?
- How can breakthrough processes and systems help businesses and employees create innovative solutions to overcome such challenges?

Session 3: Importance of Innovation-Driven Organizations

Innovation is the lifeblood of high-growth, private companies as their future success is dependent on innovation strategy. Without innovation, there is nothing new to offer to the marketplace, and without anything new, there will be no progress. If an organization is not making any progress, it simply cannot stay relevant in the hyper-competitive industry. With a three-to-five-year time horizon to major growth inflection points, companies that want to grow must aggressively pursue innovation in all aspects of the business. Boards must support innovation efforts not only in product development but also in sales and marketing (e.g. in the implementation of social media engagement to reach and retain customers), finance, and in all other areas across the organization.

Session 4: Role of Boards in Creating an Innovation-Driven Culture

One of the key roles of the board is to facilitate innovation — by creating and supporting a corporate environment that fosters innovation; ensuring that the board is comprised of directors who can knowledgeably advise and question the company about the impact and risks of innovative strategies; and by developing a boardroom culture that is consistent with a tone of innovation. When it comes to fostering an innovative corporate environment, the board plays a critical role in striking the right balance between accountability and risk tolerance.

This session will help boards consider how they can support their organization's innovation agenda by asking the following questions:

- What are the organization's innovation culture and infrastructure?
- Who are the innovation champions in the organization? Which innovation strategies are they pursuing?
- How can the organization support and nurture innovative ideas?
- How has the digital disruption affected specific organizations and industries?

FACULTY



Professor Sattar Bawany is the Chief Executive Officer of the Disruptive Leadership Institute (DLI) and the Centre for Executive Education (CEE). He is the Professor of Practice for Disruptive Leadership for the MBA in Disruptive Leadership & Digital Transformation at Pôle Paris Alternance (PPA) - IPE Management School Paris and Adjunct Professor in the School of Management (SOM) of Asian e University (AeU). He was formerly the Adjunct Professor and Member of the Advisory Board of Curtin Graduate School of Business (CGSB), Curtin University, Western Australia. Prof Bawany was awarded the “2019 Executive of the Year

for Human Resources Consulting” at the Singapore Business Review (SBR) Management Excellence Awards 2019 (now known as National Business Awards).

He has over 30 years’ international business management experience including 20 years in executive coaching, group facilitation, leadership development and training with global management consulting firms having assumed various senior management roles including:

- Managing Director and Head of Talent Management and Coaching Practice, DBM Asia Pacific (now part of Adecco/LHH).
- Business Leader & Practice Head of Global Information Services (GIS) HR Solutions, Mercer Human Resource Consulting.
- Head of Learning & Senior Consultant, Organizational Effectiveness and Management Development (OEMD), Hays Group (now part of Korn Ferry).

He has spent many years developing leadership capability through the delivery of structured talent management and leadership development programs including executive coaching. Prof. Bawany has coached a range of leaders including board members, CEOs to senior vice presidents and high potential managers in diverse industries in the private sector as well as senior civil service officers in the public/government sector.

Prof. Bawany is also an accomplished author and has published books and articles on themes related to Leadership Effectiveness and Talent Management. His latest book, “Leadership in Disruptive Times” focus on navigating organizational challenges following the aftermath of the COVID-19 crisis by providing organizations with relevant tools, frameworks and best practice approaches to develop and map their digital transformation journey in the post-pandemic workplace that is increasingly disruptive and VUCA-driven (volatile, uncertain, complex, ambiguous) in the digitally-driven era of the Fourth Industrial Revolution (Industry 4.0).

REGISTRATION FORM

Board's Role In The Changing World Of Work

FEE: RM1,500 before SST

NAME

DESIGNATION

COMPANY

ADDRESS

CONTACT TEL. NO. (COMPANY)

CONTACT TEL. NO. (PERSONAL)

EMAIL ADDRESS

NAME OF SECRETARY

CONTACT TEL. NO.

EMAIL ADDRESS

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