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# MANAGING TEAMS FOR HIGH PERFORMANCE

Faculty  
**Muhammad Sabri Rawi**



15 July 2024  
9:00am - 5:00pm



RM 2,500  
before SST



## Program Overview

Just as a compilation of notes does not make a symphony or a bunch of words does not make a bestseller, likewise, putting a group of high performing individuals together do not guarantee they will create a high performing team. Individual players working alone cannot compare with the elegance or effectiveness of a well-oiled team dedicated towards a common purpose.

Research has shown that whether in the world of sports or the world of investment banking, individual high performance cannot transfer across teams. It takes NBA players an average of 21 games with a new team to recover their pre-transfer performance. A group of Harvard researchers discovered that 46% from a sample of 1,052 high-performing investment analysts were unable to replicate their outstanding performance when they moved to a different investment bank.

This evidence supports the notion that people succeed not only through their own raw talent and capacity, but also by building on the support structure and team ecosystem around them. As football legend Pelé said, "The team is the winner or loser, not the player. A team is not made up of isolated individuals. No one plays alone. Success depends on your whole team being a single unit."

If you are a business leader managing a team, the Managing Teams for High Performance course is for you. Taught by Muhammad Sabri Rawi, a seasoned veteran from the government sector and the oil & gas industry, this course provides a better understanding of team dynamics and the common factors that hinder team performance.

Drawing on the work of Patrick Lencioni, one of the pioneers of the organizational health movement, this course will explore the 5 most common dysfunctions in a team:

- Absence of trust
- Fear of conflict
- Lack of commitment
- Avoidance of accountability
- Inattention to results

Through interactive discussions and exercises, this course will help you understand how to overcome these dysfunctions and lead a team effectively to achieve maximum efficiency.

## Learning Outcomes

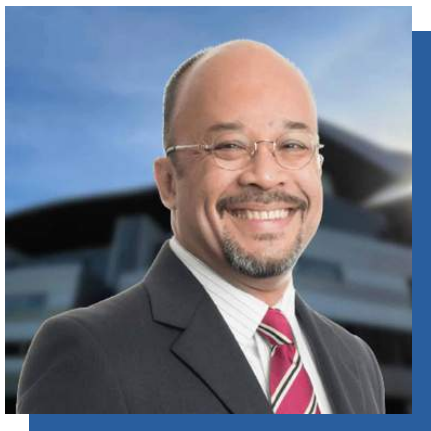
At the end of the program, participants will be able to:

- Skills to create and sustain a high performing team model
- Skills and tips to manage blocks to high performance in a team
- Develop confidence in managing diversity in the creation of a team
- Develop skills to support team members in developing bond to a common purpose

## Who Will Benefit?

- **Mid- to Senior career professionals** in leadership and managerial roles, who aspire to advance in their careers and gain the confidence to lead teams for better performance.
- **Entrepreneurs and Business Owners** who want to understand how to better lead and manage their teams to maximize business performance, while avoiding the pitfalls of a dysfunctional team.

## Faculty



**Muhammad Sabri Rawi** is Senior Lecturer at Asia School of Business. Sabri holds a Master's Degree in English from Portland State University, USA and obtained his Certificate in Coaching from University of Malaya Centre for Continuing Education. As an accredited coach with the Canadian Coaching Council, Sabri has distinguished himself as a Mastercoach from close to two decades of honing his skills in leadership training in multiple industries which include pharmaceutical, manufacturing, plantation, automotive, oil & gas, FMCG, GLC and the public sector. Sabri's forte includes Leadership & Learning industry design, development & delivery of leadership training courses.

Sabri has enjoyed an illustrious career with extensive stints in Corporate Communications, Media Relations, Project Management, Human Resource Management which includes Job Evaluation & Manpower Planning, Learning Intervention & Learning Assessment. A fast track performer, he rapidly catapulted into increasingly challenging & evolutionary roles in his vast career experience. He has spearheaded management excellence through continuous education & mind set change under the portfolio of Leadership Mindset Change.

He was instrumental in developing Petronas' Global Leadership Learning Series, and a myriad of initiatives for the nation's oil company, which included: Strategic Communications, Media Relations, Project Management and Human Resource Management. Apart from clients in the oil and gas industry, Sabri has also experience working with clients from FMCGs, GLCs and both the finance and public sector. Sabri is able to quickly contextualize his coaching discussions in a manner that most would find helpful and practical.



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