

Jointly organized by ASBM and AICB



Idlif Executive Education Center

# EMERGING LEADERS

ADAPTABILITY INTELLIGENCE REDEFINED

Ho Chi Minh, Vietnam

11-14 August 2025

Dates and venues are subject to change.



Last Updated: 3 December 2024



# OVERVIEW

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What is adaptability intelligence? It's an Emotional and Social Intelligence Leadership Competency that entails having the flexibility to handle change, balance multiple demands, and adapt to new situations with fresh ideas (Goleman et al., 2017). In Vietnam's dynamic landscape, this intelligence takes on new meaning.

Like the Saigon River that has shaped Ho Chi Minh City's destiny, adaptability intelligence flows through every aspect of modern leadership. Just as water has the ability to shapeshift, leaders must navigate challenges from natural disasters to energy transitions, adapting their approach based on what communities need most.

When clear and pure, water gives life – as long as it retains its own clarity. This intense 4 day program allows leaders the opportunity to revisit the clarity of their leadership purpose. It allows them time to pause and reconnect with themselves, and with others on similar journeys. They learn from each other, creating a powerful community of learners. While picking up skills to manoeuvre the pressing matters of managing people they also develop clarity on strategic plans to succeed in the long term.

Even when faced with obstacles - whether flood waters in urban districts or resistance to energy transformation - water finds new paths forward. This mirrors how emotionally mature leaders navigate complex transitions: with persistence, purpose, and unwavering authenticity.



# PROGRAM DESCRIPTION

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## IF YOU ARE A LEADER OR MANAGER ENGAGED IN:

- Leading and managing from the middle
- Navigating high-stakes, crucial conversations where opinions and priorities may vary
- Change management projects
- Networking and gaining feedback from peers/colleagues from other industries
- Revitalizing the mind, body and soul and harnessing the energy required to lead effectively
- Developing advanced leadership capabilities for expanded responsibilities

**this program was created for YOU!**

Through **immersive, experiential learning** and **case studies**, participants will develop practical tools for:

- 01** Driving difficult conversations across stakeholder groups
- 02** Managing team performance during transitions
- 03** Leading with emotional intelligence in high-pressure situations
- 04** Adapting leadership strategies and styles to emerging challenges and different situations
- 05** Building empowered, sustainable teams by harnessing individual's source of leadership energy





# PROGRAM FOCUS

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The program integrates fundamental leadership competencies with emerging challenges:

## LEADERSHIP CENTERING

- Personal leadership purpose and values alignment
- Developing awareness on how others experience your leadership during emergencies
- Mindful decision-making during dilemmas and/or crisis situations
- Developing skills to lead with empathy across diverse stakeholder groups

## LEADING CHANGE

- Managing performance through transformation
- Sustainable change implementation
- Innovation and technology adoption strategies
- Stakeholder alignment in complex environments

## LEADING HIGH-PERFORMANCE TEAMS

- Developing Pygmalion Leadership style
- Climate-adaptive mindset development
- Team empowerment during uncertainty and crisis
- Creating resilient organizational cultures



# PROGRAM AGENDA

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Forget what you know about conventional leadership workshops; the **Emerging Leaders program** brings together experiential learning concepts and cutting-edge content built on proprietary research to ensure nothing less than a transformative experience.

Participants will be exposed to breakthrough ideas, dynamic new perspectives and innovative tools to harness their personal leadership energy, successfully navigate change, and lead their teams confidently into the future.

## DAY 1

- Introduction & Context Setting
- Leadership In Harmony
- Contracting + Pre-Reading
- Commanding Presence: Mindful Wellness

## DAY 2

- Centered Leadership
- Leading Self: Purpose & Values Alignment
- Empowering Others: Pygmalion Leadership
- Leadership in Action Preparedness

## DAY 3

- Decoding Leadership in Action
- Leadership Experiential Activity: Embracing Growth Mindset during Uncertainty & Crisis
- Enabling Peak Performance
- Centered Leadership

## DAY 4

- Sustainable Neuroscience BASEd Change Leadership
- Stakeholders Mapping and Alignment Conversations
- Leadership Empathy via Powerful Feedback
- Leadership Action Plan



# FACULTY

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## MUHAMMAD SABRI RAWI

Sabri 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 and gas, FMCG, GLC and the public sector. Sabri's forte includes Leadership and Learning industry design, development and 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 and Manpower Planning, Learning Intervention and Learning Assessment.

A fast track performer, he rapidly catapulted into increasingly challenging and evolutionary roles in his vast career experience. He has spearheaded management excellence through continuous education and mindset 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 also has experience working with clients from FMCGs, GLCs and both the finance and public sector.



## THUN (TAN) THAMRONGNAWASAWAT



Dr. Thun Thamrongnawasawat (Tan), as he likes to be called, is one of the foremost experts on dissecting complex management and business models and cascading them for easy implementation by companies across different industries. His innovative B.A.S.E. model has inspired numerous organizations to transform. He's the author of the Brain-Based Leadership book series (2013 - 2016), a bestselling *The Leadership Journey* (2018) and a regular newspaper columnist. In 2015, Dr. Tan was the recipient of World HRD Congress's "Global Coaching Leadership Award" and named "Consultant of the Year" by the Ministry of Industry, Thailand.

Dr. Tan began his career at the Boston Consulting Group before holding a series of management positions at global pharmaceutical companies including Merck Ltd and Colgate Palmolive. He joined the Slingshot Group in 2009 as a Principal Partner, where he specialized in neuroscience of leadership, leading change, strengths-based development, strategic thinking and executive coaching. Over the decades, he has worked with over 100 national & international companies including Nestle, HSBC, Biersdorf, GlaxoSmithKline, Bristol-Myer Squibb and BMW.

Dr. Tan grew up in Thailand and primarily works out of Bangkok, Thailand and Kuala Lumpur, Malaysia. Outside of Asia, he spent 16 years in three other continents and holds MSc and PhD degrees from the University of Illinois at Urbana-Champaign, including an ExMSc in neuroleadership. His passion is to help leaders use what we know about the brain to unleash people's potential.





The best leaders are fluid like water, adapting to the environment they find themselves in. In today's increasingly digital world, leaders must navigate uncharted virtual environments, all while continuing to engender respect and deliver results.

# TESTIMONIALS

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It's a unique program. Very well thought out.  
*Government, Emerging Leaders August 2024*

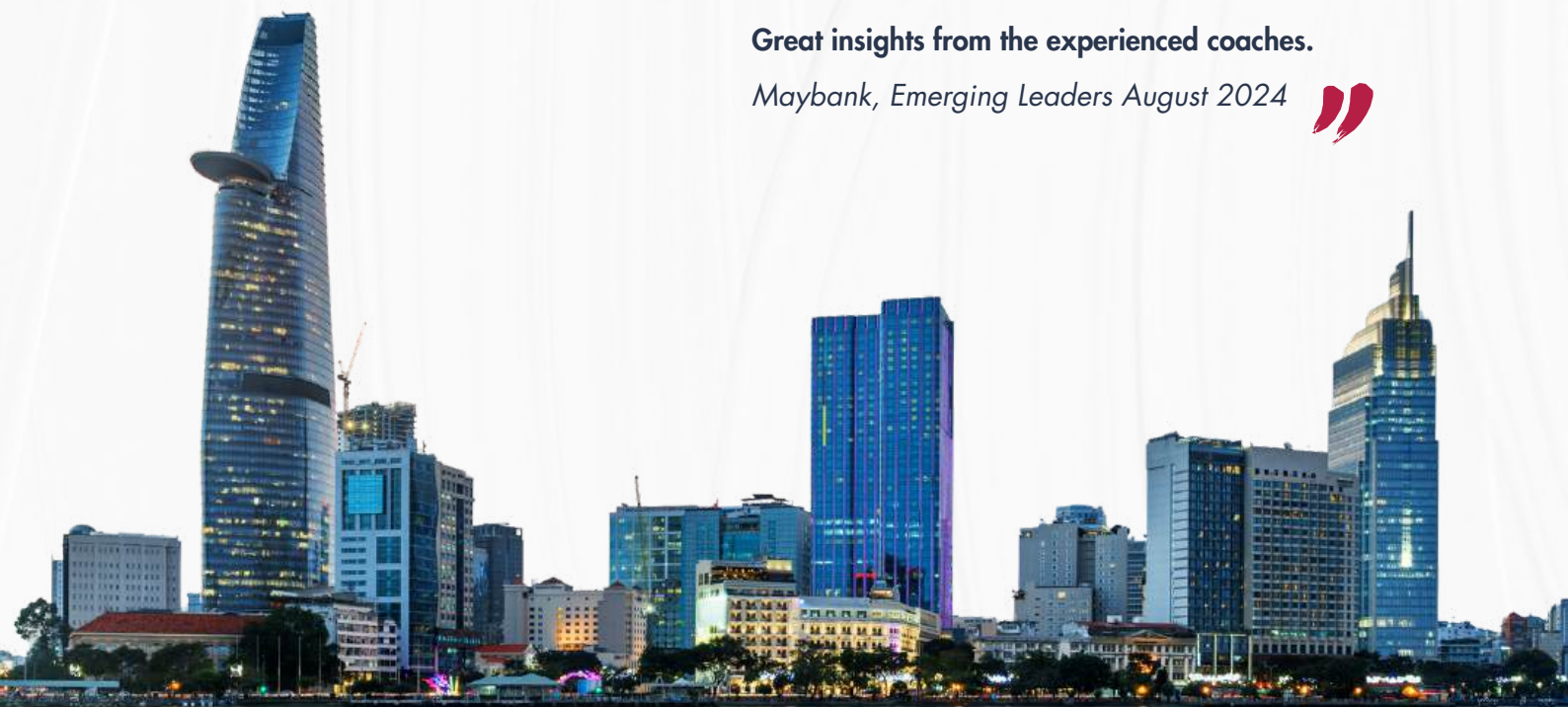


Excellent program that will have an impact on my leadership.

*SME Bank, Emerging Leaders October 2023*

Great insights from the experienced coaches.

*Maybank, Emerging Leaders August 2024*





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## 2025 PROGRAM FEES

Ho Chi Minh,  
Vietnam

11-14 August 2025

**RM22,000**

Fees include in-program accommodation in Vietnam.

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Emerging Leaders - Leading with  
Adaptability Intelligence



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