

EXECUTIVE LEADERSHIP PROGRAMME

**For Learning &
Development Professionals**

A NOTE FROM THE DIRECTOR



Dr Brian HENG

Director

Centre for Continuing and Professional Education
College of Lifelong and Experiential Learning
Singapore University of Social Sciences

Greetings,

There is no asset more valuable to an organisation than its human capital. The skills, talent and commitment of employees can easily determine an organisation's success in either overcoming threats or seizing opportunities. Now, more than ever, organisations need a more transformative learning and development environment.

Learning and development (L&D) is a systematic process to enhance an employee's skills, knowledge and competency. This results in better work performance that not only benefits the organisation, but also satisfies the employee's career progression needs.

In today's volatile economy, organisations must move quick enough to remain viable, while ensuring employees keep up with professional development.

This programme aims to deepen and uplift the skillsets of L&D practitioners so that they can better partner their organisations in fulfilling their strategic objectives.

The Centre for Continuing and Professional Education (CCPE) was set up to support the lifelong learning needs of our workforce and businesses. We are pleased to partner SkillsFuture Singapore to enrich the skills and knowledge of L&D professionals and look forward to seeing you at the workshops.



PROGRAMME OVERVIEW

Digitalisation is causing disruptions across industries. To thrive in this complex environment, L&D practitioners must begin to adopt new technologies and processes to empower a positive culture of learning.

The key objective of the SUSS Executive Leadership Programme for L&D Professionals is to uplift the L&D function from being just a transactional process to a strategic role in order to drive organisational growth, ongoing performance and transformation.

More importantly, the programme will help you gain essential capabilities to forge partnerships with strategic and business units within your organisation.

Key competencies include:

Learning and Development

- Leadership development
- Learning analytics
- Workplace learning and training

Strategy and Business Partnership

- Corporate and business strategies
- Stakeholder management
- Influencing, negotiation and communication

How you will Benefit from the Programme:



GAIN

An understanding of the emerging trends that will impact the L&D practice.



DEVELOP

The skills to partner strategic and business units for growth and transformation.



ENGAGE

With experts and peers on how to leverage emerging digital innovations and best practices to enhance L&D delivery.



ENRICH

Your L&D experience through peer interaction and facilitated, real-world learning.



ELEVATE

The L&D function from being just a transactional process to a more strategic, value-adding one that boosts business performance.



PROGRAMME INFO

SCHEDULE*

TOPICS

OUTCOMES

- Day 1**
- AM: Megatrends and Business**
 - Megatrends impacting on economy and business
 - Corporate and business strategies for transformation
 - Strategic implications for business functions, including HR and L&D
 - L&D strategies to future-proof workforce

- Apprise the impact of megatrends on economy, business and organisation
- Identify the drivers behind business' strategic transformation
- Formulate L&D strategies to support workforce transformation

- PM: Corporate and Business Strategies**
 - Corporate vs business vs function strategies
 - Environmental and organisational analysis
 - Strategic framework and analysis, strategy toolkits
 - Business models

- Relate business needs with organisational competency and skill development
- Align L&D strategy with business strategies, models, products, services and marketing, etc.

- Day 2**
- AM: L&D Leadership and the SkillsFuture Movement**
 - Leadership styles
 - Inclusiveness, diversity and global talents
 - Leadership development and succession planning
 - SkillsFuture Movement to upskill and reskill workers

- Examine leadership styles to effect organisational transformation
- Design L&D strategies to help organisations cope with changes
- Design Leadership Development & Succession Planning

- PM: Essential Skills for L&D Professionals**
 - Strategic impact of L&D to HR:
 - Change management and culture
 - Talent recruitment and management
 - OJT and workplace learning
 - Performance and L&D metrics
 - L&D analytics and toolkits

- Understand the impact of L&D on key strategic HR pillars in supporting business goals
- Design target work-based/ workplace learning, OJT and skills blueprint for employees
- Conduct competency, skills and training needs analysis using analytics

SCHEDULE

TOPICS

Day 3

- AM: Communications and Influencing Skills**

- Types of communication:
 - 1-to-1, 1-to-M, F2F
 - Interaction
 - Persuasion
- Facilitation skills
- Presentation – oral, written and kinesics
- Internal branding and marketing
- Influencing and negotiation techniques

- PM: Stakeholder Management**

- Types of stakeholders
- Stakeholders and power
- Stakeholder identification and management
- Stakeholder needs and engagement

OUTCOMES

- Understand various types of communications and techniques
- Differentiate among facilitation, mentoring and coaching skills
- Execute effective presentation through oral, written and kinesics
- Appreciate internal marketing to effect changes

- Understand the types of stakeholders in an organisation
- Identify and manage stakeholders' needs
- Craft value proposition to meet different stakeholders' needs
- Manage the powers and influences of stakeholders
- Execute stakeholder engagement strategy

WHO IS THE PROGRAMME FOR?

This programme is developed for L&D practitioners, Human Resources professionals, managers and emerging leaders from the business community, who seek updated capabilities in leadership development, talent management, business strategies, stakeholder management and communication.



DURATION

3 days (8 training hours per day)



PROGRAMME FEES*

\$2,800 (excluding GST and before funding)



FUNDING INCENTIVES

Participants need to meet criteria to be eligible. Please check with the programme administrator for details.



ENQUIRIES

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* Singapore University of Social Sciences reserves the right to amend and/or revise the above schedule and programme fees without prior notice.

CORE FACULTY



Dr. Brian Heng

Dr. Brian Heng is the Director at the Centre for Continuing and Professional Education, SUSS. He has more than 15 years of corporate experience across the education, retail, oil & gas, and financial industries. He has worked in functional areas that include corporate strategy, customer analytics, business development, HR, marketing, and communications, and has led various cross-functional strategic initiatives and greenfield projects.



Dr Josephine Tan

Dr Josephine Tan has always been in the hospitality industry and is currently a consultant that focuses on marketing strategy and planning for hotels. Her areas of interest are in Marketing, Services Marketing, Strategy and Entrepreneurship. She has recently published a case study "Stark Hotels: Fixing What is Bugging You," with Singapore Management University Case Series, The Case Centre, Harvard Business Publishing.

Dr Josephine Tan holds a Bachelor of Business Management (Marketing), Masters in Business Administration (MBA) and Doctorate in Business Administration (DBA) from Singapore Management University.



Mr Jackson Lim

Jackson Lim is regarded by many as a highly versatile professional, evident by his broad job role experiences ranging from: sales; business development; technical support; technical implementation/consultation; learning and skills development and HR business partner roles. He has worked in both large and small enterprises, with majority of his time (27 years) in IBM. Jackson is an experienced Learning Professional with more than 10 years in Learning and Skills development. He has led and managed teams in planning, execution and operations for Learning and Development with people management responsibilities locally and across countries.

While in IBM, he held various Learning and development positions as a People manager, Program manager, Facilitator, Skills Leader. He engaged and supported business leaders globally and locally. He was also the Asia Pacific Skills Leader for their Technology Services Business.

In SATS, he was the Head of SATS Academy for Learning and skills development. He led his team to understand their business requirements, identify performance gaps and formulate development strategy. He also provided leadership for the establishment and execution of learning roadmaps and curriculums.

Jackson is a certified IBM Enterprise Design Thinking (EDT) instructor, delivering EDT workshops under the SCUnited initiative. He is also a Certified Performance Leadership Coach under the International Coach Federation. Jackson also has the Advanced Certification in Learning and Performance (ACLP) certification, completed at end of May 2021. His other skills are in: Consultative selling; People management; Program Development and Management; Learning Need analysis, Learning Facilitation, Change management and leading teams.

Jackson has high learning agility with a passion for leveraging technology and developing people. His highest academic qualification is a Master of Science for Computer Studies (Artificial Intelligence) from the University of Essex (Oct 1990).



Mr Yeo Keng Kiat

Keng Kiat has over 30 years of extensive experience working in global multinational corporations in the IT, manufacturing and financial industries. In the last 12 years, he held leadership roles in HR, L&D and OD, driving strategic and operational programs in employee & industrial relations, talent & succession management, employee engagement, professional development, and corporate HR services.

Before making his career switch to HR, Keng Kiat's specialty was in helping large corporate clients transform their IT processes to global best practices, and training IT Service Management practitioners to operationalise policies and processes. He also has expertise in data centre automation, application release management and mainframe systems support.

Keng Kiat is passionate about developing leaders to lead with wisdom and compassion. He is an ACTA-certified adult educator and holds a Specialist Diploma in Advanced Facilitation. He has facilitated corporate learning in topics such as leadership, diversity & inclusion, professional integrity and business communications. He is also a Design Thinking practitioner and has facilitated strategic planning interventions to enhance organizational effectiveness.

Keng Kiat is presently engaged as an Associate of CIPD Asia, facilitating executive learning in strategic HR courses in collaboration with SHRI Academy.



For more information, reach out to the Centre
for Continuing and Professional Education at

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or visit

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