

# LEADING HIGH PERFORMING TEAMS

A Leadership Approach

Date & Venue:

18 October 2016 Movenpick Hotel Karachi

19 October 2016 Royal Palm Lahore



Course Facilitator

## Andrew Bryant

CSP PCC, The Self Leadership COACH [Live in Person](#)

Andrew Bryant is an author and expert on Self-leadership and Influence. As a consultant and coach, he works with multi-nationals like Microsoft, Red Hat and Singapore Airlines to transform leaders and leadership teams.

With Dr. Ana Kazan PhD he wrote the book 'Self-Leadership: How to Become a More Successful, Efficient and Effective Leader from the Inside Out' (McGraw-Hill 2012). This book is a leadership development guide as well as being used on MBA programs to teach how to influence employees to take ownership and be accountable for results.

Andrew is famous for his ability to inspire people, to make changes, question conventional mindsets and embrace change resulting in positive outcomes. His unique presentation style blends constructive realism with humor to entertain and engage his audiences.

Living in Asia for the last 14-years and working globally, Andrew has insights and perspective on what it takes to be an effective entrepreneur and leader of people in a multi-cultural world.

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## Course Overview:

Whether a small or large organization, High Performing Teams are essential to effective execution and results. Leading a high performing team requires the leader to create a culture of clear responsibility and visible accountability. With a Self Leadership approach, high performance is an inside-out process. Starting with the leader's intention, self-awareness, self-confidence, he or she can then influence the team to take personal responsibility for individual and group performance.



### Course Content:

Our research shows that self-leaders are intrinsically motivated and self-manage. Therefore, self-leaders increase the overall team's effectiveness, providing that they have buy-in to shared objective and agreed behaviors. When we facilitate a high performing team program we focus on the following:

- How can we lead ourselves to lead others?
- What's important to us, the team and the company?
- Why behaviors demonstrate inner values?
- How to communicate clear expectations and accountability
- Why effective feedback is the key to high performance?
- How conflict can be converted to collaboration
- Overcoming passive aggressiveness in favor or assertiveness
- Creating a Self Leadership Culture for High Performance

### Course Objectives:

The Self Leadership approach overcomes the 5-dysfunctions of a team

- Absence of Trust - The fear of being vulnerable with team members prevents the building of trust within the team.
- Fear of Conflict -The desire to preserve artificial harmony stifles the occurrence of productive discussion/conflict.
- Lack of Commitment - The lack of clarity or buy-in prevents team members from making decisions they will stick to.
- Avoidance of Accountability - The need to avoid interpersonal discomfort prevents team members from holding one another accountable.
- Inattention to Results - The pursuit of individual goals and personal status erodes the focus on collective success.

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“Coming together is a beginning.  
Keeping together is progress.  
Working together is success.”

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Henry Ford

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### Who should attend?

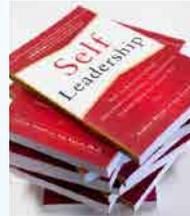
Team Leaders, Managers, Department Heads, Senior Management, Directors, VPs, HR Managers and those who want to become more successful, efficient and effective from the inside out.

### Methodology:

Each Self Leadership high performing teams program is customized to the organization and seniority of the participants, and uses our adult learning methodology. We often use a psychometric evaluation to increase self-awareness of individuals and assess strengths and weakness of the team dynamic. It is important to note that this is not a standard 'team building' program, yes it will be fun and interactive, but real work will be done on aligning team members communication and behaviors.



## About Course Facilitator:



Andrew Bryant,  
author of the book  
'Self Leadership' inspirational  
speaker and leadership coach.

**Andrew Bryant**  
CSP PCC

THE SELF LEADERSHIP COACH

**Andrew Bryant is a high energy speaker with a powerful message about how to lead yourself and influence others to achieve success.**

As an established expert in the fields of leadership, human performance and communication, Andrew can customize a speech or facilitate a learning session that will get you and your people thinking in new ways, embracing change, and taking intentional actions.

Andrew has worked with audiences as large as 12,000, facilitated team alignment with small and mid-sized groups, and worked 1-to-1 with 'C-level' executives to become better leaders. Results from working with Andrew have included; positive changes in organization culture and people's mindsets, increased sales, productivity and teamwork with reduced negative conflict.

With Dr. Ana Kazan Ph.D he wrote the book 'Self-Leadership: How to Become a More Successful, Efficient and Effective Leader from the Inside Out' (McGraw-Hill 2012). This book is a personal development guide as well as being used on MBA programs to teach how to influence employees to take ownership and be accountable for results.

Andrew is famous for his ability to inspire people, to make changes, question conventional mindsets and embrace change resulting in positive outcomes. His unique presentation style blends constructive realism with humor to entertain and engage his audiences.

"Having worked in the conferencing and events industry for quite some time, claims of 'engaging' and 'cutting edge content' from professional speakers can end up to be nothing more than rhetoric. Not so with Andrew! Commanding the stage for start to finish, filling the room with energy, all whilst imparting practical strategies and tools for our senior business audience, Andrew really set the tone for our 3 day show and made a big impact on our audience." — Natalie Williams, SSON Conference Organizer

Living in Asia for the last 12-years and working globally, Andrew has insights and perspective on what it takes to be an effective entrepreneur and leader of people in a multi-cultural world.

Whether speaking, facilitating or coaching, Andrew uses his own, researched self-leadership approach and methodology.

Self-leadership is a mindset and a set of behavioral strategies that enable a person to lead themselves in such a way that others willingly follow. Self-leadership clarifies what we are responsible for and what we are accountable to. The results of self-leadership are greater influence and impact.

Using this powerful approach Andrew can customize keynotes, workshops and off-sites on topics of Leadership, Change, Motivation and Culture. Some recent topics and clients have included:

- 'Leadership and Coaching' for Singapore Airlines
- 'Influence without Authority' for Credit Suisse and AMP
- 'Story Telling for Change' for Microsoft and Fuji Xerox
- 'What Kind of Leader are You?' For CIO100 India
- 'Leader as Coach' for Merck Millipore, Hess and World HR Summit
- 'Self Leadership for Success' for AMCOR, Takeda, Virtusa and Puig
- 'High Performing Teams' for Vopak, Anglo American and Petronas
- 'Mentoring as Leadership' for Keppel Land, DSO National Laboratories

"I have used Andrew's services over a period of 5 years in Microsoft to support some very ambitious change management initiatives. His extraordinary communication and presentation skills, his rich story telling coupled with a very authentic style has made a very positive impact in our organization. Without hesitation, I would recommend..."

...Andrew any time, he clearly stands out as an inspiring leadership and transformational coach." Mathias von Bescherer, - APAC Sales Excellence Lead at Microsoft

## Some Past Satisfied Clients

### ■ Banks /Finance

Business Learning Center  
Credit Suisse  
DBS  
Deutsche Bank  
GIC  
HSBC  
Mauritius Commercial Bank Maybank  
Public Bank  
RBS Coutts  
Societe General  
United Overseas Bank

### ■ Insurance

ACE Group  
AIG  
Allianz  
AMP  
Etiqua  
PIDM  
Prudential

### ■ R&D /Medical

DSO National Laboratories Siemens

### ■ IT /Telecoms

Applied Materials  
Autodesk  
Cisco  
Dell  
Digital Reality  
Microsoft  
Nokia  
Orbis Mandatum  
RIM  
Software AG  
Starhub  
TATA Communications Virtusa  
Yahoo!

### ■ Pharma

Boehringer Ingelheim Genentech  
Merck  
Merck Millipore  
Roche  
Takeda

### ■ FMCG

McDonalds  
F&N

### ■ Travel / Tourism /Hospitality Abacus

Expedia  
Fraser's Hospitality  
Marina Bay Sands  
Sentosa Leisure Group  
Singapore Airlines  
Singapore Sports Council  
Singapore Tourism Board SMRT  
The American Club

### ■ Retail /Sales

Cartier  
Cycle and Carriage  
Dyson  
Essilor  
Fuji Xerox  
Hagemeyer Brands  
Mazda  
OSIM  
Puig  
Unilever

### ■ Development

Keppel Land

Andrew is a Certified Speaking Professional (CSP) which means that he has been independently audited in terms of professionalism and client satisfaction. Less than 8% of professional speakers achieve this designation. He is also a Professional Certified Coach (PCC) and upholds the ethics of the International Coach Federation.

"Andrew's captivating keynote session has highlighted the importance of self-awareness, self-confidence, and self-efficacy to each individual. We loved how he communicated the key notes through real life examples that were both engaging and impactful for the audience. Highly recommended!"

- Chief Experience Officer, The Royal Plaza on Scotts, Patrick Fiat



### Some Video Links

Leadership and Change  
<https://www.youtube.com/watch?v=JrKuiJebOfU>

Self Leadership  
<https://www.youtube.com/watch?v=c5X5PAMynbA>

Team Building  
<https://www.youtube.com/watch?v=SK8cu0zcS0k>

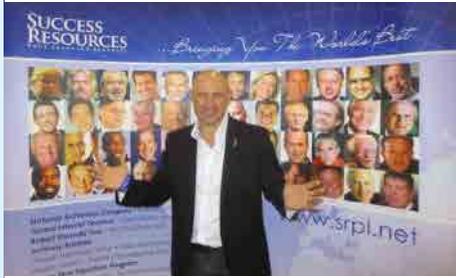
Audience Reaction  
<https://www.youtube.com/watch?v=Lhms80aVE08>

"Andrew is an exceptional speaker. Not only is he a subject matter expert regarding leadership, he also communicates with mastery and engages audiences with his own entertaining flare! He is a sure bet if you need a dose of inspiration at your next event."

Mike Adams - Revenue Optimization Strategist: Author of The Intrepid CEO

### Testimonial:

"SLI facilitated a team retreat for our new regional management team here in Singapore. I am extremely happy how Andrew Bryant has facilitated the session, did the preparation and feedback session after the 2 days and as a result of his expertise and knowledge the 2 days went very well. He absolutely met my expectations and beyond. Thanks to these 2 days away with my team we were able to make a fresh start with a new team, create a team charter, and set ourselves some goals for the next few months. We are still applying the techniques that Andrew shared with us and I see it as a very positive step on our journey to become a high performance team." – Patrick van der Voort, President Vopak Asia



### COURSE FEES DETAILS

Participants	Standard Pricing (per participant)
Individual Delegates (1-4 People)	Rs. 59,000/-
Team Delegates (5-9 People)	Rs. 55,000/-
Corporate Delegates (10+ People)	Rs. 50,000/-

For registration(s) send us your Participants Name, Designation email, address & cell numbers Also please provide us organization's NTN #

register@quickbizgroup.com

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Quickbiz Cancellation Policy: Substitutions are welcome. cancellation must be confirmed by email. For Cancellation made in the 05 working days to the workshop, no refunds will be given.