



4D LEADERSHIP™

DIRECT | DEVELOP | DISCUSS | DELEGATE

One-Day Workshop | Hong Kong | March 7, 2024



OUTLINE

- Management and Leadership
- What is Performance Leadership?
- Why Performance Leadership?
 - Three Key Performance Areas
 - Performance Areas and Organizational Levels
 - Leadership Input and Performance Output
 - Intention, Action, Perception
 - Success and Engagement
 - Flexible, Consistent, Adaptable
- Steps in Applying 4D Leadership™
- Surfacing the Real Specific Tasks: *Your Real-Life Application Case*
- Performance Level: *Skill and Will*
- Four Performance Levels
- Assessing Performance Levels: *Your Real-Life Application Case*
- Leadership Strategy: *Task Input and Relationship Input*
- Four Leadership Strategies
- Matching Leadership Strategies and Performance Levels
- 4D Leadership™: *Direct, Develop, Discuss, Delegate*
- 4D Leadership™ Matching and Adapting: *Your Real-Life Application Case*
- Your 4D Leadership™ Conversation: *Positioning, Preparing, Practicing*
- Integrating 4D Leadership™ and Performance Management: *Performance Leadership Process™*
 - Performance Leadership Contracting
 - Performance Plan, Development Plan, Monitoring Plan
 - Ongoing Performance Review
- Implementation and Sustainment

PRE-WORKSHOP PREPARATION

It is recommended that participants review the performance goals of one of their staff and bring it to the workshop. This is to help them to leverage performance with the immediate application base on their real-life case.

TARGET AUDIENCE

- All leaders at all levels in the organization.
- Anyone who manages and influences the performance of others.
- HR professionals who are interested in implementing the 4D Leadership™ Model and the Performance Leadership Process™ to leverage human performance and to enhance organizational effectiveness.

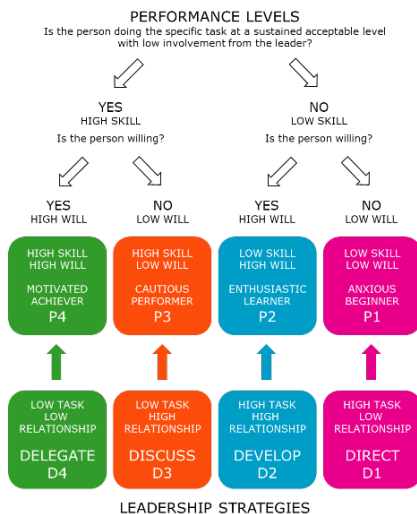
DURATION

- One Day

LEADERSHIP IS A SCIENCE, AN ART AND A PROCESS



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Learning leadership is a science. Applying leadership is an art. Implementing leadership is a process.

The 4D Leadership™ program will train you in the science to develop your *diagnostic* and *interactive* leadership skills. You will then be coached the art of applying leadership with your own individual real-life case. You will also be provided with the process of implementing leadership in your organization, and advice on self-sufficiency and sustainment.

This is designed to help you leverage human performance and enhance organizational effectiveness.

The 4D Leadership™ program integrates *performance levels*, *performance needs* and *leadership strategies* to provide you with four adaptive leadership strategies – *direct, develop, discuss, delegate*. You will learn how to *assess* performance levels and *recognize* performance needs. You will

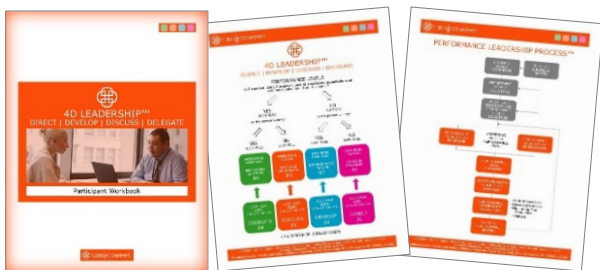
learn how to *adapt* your leadership input to the performance levels and performance needs of your people and the demand of the situation.

Because the performance output you get from others depends on the leadership input you provide.

You will be able to *influence* your people to do the work, to do it well, and to feel good about doing it. You will be able to *close* the performance gap and perception gap; and *align* your intention and your action.

PARTICIPANT MATERIALS

- Participant Workbook
- 4D Leadership™ Model
- Performance Leadership Process™

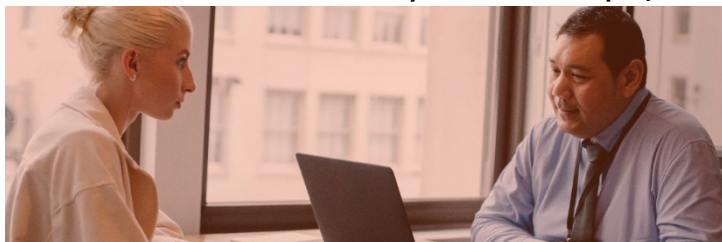




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WORKSHOP LEADER



TAN JOO SEET is the developer of the 4D Leadership™ Model, the Performance Leadership Process™ and the Performance Management Grid™. The 4D Leadership™ program is developed from his decades of working with successful and effective leaders, and years of research. He is currently an independent 4D Leadership™ Advisor – helping people make organizations better, helping organizations make people better. He offers training, coaching, consulting and advisory services to leverage human performance and enhance organizational effectiveness.

He was previously with Center for Leadership Studies (Asia) Pte Ltd, serving as Managing Director for 34 years and as Advisor for two years. Concurrently, he also served as Managing Director of Zenger-Miller (SEA) Pte Ltd (1985-1996), Zenger-Miller (HK) Limited (1988-1996) and Zenger-Miller (M) Sdn Bhd (1990-1996).

ADMINISTRATIVE DETAILS

Date : March 7, 2024
Time : 9.00 am – 5.00 pm
Venue : Regal Hong Kong Hotel
88 Yee Wo Street
Causeway Bay, Hong Kong

Early Bird Fee:

HKD5,850 per participant
(payment by February 1, 24)

Regular Fee:

HKD6,500 per participant
(payment after February 1, 2024)

Closing Date: February 22, 2024

Registration/Payment:

- Registration may be made by email or online.
- Payment must be received to confirm the registration.

– Payment by Bank Transfer

Standard Chartered Bank HK | Bank Code: 003 | Account Name: Tan Joo Seet | Account Number: 44719880818 | Please notify us of the transfer to: jooseet@gmail.com

– Payment by FPS

Mobile +852-94482961



(or Scan QR Code)

– Payment by Credit Card

<https://buy.stripe.com/8wMbLV6Wy5aR3C05ky>



(or Scan QR Code)

Withdrawal/Refund:

- If notice of withdrawal is received more than two weeks before the workshop date the workshop fee less a 10% administrative charge will be refunded.
- If notice of withdrawal is received less than two weeks before the workshop date the workshop fee will remain payable. A replacement participant is allowed.

Cancellation/Postponement:

The organizer reserves the right to cancel or postpone the workshop due to any unforeseen circumstances.

▪ REGISTER
5 PARTICIPANTS
1 COMPLIMENTARY
▪ REGISTER
8 PARTICIPANTS
2 COMPLIMENTARY

REGISTRATION

Email: WorkshopRegistration@tanjoooseet.com

Online: www.tanjoooseet.com/hong-kong--march-7-2024.html

Mr/Mrs/Ms/Mdm/Dr

Name

Job Title

Mobile

Email

Company

Address

Telephone

Contact person if different from participant:

Mr/Mrs/Ms/Mdm/Dr

Name

Job Title

Mobile

Email



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