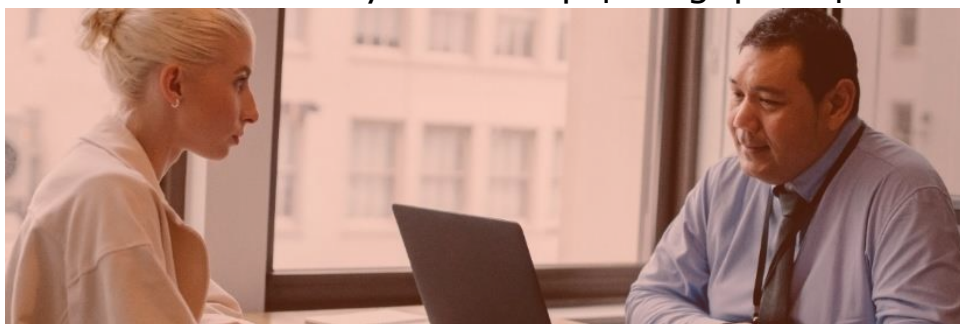




4D LEADERSHIP™

DIRECT | DEVELOP | DISCUSS | DELEGATE

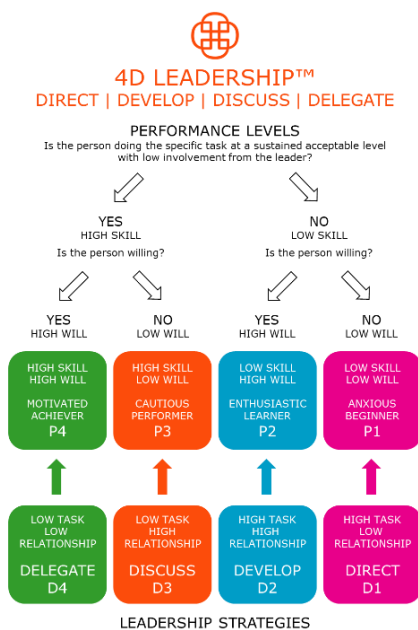
One-Day Workshop | Singapore | December 18, 2023



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

The Behavioral Side of Performance Management



Performance management have been around for decades. Yet not all organizations are getting the success that they expected. Why? Because what is missing is the behavioral side!

4D Leadership™ is the *behavioral side* of performance management. It integrates *performance levels*, *performance needs* and *leadership strategies* to provide you with four adaptive leadership strategies – *direct, develop, discuss, delegate*.

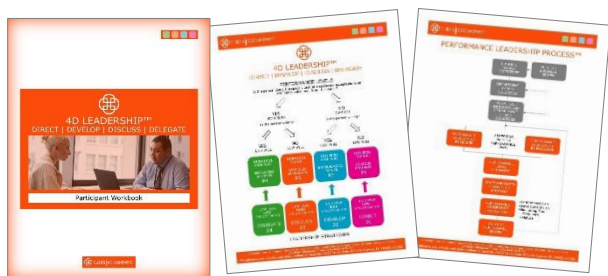
You will learn how to *assess* performance levels and recognize performance needs. You will learn how to *adapt* your leadership input to the performance levels and performance needs of the people and the demand of the situation to leverage human performance and enhance organizational performance. Because 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™



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 performance.



Get In Touch

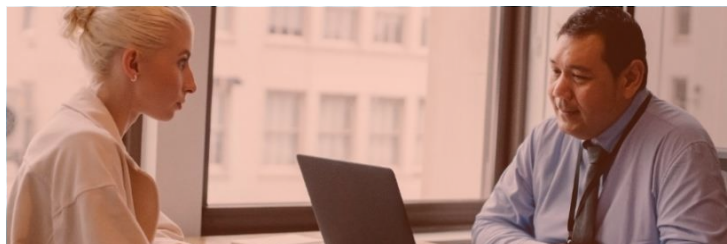
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Workshop Leader



TAN JOO SEET is the developer of the 4D Leadership™ Model. The 4D Leadership™ Workshop 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 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 : December 18, 2023
Time : 9.00 am – 5.00 pm
Venue : Orchard Hotel Singapore
442 Orchard Road
Singapore 238879

Workshop Fee: SGD735 per participant

Closing Date: November 27, 2023

Registration/Payment:

- Registration may be made by email or online.
- Payment must be received to confirm the registration.
 - Bank Transfer
DBS Bank | Account: 0150175990 | Bank Code: 7171 | Branch Code: 015
Please indicate the invoice number and notify us by email to jooseet@gmail.com
 - PayNow | Mobile +65 98266858



– Credit Card | <https://buy.stripe.com/bIY2bla8K0UB8WkeV4>



Withdrawal/Refund:

- If notice of withdrawal is received more than three weeks before the workshop date the workshop fee less a 10% administrative charge will be refunded.
- If notice of withdrawal is received less than three 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.

Registration

Email: WorkshopRegistration@tanjooseet.com

Online: www.tanjooseet.com/singapore--december-18-2023.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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