



CENTER FOR LEADERSHIP STUDIES (ASIA) PTE LTD

Leadership.Relationship.Performance

ABOUT US

We provide training, coaching and consulting in social intelligence and leadership development. Since 1985 we have been helping clients to leverage human performance and enhance overall organizational performance. We have worked with more than 500 clients in 26 countries in Asia-Pacific, Europe and North America. From our offices in Singapore and Hong Kong we work with our clients and support global client implementations worldwide.

We build our future by helping our clients build and develop leaders who will consistently rank as the top performers in their industries. Leaders who can embrace and leverage the change that is a constant presence in today's and tomorrow's worlds. Leaders who attract and keep top talent and know how to grow the efficiency and effectiveness vital to dependable success. We deliver our value in partnership with our clients who come to see us as an important, strategic addition to their organizations.

Through our proven leadership building and social intelligence solutions, a leader is never taken by surprise and will always have in hand the way to the success. We build leaders that accommodate and thrive through all adversity. No matter where you are, in whatever country or culture, our process is completely adaptable and applicable to you and your organization.

OUR SOLUTIONS

SOCIAL INTELLIGENCE



What is Social Intelligence?

Social Intelligence refers to the ability to understand and manage our Behavioral Style, Mindset and Emotional Intelligence to optimize interpersonal relationships. It deals with subconscious biases that can be learned and controlled. At its heart, Social Intelligence is the science of productive relationships. Organizations that foster it, experience higher performance, becoming more productive, collaborative and resilient. There are three highly interdependent elements in each of us: Behavioral Style, Emotional Intelligence and Mindset, each creating a holistic picture of what makes us tick as social individuals.

Behavioral Style



SOCIAL STYLE

Early in life, we develop behavioral preferences and patterns which we find most comfortable. Partly the result of genetics and partly based on early learning, our Behavioral Style is readily observable to others and directly affects our social interactions in all areas of life. Sometimes our behaviors are seen as positive and sometimes negative, particularly when our behavioural preferences clash with others'. Over 60 years of research has identified four behavioral styles. TRACOM's SOCIAL STYLE® Model defines these behavioral patterns and teaches specific techniques for creating productive relationships with people of any Style.

Emotional Intelligence



BEHAVIORAL EQ

Our brain is highly complex, and our emotions often subconsciously control our behavior, leaving the rational brain to contemplate our actions in retrospect. Because our emotions tend to be more negative, we fear the worst, and look for danger during change. While these impulsive tendencies were key to our past survival, they aren't a great fit for in the modern workplace. TRACOM's Behavioral EQ® Program offers a way to understand our emotions and those of others so we can control our emotions, influence others and achieve greater success. As the third-generation Emotional Intelligence model, Behavioral EQ provides proven, practical and actionable strategies for improving leadership, performance, sales and recruiting.

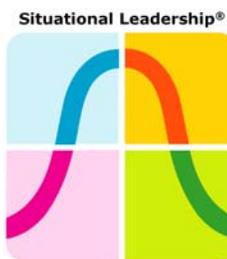
Mindset



ADAPTIVE MINDSET

An Adaptive Mindset is a hallmark of the world's most successful people, no matter their career. Studies show that highly resilient individuals tackle challenges with optimism and poise, bounce back from adversity and effectively manage stress. And in today's fast-paced, global environment businesses are looking for leaders with agility to help innovate and create positive change. The good news? Studies show that we can positively impact our own mindset through intentional, practical exercises. When Adaptive Mindset skills are incorporated into learning and development initiatives, the result can be greater employee productivity, wellness and engagement.

SITUATIONAL LEADERSHIP®



The Influence Curriculum For Leadership Development

One of the most common questions we hear is, "What makes a good leader?" While relatively subjective in nature, this question has served as the impetus for many of today's most successful and prominent leadership development models and concepts.

In developing the Situational Leadership® Model, Dr. Hersey used a task-specific lens to examine the core, common and critical competencies best associated with effective leaders.

His findings can best be described by his simplistic definition of leadership, "Leadership is any attempt to influence." Our years of experience have shown us that the best leaders are those that can successfully influence up, down and across the organization, impacting business results by driving behavior change. To that end, we have used the Situational Leadership® Model as the foundation of our Influence Curriculum. The curriculum focuses on developing critical influence competencies, such as trust, believability, credibility and resiliency, and is designed to allow your leaders to answer the following questions:

- How do I build influence potential?
- How do I drive performance and behavior change?
- How do I adapt to become a more effective leader?
- How can I be more aware of myself and others?

VITAL LEADERSHIP



Essential Leadership Skills That Every Manager Requires

Do you know the basic skill set that every leader needs? The Vital Leadership skills courses are valuable for any leadership training program. Whether it is to learn communicating properly, delegating successfully or supporting change in the workplace, these courses develop leadership skills at every level, from new managers to experienced pros who need to sharpen their abilities.

Are you looking for a learning program that provides the basic leadership skills every manager should master? Choose from the following courses to ensure your managers develop the leadership skills they will use on a day-to-day basis. Each course is part of the foundation your managers need to build a solid team.

Find the right leadership development courses to meet your needs.

OUR APPROACH

LEADOLOGY™



A Three-Stage Approach To Leadership Development

- **LEARNING THE SCIENCE OF LEADERSHIP**
 - Self And 360 Inventories And Profiles
 - Training Workshops
 - Real World Mapping
- **APPLYING THE ART OF LEADERSHIP**
 - Application Planning And Scripting
 - Practicing And Coaching
 - Managing The Movement
- **IMPLEMENTING THE PROCESS OF LEADERSHIP**
 - Performance System Integration
 - Performance Leadership Process
 - Performance Leadership Contracting and Review

OUR CLIENTS

YOU ARE IN GOOD COMPANY

- Dusit International
- San Miguel Brewery Hong Kong
- Hong Kong Productivity Council
- Sumitomo Mitsui Banking Corporation
- The Hong Kong Polytechnic University
- Manulife
- Mitsui & Co (Asia Pacific)
- Edelman Public Relations Worldwide
- USG Boral
- Estee Lauder Companies
- Louis Vuitton
- MOH Holdings
- Spin Master Toys Far East
- Autodesk Asia
- Murata Electronics
- Home Retail Group (Asia)
- Centara Hotels & Resorts
- Efficiency Unit, The Government of HKSAR
- Cambridge University Press
- Lend Lease Asia Holdings
- C.F.L. Enterprise
- tesa tape Asia Pacific
- Miramar Hotel and Investment Company
- MGB METRO Group Buying
- Huntsman Asia Pacific
- Bureau Veritas
- Prudential Assurance Company
- Philip Morris
- PT HM Sampoerna
- Jebsen & Jessen Chemicals
- American International Assurance
- HK Institute of Human Resource Management
- NatSteel Holdings
- Orbotech Pacific
- Carlson Hotels Asia Pacific
- United Overseas Bank
- The Hongkong And Shanghai Banking Corporation
- Frasers Centrepoint
- Airport Authority Hong Kong
- Wallem Group
- Sika Asia Pacific
- Harbour City Estate
- Hewlett Packard
- Bank of America
- Chubb Insurance
- Vopak Terminals
- Ancora International
- SGS Hong Kong
- Croda Singapore

“Leadership is about you influencing others to do the work, to do it well, and to feel good about doing it. It is about closing the performance gap and the perception gap; and aligning your intention and your action.”

**Tan Joo Seet, Managing Director
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