

PETER NG TRAINING CONSULTANCY

Asia Pacific Distributor for SERVICE QUALITY INSTITUTE, USA



Power of Mentoring-Leadership

(A 2-day Mentoring-Leadership Approach to Double Effectiveness and Increase Efficiency of employees with ASTIR® Potential-Development Methodology)

Overview

“Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen.”

Mentoring-Leadership is about how leaders mobilize others to want to get extraordinary things done in organizations. It is about the practices leaders use to transform values into actions, visions into realities, obstacles into innovations, separateness into solidarity, and risks into rewards. It is about leadership that creates the climate in which people turn challenging opportunities into remarkable successes.

Mentoring-Leadership is a process ordinary people use when they are bringing forth the best from themselves and others. When the ‘leader’ in everyone is liberated extraordinary things happen.

Coaching skills are not mentoring skills. Mentoring takes the art and science of understanding employees individually and tapping into your true potentials for maximum effectiveness. Ordinary leaders think in terms of creating a vision of the future, yet often fail to create a context that will allow the vision to become a reality. The context is the mental environment that shapes, limits, and defines who the person is, what the person see as possible and achievable. If you think of context as a bowl, what’s inside the bowl is the content. The surest way to change the content is not by putting in new content, but to change the context (the bowl) that ultimately shapes the content that is there.

Discover the ASTIR® potential-development methodology switching from being busy to achieving results, will help double your employees’ effectiveness and increases efficiency in getting the tasks accomplished with much more positive mental attitude, greater level of self-discipline, and developing better relationships – and be a dynamic achiever.

Program Objectives

- Understanding the art and science of mentoring
- Understand employee’s individuality and tapping into their strengths and potentials
- Change the mental context to change the mental contents of a person
- Using the art of mentoring to double the effectiveness and efficiency of employees
- Obtaining desire results with individual-group dynamics

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Program Outline

Mentoring – The Foundation

- Understanding Knowledge Worker in the New Economy
- The Power of Developing Potentials
- Defining Mentoring-Leadership
- Conditions for Maximum Effort and Results
- Understanding Standards of Performance

Mentoring – Communication

- What is Mentoring-Leadership Conversation
- The Power of Mentoring-Leadership Listening
- Four Impactful Conversation Methodologies

Increasing Employee's Efficiency and Effectiveness with ASTIR®

- Understanding ASTIR® Potential-Development Methodology

ASTIR® – Analyze

- Everyone is Uniquely Talented
- Developing Talent into Strength
- Identifying Talents with OCI
- Understanding Behavioral Patterns with the Six Guiding Principles of Life
- Power Thoughts for Potentials Development
- Understanding the Sequence of the Seven Talent-Pillars
- Attitude – The One Word that is so often Misused

ASTIR® – Self-Understanding

- Understanding Personal Standards
- Identifying Key Skills to Excel in Performance
- Seven Steps Formula for Goal-Setting
- Helping Mentee in Becoming a Leader of Change

ASTIR® – Taking Charge

- Challenge False Beliefs
- Passion – The Pursuit of Joy
- Turning Every Mistake into a Learning Experience
- Enhancing Self-Discipline and Sense of Responsibility

ASTIR® – Initiate

- Determine the 'Something' You Want To Do
- Challenge the Process
- Enable the Mentee to Act
- Enablement for Higher Performance

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Program Outline (cont.)

ASTIR® – Response

- Seeking and Telling the Truth
- Focus on Solutions
- Separate the People from the Problem

Who Will Benefit Most From This Program?

This program is highly recommended for managers, executives and supervisors, whose job requires them to lead and inspire employee to tap into their respective talents and potentials to achieve the results desired with passion and greater enthusiasm.

Duration and Methodology

This 2-day course uses the combination of story-telling methodology, situational leadership case studies, light activities, and group discussions to relate to the whole learning concepts and experience. The main medium of training will be in English.

The recommended maximum class-size is 20 persons.