

# Effective Leadership in a Malaysian Cultural Context



According to **Peter Istead, MD for Michael Page and Page Personnel Finance** in London, one key soft skill **in demand globally** for finance professionals is **management skills**. He states: “Not only the ability or capacity to manage a team as a line manager, but also to manage relationships with individuals and teams outside the finance function.”

## After attending this course you will be able to:

- Fundamentally understand what leadership is and how it is developed
- Identify your leadership style and how it relates to your role within the organization
- Clearly understand how effective leadership can be developed and displayed within a Malaysian cultural context
- Build strong motivated relationships with others, both on your team and with leaders within your organization
- Understand the principles of persuasion and influence in order to get the best out of your Malaysian team
- Coach the individuals on your team to greater productivity and skill
- Develop SMART goals that align with your organization’s objectives



**CULTURE BOLEH!**  
**GLOBAL TRAINING**



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# Effective Leadership in a Malaysian Cultural Context

## Course Overview

People often think of leadership skills as something the C-suite people need to develop. However, no matter what our title is, if we have direct reports, we need to develop leadership skills. We know how to identify what bad leadership is, perhaps you have experienced it yourself. What we will accomplish in this training is to help you to know what an effective leader looks like. How they act and communicate with those they lead. How they build strong relationships with those they lead and those they network with everyday. You will not only learn how to get the most out of the team you lead, but also how you can motivate your team to GIVE you their best. You will learn how one-to-one coaching can be used to develop your teams' strengths and potential. Lastly, you will understand how you can achieve greatness as a team and as a leader through achievable goal setting.

## Course Objectives

- Developing a clear understanding of what effective leadership looks like and how we personally measure up
- Understanding leadership within a Malaysian cultural context
- Learning how to generate better productivity through collaboration and networking skills with all colleagues
- Building strategic relationships within your team and with peers
- Generating specific techniques in order to influence others
- Coaching for greater effectiveness
- Transforming your organization's objectives into SMART goals that are achievable

## Testimonials

- ✓ "It was an honest and eye-opening approach, which was unexpected but greatly appreciated. It forced me to acknowledge certain weaknesses I did not know I had."
- ✓ "If you want to be an effective leader in Malaysia, attend this training!"
- ✓ "It was a very useful course to help me in my new leadership role and to learn what leadership styles are effective in managing a team. Keep it up!"
- ✓ "Very good trainer who was very involved and interested in all of our thoughts and experiences."
- ✓ "Trainer was very knowledgeable in local culture, impressively so. Also able to engage with the audience and solicit responses, encouraging debate and participation, making the training more meaningful."



### Culture Boleh Global Training Lead Trainer – Steve L. Muhs

**(PSMB Certified Trainer, Advanced CQ Cert Facilitator, Cert Executive Coach)**

Steve is a member of the global community and as such has enjoyed the opportunity to work with and train people from over 50 different countries. Having spent the last 15 years living and working in Malaysia, he hasn't just taught cultural awareness, he's lived it. Steve is an excellent communicator and has enjoyed working with a variety of organizations throughout Asia, designing and facilitating courses that have cooperatively met their objectives with great success.



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## Day One

### Section 1: Are You Leadership Material?

- Identifying true leadership
- Leadership across the public and private sectors
- What kind of leader are you? What kind do you want to be?
- Fundamental concepts and strategies of strong leadership skills

### Section 2: Leadership in a Malaysian Cultural Context

- Understanding hierarchy
- The Malaysian view of responsibility and accountability
- Leading in a relationship centred culture
- Building confidence through specific feedback and praise

### Section 3: Building Strategic Relationships through Skilful Collaboration and Teambuilding

- Developing a communication strategy
- Keys to successful teambuilding
- Know your team
- Building trust with others and overcoming the barriers to trust
- Investing in your team
- Manage, don't avoid conflict

## Day Two

### Section 1: Leaders Influence Others

- Principles of influencing others
- Getting people to help you
- The power of engagement
- Influencing up
- Influencing down
- You know what you want-Do you know what they want?

### Section 2: Coaching for Greater Effectiveness

- Building the right relationship with our subordinates
- Making an assessment of the individual
- Challenging the individual
- Supporting the individual and producing the desired results

### Section 3: Maximize Your Leadership Skills through SMART Goals

- Understanding the value of goal setting
- SMART goals that work for you
- Developing a personal action plan