

Hackathon 2021

- Process-based approach to building innovators with comprehensive skill sets
- More immersive learning experience resulting and projects driven by reality from the beginning
- Fully Follows the 70/20/10 principle for successful capability development in the modern era

1 day



Empathize the Pain

engage with real stakeholders to deeply understand the opportunities for innovation & change

- Introduction to Design Thinking
- Immersive empathy out of class activity
- Customer Journey Understanding
- Identifying key pain points and customers jobs to be designed

1 day



Ideating Possibilities

creating valuable ideas that may drive new value to stakeholders

- Free flow Ideation techniques
- Systematic Inventive Thinking
- Sketching
- Ideation workshop
- Solutions design & Assembly

1 day



Prototyping Solutions

turn ideas into realities by using minimal resources to maximize learning & progress

- The LEAN StartUp Concept
- Identifying paths to market
- Creating prototypes for products & services & processes
- Sharing your prototypes with stakeholders and gaining feedback



Hackathon2021

3 DAYS

+

Hackathon Day 1 Empathize the Pains

- 09:00 - 10:30 ■ **The Design Thinking Icebreaker Activity:** experience Design Thinking in 1 hour

- 10:45 - 12:00 ■ **Essentials of Design Thinking:** mini-lecture on the design process we will be using during the Hackathon

- 13:00 - 14:30 ■ **Customer Empathy:** teams create personas & customer journey maps through interviewing real customers

- 14:45 - 17:00 ■ **Preparing your Probobunity Statement Pitch**

- 17:00 - 19:00 ■ **Pitch #1:** Problem Statement (5 mins/team)

- 19:00 - 19:30 ■ **Closing & Next Steps**

+

Hackathon Day 2 Ideating Solutions

- 09:00 - 12:00 ■ **Essential of Lean Canvas:** teams begin to create their ideas that would strike the customer problems direct on

- 13:00 - 14:30 ■ **"Creating Innovative Ideas":** a customisable mini-lecture that strengthens & aligns teams ideas

- 14:45 - 15:45 ■ **Mentoring Session (Speed Dating Style)**

- 15:45 - 17:00 ■ **Preparing your innovative solution pitch**

- 17:00 - 19:00 ■ **Pitch #2:** Innovative Solution (5 mins/team)

- 19:00 - late ■ **Building Prototypes:** explaining your idea in a tangible way

+

Hackathon Day 3 Building Prototypes

- 09:00 - 10:30 ■ **LEAN Startup Process:** teams learn and apply the process that startups use to learn quickly about their solution and how it adds value to customers

- 10:45 - 14:30 ■ **User Testing:** Go do it, test prototype, pivot and refine with real customer

- 14:45 - 15:45 ■ **Mentoring Session (Deep dive style)**

- 14:45 - 17:00 ■ **Preparing your Final Pitch**

- 17:00 - 19:00 ■ **Pitch #3:** The Problem, Your solution & Prototype Results (10 mins/team)

- 19:00 - late ■ **Dinner and Award Ceremony**



Trainer DoJo 2020

MindDojo

- Process-based approach to building innovators with comprehensive skill sets
- More immersive learning experience resulting and projects driven by reality from the beginning
- Fully Follows the 70/20/10 principle for successful capability development in the modern era

The Minddojo Method

energising, intelligent and refreshing approach to training workshops



Curriculum Design

creating relevant & impactful longterm learning solutions



Facilitation Mastery

guiding groups to desired outcomes



Certification Event

facilitate your custom designed workshop

2 day

Demo Session #1

- Adult learning & Accelerated Learning
- Creating and using learning activities
- Making Contents interesting, easy to understand and useful

Demo Session #2

- Managing Q&A session
- High impact Debriefing & Feedback session management

1 day

- Understanding by Design
- Syllabus Development
- Learning through assignments & projects
- Evaluating the impacts & outcomes of learning solutions
- Demo Session #3

1 day

- IAF Facilitator Competencies
- Facilitation Processes & Techniques including:
 1. World Cafe
 2. Appreciative Inquiry
 3. Nominal Group Technique
 4. Graphic / Visual Facilitation
- Demo Session #4

1 day

- On-going Coaching sessions x3 (mail, phone, clinics)
- Participants MUST create facilitation & training portfolios
- Certification based upon MindDojo's Facilitator Competencies
- Team based demo assessment for 30 mins

The Minddojo Method

(Train the Trainer)



our unique approach to designing and facilitating activity-based adult learning workshops

The facilitated workshop helps participants to :

- Design their own workshop contents and activities
- Start their sessions with energy and engagement from their learners
- Use learning activities that meet learning objectives
- Increase the impact of their course content
- Design a 1 day workshop and some key slides within the end of the workshop



Day 1 Active Workshop Design

- 09:00 - 10:30 **Introduction to Adult Learning:** designing with learning outcomes in mind, learner types and trainer roles
-
- 10:45 - 12:00 **Accelerated Learning:** structuring learning workshops which will increase learning using less time
-
- 13:00 - 14:30 **Engaging Workshop Openings:** using ice-breakers, energisers and intro activities that captures audiences' interest & attention
-
- 14:45 - 17:00 **Demo #1:** Workshop Openings

Day 2 Learning Activity Design

- 09:00 - 10:30 **Delivering without Lecturing:** techniques, participative activities and easy fixes for content heavy workshops
-
- 10:45 - 12:00 **Brain-friendly Communication:** making your workshop content easier to understand, remember and act upon
-
- 13:00 - 14:30 **Mastering Questions:** using questions to initiate activities, create 2 way communication and debrief learning.
-
- 14:45 - 17:00 **Demo #2:** Learning Activity & mini-lectures

Curriculum Design

(1DAY)



our unique approach to designing and facilitating activity-based adult learning workshops



The facilitated workshop helps participants to :

- Create Academy learning curriculums that leverage a range of learning channels & methods
- Evaluate the knowledge, behavioural change and business impacts of learning solutions
- Design learning projects to enhance real context learning
- Apply human centred design principles to create learning solutions that create measurable impact

Day 1 Curriculum Design

- 09:00 - 10:30 ■ **Learning by Design:** applying design thinking to creating high impact learning solutions & curriculums. This method starts with designing the desired outcomes first!
-
- 10:45 - 12:00 ■ **Syllabus Development:** developing relevant and time-proof curriculums that are drive business performance for BUS
-
- 13:00 - 14:30 ■ **Project-based Learning:** Creating learning assignments and other on-the-job learning projects that use clear criteria and instructions for maximum learning and results
-
- 14:45 - 16:30 ■ **Evaluating Learning Outcomes:** measuring the results and impact of learning solutions on business results

Facilitation mastery

(1DAY)



our unique approach to designing and facilitating activity-based adult learning workshops



The facilitated workshop helps participants to :

- Gain a solid foundation in key group facilitation & communication skills
- Understand the mindsets of a facilitator
- Draw out the ideas, perspectives and obstacles from their audiences
- Be able to design & deliver facilitation sessions (1-3 hours)
- Become better facilitators of group dynamics and enablers of team performance

Day 1 Facilitation mastery

- 09:00 - 10:30 ■ **Introduction to Process Facilitation:** the principles of facilitation, the IAF Competencies & structuring facilitated sessions
-
- 10:45 - 12:00 ■ **Facilitation Processes & Techniques:** popular techniques, sequences and activities that top tier facilitators use
-
- 13:00 - 14:30 ■ **Facilitation Activities Inventory:** customisable facilitation tools that can be combined to create unique facilitation sequences
-
- 14:45 - 16:30 ■ **Facilitation Demo #1:** participants help each other facilitate segments of a facilitation session

Innovation Design Sprint

(2DAY)



+

Day 1 Innovation Design Sprint

- 09:00 - 10:30 **Experiencing Design Thinking:** participants experience design thinking through designing an innovative product or service in pairs
-
- 10:45 - 12:00 **Introduction to Design Thinking:** an interactive lecture on the key steps and principles of design thinking and human centred design
-
- 13:00 - 14:30 **Empathize & Define:** deep-dive techniques on how to gain maximum customer insight and how to take the customer's point of view when understanding their pains
-
- 14:45 - 16:30 **Ideation:** easy to apply creativity tools to help generate many ideas for more impactful ideas synthesis

+

Day 2 Innovation Design Sprint

- 09:00 - 10:30 **Ideation Session:** application of creativity techniques applied to participant's innovation context
-
- 10:45 - 12:00 **Prototyping:** mini-lecture on how to move innovative ideas into reality through different prototyping methods
-
- 13:00 - 14:30 **Creating Prototypes:** hands-on prototyping activity where participants create prototypes of their innovative ideas
-
- 14:45 - 16:30 **Testing:** teams prepare innovation pitches to test their ideas and present their prototypes to the group to receive feedback and recommendations on next steps



Customer Experience Design

(2DAY)



"focusing on the customer to deliver better services and processes in any team"

The facilitated workshop helps participants to :

- Co-Create better customer centric services and processes with real customers
- Deeply understand the customer's point of view on the services they utilize
- Be more creative & resourceful when designing customer centric services
- Create first drafts of new services that will go beyond customer satisfaction

Day 1 Customer Centric

- 09:00 - 10:30 **Introduction to Design Thinking:** the innovation process for creating ideas that are relevant to the business and valuable to the target customer
-
- 10:45 - 12:00 **"The Customer's Perspective" Challenge:** Challenge: teams get out of the classroom and empathise customers' biggest pain points, needs and wants in the context of the services received
-
- 13:00 - 14:30 **Customer Journey Mapping:** analyze the existing customer's journeys with the organization and design improvements to deliver superior service in the eyes of the customer
-
- 14:45 - 16:30 **Designing out the New Customer Experience:** ways to create and ideate innovative solutions from existing resources around us with Systematic Inventive Thinking

Day 2 Experience Creation

- 09:00 - 10:30 **Ideation Workshop:** participants create new practicals ways of resolving customer's pain points that are creative and valuable
-
- 10:45 - 12:00 **Consumer Trends:** understanding the consumer preferences that are driving the demand for innovation inside and outside the organization
-
- 13:00 - 14:30 **Service Blueprinting:** clearly map out the customer's interactions, front-end services & back-end processes and required information and systems required
-
- 14:45 - 16:30 **Prototyping & Testing:** moving projects beyond just ideas and into the real world through using Minimum Viable Products/ Solutions (MVP)

Digital Transformation Workshop



(2DAY)

The facilitated workshop helps participants to :

- Embrace Digital Transformation and know their roles in helping the organization move to digital business models
- Understand the key business drivers that must change in order to be competitive in the digital era
- Know how to leverage the power of digital technology to create innovation
- Create digital transformation action plans to help the organization "Go-Digital"

Day 1 Digital Transformation Workshop

- 09:00 - 10:30 **Digital Transformation Fundamentals:** identifying the key drivers that impact digital strategies and the changes that the digital age demands
-
- 10:45 - 12:00 **Customers & Competitors in the Digital Era:** knowing how customers behave and ways that competitors compete to gain advantage in the digital game
-
- 13:00 - 14:30 **Redefining Data's Role:** understanding and seeing concrete opportunities to apply Data for competitive advantage
-
- 14:45 - 16:30 **Creating Digital Innovations:** the agile approaches that makes innovation implementation much easier and using much less time & budget

Day 2 Digital Transformation Workshop

- 09:00 - 10:30 **Digital Value Propositions:** assembling your ideas for your digital strategy to create a digital enabled business model that offers superior value for the digital customer
-
- 10:45 - 14:30 **Transforming to the Digital Enterprise:** discovering the stages of digital transformation and creating implementable strategies to get there
-
- 14:45 - 16:30 **Service Blueprinting:** sharing how your digital innovation projects can be implemented and help the organization transform to a digital enterprise

LEAN Prototyping



(2DAY)

a low risk & resource minimum approach to make your ideas real

The facilitated workshop helps participants to :

- Start experimenting with their ideas by making them "real" and produce (working) prototypes
- Apply agile ways of work to innovation and the creation of change
- Enhance their innovations idea by executing prototypes that tests and validate key assumptions
- Plan resource for innovation projects through experiment planning
- Gain first hand experience in agile ways of working of start ups

Day 1 LEAN Prototyping

- 09:00 - 12:00 **The LEAN Simulation:** participants engage in the the LEAN board simulation where they play a role of a start up with big ideas and need a strategy to make it happen for real
- 13:00 - 14:30 **Lean Startup:** creating your plans for gathering insights & evidence of your innovation's value and accelerate the learning process for bringing your idea to market
- 14:45 - 16:30 **Minimum Viable Product Experiment Design:** a focus on solution-feature prioritisation tool for effective MVP designs that maximize customer development and learning through structured experimentation

Day 2 LEAN Prototyping

- 09:00 - 10:30 **Experiment Planning:** learn the process of creating high-learning experiments that will test key assumptions and move your project in the right direction
- 10:45 - 12:00 **Testing the Experiment:** using innovation accounting practice, participants implement & share the results if their MVP experiments to develop their innovation quickly and at low cost
- 13:00 - 14:30 **Pivoting:** How to go around unforeseeable obstacles in your innovation projects without changing the vision of you success
- 14:45 - 17:00 **Experiment V2 & beyond:** sharing how you will continuously develop your innovation project and deal with unexpected testing results

Business Gamification



(2DAY)

The facilitated workshop helps participants to :

- Understand the basic concepts of gamification and how it is applied to learning & development, performance management and marketing
- See the benefits of gamification in the context of business today
- Identify the core elements of games
- Experience gamification first hand and ideate initial idea of how to apply gamification to their careers

Day 1 Business Gamification

- 09:00 - 10:30 **Experiencing Gamification:** participant are immersed in Gamification activities and understand why its important to today's business context
-
- 10:45 - 12:00 **Gamification & Motivation:** Gamification essential concepts, areas of application and how to motivate loyal behaviours
-
- 13:00 - 14:30 **Essential components of Games:** toolkit for participants to start creating their own games
-
- 14:45 - 16:30 **Creating your Gamification Project Concept:** a coaching session where participants start to create their own projects

Day 2 Business Gamification

- 09:00 - 10:30 **Sharing your Game concept:** rroups learn from each other's initial gamification initiatives
-
- 10:45 - 12:00 **Designing for Engagement:** techniques to design gamification initiatives that are addictive and sustainably transform behaviours for different types of players
-
- 13:00 - 14:30 **Assembling your Games:** human-centred experience design that balances business outcomes with gamification initiatives that create enjoyment
-
- 14:45 - 16:30 **Common Pitfalls of Gamification initiatives:** and how to make sure that you avoid them

TeamDoJo Retreat

(2DAY)



Strategic Facilitation Example

This extreme-activity retreat helps participants to :

- Increase engagement and team identity
- Embrace strategy
- Understand and contribute to organizational strategy
- Align departmental strategies to corporate strategy
- Cascade strategic initiatives to multi-levels

Day 1 TeamDoJo Retreat

- 09:00 - 10:30 **Energizing Ice-breakers:** fun & energetic activities to promote teamwork, problemsolving and engagement
-
- 10:45 - 12:00 **Strategic Communication:** an interactive approach for senior leaders to communicate strategy for increased buy-in from teams
-
- 13:00 - 14:30 **Team Strategy Simulation:** teams collaborate in a highly energetic & intellectual indoor activity
-
- 14:45 - 17:00 **Build Activity:** participants work in teams and compete to build products/ services / processes

Day 2 TeamDoJo Retreat

- 09:00 - 10:30 **Sharing & Creating Strategy:** team strategy presentations, brainstorming strategies to achieve objectives
-
- 10:45 - 12:00 **Prioritising Strategy:** selecting strategies via the weighted criteria and dot voting
-
- 13:00 - 14:30 **Action Planning:** identifying the key projects, assign responsibilities, plan the key projects, allocate resources
-
- 14:45 - 16:30 **Drafting your Project Roadmap:** assembling your action plan plan ready for approval and execution

TeamDoJo Retreat

(2DAY)



Core Values
Immersion Example

This extreme-activity retreat helps participants to :

- Capture the core meaning of the core values in their work context
- Embed the core values into their daily roles & behaviours
- Sustainably live the core values in their actions & decisions
- Build team spirit
- Have a lot of fun!

Day 1 TeamDoJo Retreat

- 09:00 - 10:30 **Energizing Ice-breakers:** fun & energetic activities to promote teamwork, problemsolving and engagement
-
- 10:45 - 12:00 **Visual Core Value:** graphic facilitation activity to gain and share the real meaning of core values
-
- 13:00 - 14:30 **Build Activity:** participants work in teams and compete to build products/ services / processes
-
- 14:45 - 17:00 **Crazy Golf Challenge:** learn the fundamentals of golf whilst strengthening core value behaviours

Day 2 TeamDoJo Retreat

- 09:00 - 10:30 **The Core Values VDO Commercial:** Participants create story boards, shoot & edit a VDO commercial on their phones to communicate the core values
-
- 10:45 - 12:00 **Living the Core Value:** Embedding the Core Value into work and take action of the participant next step
-
- 13:00 - 14:30 **Individual Action Planning and Core Value Commitments**

People Intelligence (MBTI) for the Digital Age



(2DAY)

advanced people skills for creating innovation
through diversity and focused transformation
regardless of differences

The facilitated workshop helps participants to :

- Understand their own natural innovation & change preferences, strengths & weaknesses
- See how everyone can naturally contribute to corporate innovation
- Create change management strategies that are aligned with the organisation's culture & people's preferences
- Reduce conflicts in change situations

Day 1 People Intelligence (MBTI) for the Digital Age

- 09:00 - 10:30 **The 8 Letters of MBTI Revisited:** refreshing your knowledge of the differences between extroverts & introverts, sensors & intuitives, thinkers & feelers and judges & perceivers
-
- 10:45 - 12:00 **Type Recognition Contest:** participants compete in teams in reading different behaviours and assess personality types without relying on the assessment tool
-
- 13:00 - 14:30 **The Innovator Style in You:** discover the natural ways in which everyone can create innovative ideas and have an impact on the way the organization innovates
-
- 14:45 - 16:30 **Type-based Innovation:** identify the innovation role that everyone can play in the corporate innovation process

Day 2 People Intelligence (MBTI) for the Digital Age

- 09:00 - 10:30 **The Diversity of Change Attitudes:** experience the different attitudes people may have during the different phases of change & transformation
-
- 10:45 - 12:00 **Type & Change:** motivating people through change situations and how to use MBTI type to create a network of change makers in the organization
-
- 13:00 - 14:30 **Resolving Conflict through Understanding:** clearing conflict with empathy and seeing diverse points of views from different types
-
- 14:45 - 16:30 **Change & Transformation Strategy Challenge:** through challenging role-plays, participants apply MBTI to creating leadership conversations with people who are resistant to change & innovation

TeamDoJo Retreat

(2DAY)



New Team Engagement
Example

This extreme-activity retreat helps participants to :

- Work together better as high performance teams
- Develop group problem solving & decision making skills
- Communicate more clearly and assertively
- Get to know each other better
- Have a lot of fun!

Day 1 TeamDoJo Retreat

- 09:00 - 10:30 **Energizing Ice-breakers:** fun & energetic activities to promote teamwork, problemsolving and engagement
-
- 10:45 - 12:00 **Creating Individual & Team Identity with LEGO Serious Play:** build your team out of LEGO to openly discuss conflicts & synergies
-
- 13:00 - 14:30 **Build Activity:** participants work in teams and compete to build products/ services / processes
-
- 14:45 - 17:00 **Team Olympics Challenge:** teams compete in sports you know and love. Just with different rules!

Day 2 TeamDoJo Retreat

- 09:00 - 12:00 **MBTI for Team Synergy:** an activity base approach for learning about each other's personality types and individual working style preferences
-
- 13:00 - 14:30 **Group Dynamics & Decisions:** activities to show how the new group functions in problem solving situations
-
- 14:45 - 16:30 **Ground Rules Facilitation:** agreeing upon the way which we work, collaborate and succeed together

The Trainer Challenge

(2DAY)



testing your existing training skills and preparing for your learning journey

The facilitated workshop helps participants to :

- Understanding the learning journey of the future corporate educator
- Use learning activities that meet learning objectives
- Increase the impact of their course content
- Be actively challenged and evaluated for strengths in creating learning & development

Day 1 Active Workshop Design

- 09:00 - 10:30 **Challenge #1: Your Class Today:** participants demo their existing (pre-prepared) classes to showcase their existing skills
-
- 10:45 - 12:00 **Accelerated Learning:** structuring learning workshops which will increase learning using less time
-
- 13:00 - 14:30 **Challenge #2: Trends in Corporate Learning:** what's changing, how are these changes occurring, and what you need to do to prepare yourself for the future (Visually Scribed)
-
- 14:45 - 17:00 **Basic Facilitation Skills:** learning how to create learning from the dynamics of participation

Day 2 Active Workshop Design

- 09:00 - 12:00 **Challenge #3: Creating your Digital Learning:** creating and demoing your digital learning content to enable learning from anywhere, at anytime and by everyone
-
- 13:00 - 14:30 **Brain-friendly Communication:** making your workshop content easier to understand, remember and act upon
-
- 14:45 - 16:30 **Challenge #4: Learning Solution 2020:** designing a valuable learning solution for the organisation in 2020 and beyond

1+1 day Leadership Challenge & Fundamentals of management Workshop



(2DAY)

The facilitated workshop helps participants to :

- Become better leaders of people & teams
- Understand the principles of leadership & be able to resolve people problems in different scenarios
- Apply their natural talents to become strong leaders in their own style
- Unlock high performance in self & others by discovering true identities and motivations
- Discover natural & easy ways to improve their natural leadership style & skills

Day 1 Leadership Challenge

- 09:00 - 10:30 **Leadership Foundation:** definitions, frameworks and guiding philosophies of what makes great leaders attractive to followers
-
- 10:45 - 12:00 **5 Practices of Exemplary Leaders:** know how to model the way, inspire a shared vision, challenge the process, enable others to act and encourage the heart
-
- 13:00 - 14:30 **Model the Way & Challenge the Process:** tangible advice on how to role model positive behaviours and create continuous improvement
-
- 14:45 - 17:00 **Enable Others to Act & Encouraging the Heart:** coaching & mentoring others to success and motivating teams for higher performance

Day 2 Fundamentals of Management

- 09:00 - 10:30 **Roles of the Manager:** discovering the different jobs that the manager must execute for team success
-
- 10:45 - 12:00 **Time Management:** identifying the differences between task importance and urgency and prioritising your time for maximum value creation
-
- 13:00 - 14:30 **Facilitating Group Decision Making:** understand and apply the basic fundamentals of group dynamics to solving problems together as a team
-
- 14:45 - 17:00 **The 5 Dysfunctions of the Team:** overcoming the key traps that prevent high performance teams from reaching their full potential

Strategia Thinking



(2DAY)

be a step ahead of the competition by reading the strategy situation clearly, knowing the strategic moves that you have and strategic coordination

This workshop helps participants to :

- Design good strategies that achieve goals in efficient way
- See numerous strategic options when faced with important strategic situations
- Analyze and consider the important information / drivers that lead to creation of good strategies
- Experience the challenges of strategic thinking through experiential learning methods

Day 1 Strategia Thinking

- 09:00 - 12:00 **Introduction to Design Thinking:** definitions, cases of good & bad strategy, 3 essential cores of great strategy
-
- 13:00 - 14:30 **Goal Setting & Strategic Context Analysis:** assessing the context you operate in, SWOT your context and see how everything fits together to generate value. SMART Goals are defined and validated to be true goals by starting with WHY
-
- 14:45 - 16:30 **Stakeholder Influence Forces Analysis:** identifying the key players in the strategy and their perspectives and motivations towards your goals. Participants see how the stakeholders can influence either for or against their Goals
-
- 14:45 - 17:00 **Creating Strategic Options & Action:** participants learn ancient Chinese wartime strategic thinking which can be easily applied to a range of everyday strategic situations

Day 2 Strategia Thinking

- 09:00 - 11:30 **Strategic Business Simulation:** learn the process of creating high-learning experiments that will test key assumptions and move your project in the right direction
-
- 11:30 - 12:00 **Participants become CEOs of a company and create strategies to become the best in the industry.**
- Learning / Experiment Phase
 - Strategic Execution
 - Strategic Planning Session
 - Debriefs & discussions
-
- 13:00 - 14:30 **Strategic Thinking & You:**
-
- 14:45 - 17:00 **Application workshop session for participants to create their own strategies for their given situation that can be acted upon after the workshop**

Change maker



(2DAY)

Transforming the organization by changing people's minds and behaviours without forgetting to change ourselves too

This workshop helps participants to :

- Understand the change management clearly
- Overcome the resistance to change
- Know the impact from the change
- Adapt to the change effectively
- Be able to help others through change and transition
- Know the difference of mindsets and use the right one in the right situation

Day 1 Strategia Thinking

- 09:00 - 12:00 **Your Change Strategy:** how will you create change in your BUS?
-
- 13:00 - 14:30 **Organisational Change Process:** Understand and have a process to implement change in organization
-
- 14:45 - 16:30 **Vision of Change:** what are we changing from, why it is essential to change, what does the change look like once it is complete
-
- 14:45 - 17:00 **Change Forces & Stakeholder Analysis:** analyse for and against force for your change to see the challenges ahead and how to overcome them

Day 2 Strategia Thinking

- 09:00 - 11:30 **Psychology of Change:** Knowing the steps that are the most effective way to make people change behaviour
-
- 11:30 - 12:00 **Persuasion Channels:** knowing how you naturally persuade others and knowing where you need to apply to others
-
- 13:00 - 14:30 **Strategies for Persuading Others:** how to strategically appeal to the rational, emotional and situational sides of the decision makers of change
-
- 14:45 - 17:00 **Unlocking your Adaptive Intelligence:** a guided facilitation session to reduce natural human instincts to resist change and open opportunities for transformation

Senior Leadership Innovation Program



the organization mechanisms and leadership actions that spark innovation throughout the organization in a sustainable and methodical way

The facilitated workshop helps participants to :

- Strengthen their ability to foster and drive innovation by setting a clear strategy, leveraging effective innovation process and empowering a culture of innovation
- Create initiatives that will directly energise innovation throughout the organisation
- See a clear longterm strategy for creating sustainable innovation for the organisation

1st

90 MIN

Program Introduction & Whole Organisation Innovation: going beyond new product thinking and creating in all areas of the organization within the context of the business function, their realities and regulations. Leaders Identify the **WHERE** of Corporate Innovation

2st

90 MIN

Developing your Innovation Goals & Strategy: setting the innovation objectives & focus and identifying how to make innovation happen in your organization and overcome obstacles to innovation. Leaders define the **WHAT** of Strategic Innovation

3st

90 MIN

Lean Corporate Innovation Process: learn how the innovative organisations create a pipeline of innovation projects using less time, investment and with lower risks. This session creates project evaluation and selection criteria for the organisation. Leaders can act upon the **HOW** of LEAN Innovation

4st

90 MIN

Agile Leadership: understanding how leaders in the digital age shape their organisations, strategy, processes and people to meet and excel through the challenges that organizations will face for the next 10 years. Leaders become the **WHO** of Driving Innovation

Inspirational Innovation workshop (1DAY)



The facilitated workshop helps participants to :

- Foster an innovation mindset & be willing to innovate for the organization
- Align your business ideas with what target users truly want
- Create well developed innovative ideas that can be refined and developed into implementable projects

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 **Innovation Process:** The best practice customer-centric innovation process, from idea to implementation
-
- 10:45 - 12:00 **Beyond Product Innovation:** Identify the types of innovation relevant to your businesses/ industries
-
- 13.00 - 14:30 **Ideation Sessions:** Tools and techniques to help group come up with innovative ideas
-
- 14:45 - 17:00 **Presenting the final idea:** Turn idea into visual presentation to help pitch ideas for buy-in

Empathy Deep Dive

(1DAY)



"focusing on the customer to deliver better products, services and processes in any team"

”

The facilitated workshop helps participants to :

- Co-Create better customer centric products, services and experiences with real customers
- Deeply understand the customer's point of view on the services they utilize
- Be more creative & resourceful when designing customer centric services
- Create first drafts of new services that will go beyond customer satisfaction

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Introduction to Design Thinking:** the innovation process for creating ideas that are relevant to the business and valuable to the target customer
-
- 10:45 - 12:00 ■ **"The Customer's Perspective" Challenge:** teams get out of the classroom and empathise customers' biggest pain points, needs and wants in the context of the services received
-
- 13.00 - 14:30 ■ **Customer Journey Mapping:** analyze the existing customer's journeys and discover potential opportunities for innovative solutions
-
- 14:45 - 16:30 ■ **Customer Problem Statement:** clarify & crystallise the customer's problem into an easy-to-work with format that can help spring board innovative thinking

Creative Ideation

(1DAY)



designing target-centric innovation ideas that are practical, simple & WoW



The facilitated workshop helps participants to :

- Go beyond the obvious and create breakthrough ideas that are implementable with the limits of your reality
- Create well developed innovative ideas that can be refined and developed into implementable projects/prototypes
- Use a clear & repeatable thinking process to come up with different ideas that adds value from the customer's point of view

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 **Creative Confidence & Lateral Thinking:** Participants learn how to remove conventional thinking and "playing it safe" attitudes by building their creative confidence so that their inner creative energies can be awakened to help them think differently
-
- 10:45 - 12:00 **Asking the Right Questions / Problem Decomposition:** Methods in framing the creative challenge so that teams see the situation from a different angle to create out of the box ideas and breaking down complex problems into easy to work with chunks
-
- 13.00 - 14:30 **Ideation Techniques:** practical and effective idea generation techniques to create unique and innovative ideas. Through a guided facilitation process, participants create their own ideas for their specific situation using:
- 1) Free-flow brainstorming
 - 2) External Ideas search & adaptation
 - 3) Resource-based Ideation
-
- 14:45 - 17:00 **Idea Selection:** team share their best creative ideas though mini-pitches and receive feedback through the lens of an effective ideas selection criteria to filter which ideas should move into prototypes

Consumer Trends

(1DAY)



The facilitated workshop helps participants to :

- Develop trend-driven innovation initiatives
- Identify customer preferences for today and the future
- Know what innovation to develop in response to these trends

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Consumer Trend Essentials:** Key consumer trends and how leading brands use them
-
- 10:45 - 12:00 ■ **Prioritize Trends:** Identify which trends to apply based on your customer needs
-
- 13.00 - 14:30 ■ **Consumer Trend Canvas:** Tool to help you apply these trends to your business (product, service and marketing activities)
-
- 14:45 - 17:00 ■ **Trend-Driven Innovation Idea Showcase:** Innovation idea sharing and feedback session

Driving Innovation for Leaders

(1DAY)



the organization mechanisms and leadership actions that spark innovation throughout the organization in a sustainable and methodical way



The facilitated workshop helps participants to :

- Strengthen their ability to foster and drive innovation by setting a clear strategy, leveraging effective innovation process and empowering a culture of innovation
- Create initiatives that will directly energise innovation throughout the organisation
- See a clear longterm strategy for creating sustainable innovation for the organisation

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Innovation Performance Management Framework:** setting the context for innovation in your organisation and identifying obstacles in your innovation strategy, portfolio management, idea to launch process and culture
-
- 10:45 - 12:00 ■ **Developing your Innovation Strategy:** setting the innovation objectives & focus and identifying how to make innovation happen in your organization and department
-
- 13.00 - 14:30 ■ **Innovation Portfolio Management & Idea-2-Launch Process:** experience the challenges of evaluating and selecting innovative ideas and create relevant innovation selection criteria that work with a efficient innovation creation process
-
- 14:45 - 16:30 ■ **Creating a Culture of Innovation:** develop tangible interventions that will ignite an innovation culture that fosters innovation and discussions of leadership behaviours that will model the way for innovation in your organization

Story-based Presentations

(1DAY)



high impact communication by focusing on the presentation message, story flow and content design



The facilitated workshop helps participants to :

- Really understand what audiences are looking for
- Increase presentation confidence
- Deliver presentations that flow like a story
- Develop great presentations which are clear, concise and easy to understand
- Use design to help enhance audience understanding
- Respond to questions with clear and complete answers

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Goals, Criteria & Audiences:** knowing your audiences' interest and expectations and the key selling benefits that they want
-
- 10:45 - 12:00 ■ **Presentation Structure & Flow:** the essential contents of your presentation in a story format
-
- 13.00 - 14:30 ■ **Workshop - Presentation Content development:** a coaching session for participants to prepare their presentation structure & flow
-
- 14:45 - 17:00 ■ **High Impact Content Design:** brain-friendly techniques to increase audience understanding, interest and memorability

Facilitation mastery

(1DAY)



”

The facilitated workshop helps participants to :

- Gain a solid foundation in key group facilitation & communication skills
- Understand the mindsets of a facilitator
- Draw out the ideas, perspectives and obstacles from their audiences
- be able to design & deliver facilitation sessions (1-3 hours)
- Become better facilitators of group dynamics and enablers of team performance

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Introduction to Process Facilitation:** the principles of facilitation, the IAF Competencies & structuring facilitated sessions
-
- 10:45 - 12:00 ■ **Facilitation Processes & Techniques:** popular techniques, sequences and activities that top tier facilitators use
-
- 13:00 - 14:30 ■ **Facilitation Activities Inventory:** customisable facilitation tools that can be combined to create unique facilitation sequences
-
- 14:45 - 16:30 ■ **Facilitation Demo:** participants help each other facilitate segments of a facilitation session

Disruption 2021

(1DAY)



The Urgency for personal change,
team transformation and agile learning culture

”

The facilitated workshop helps participants to :

- Embrace change & realities of the age of disruption and be prepared to do things differently
- Understand disruptive innovation on the organisational level and at a team and personal
- Transform themselves to be able to accomplish personal & career goals by building an A-Team
- Create a personal/BU disruptive strategy either to attack another industry or to defend your existing business against business disruption

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 ■ **Disruptive Innovation:** defining and demystifying the concept of disruptive innovation through new cases of how disruptive innovations has impacted businesses globally and in Thailand
-
- 10:45 - 12:00 ■ **Disrupt Yourself:** ways to targeting unmet needs of your organization effectively, identifying your personal disruptive strengths and being adaptive in your disruptive methods
-
- 13:00 - 14:30 ■ **Building an A-Team:** creating and being a part of a culture of learning that is essential to fuelling innovation and transformation by facing challenges & learning with a growth mindset
-
- 14:45 - 17:00 ■ **Disruption Attack & Defence Strategies:** participants individually create their own disruptive action plan for personal change and goals achievement

Engagement through Gamification

(1DAY)



The workshop helps participants to :

- Understand the basic concepts of gamification and how it is applied to learning & development, performance management and marketing
- See the benefits of gamification in the context of business today
- Identify the core elements of games
- Experience gamification first hand and ideate initial idea of how to apply gamification to their careers

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 **Gamification & Motivation:** Gamification essential concepts, areas of application and how to motivate loyal behaviours
-
- 10:45 - 12:00 **Essential components of Games:** toolkit for participants to start creating their own games
-
- 13.00 - 14:30 **Designing for Engagement:** techniques to design gamification initiatives that are addictive and sustainably transform behaviours for different types of players
-
- 14:45 - 16:30 **Assembling your Games:** human-centred experience design that balances business outcomes with gamification initiatives that create enjoyment

Motivational Positivity

(1DAY)



Moving beyond problems & crisis
to solutions & opportunities

”

The facilitated workshop helps participants to :

- Boost personal & team motivation to succeed through challenging times and crisis situations
 - Ignite the desire to learn and develop themselves though tackling tough challenges
 - Think positively whilst remaining realistic to improve chances of success in accomplishing tough goals
 - Become a valued team member that pushes teams to success without being directive and bossy
- View life & work in a more positive light to see opportunities not just problems

Day 1 Workshop Activity / Key Learning

- 09:00 - 10:30 **Understanding the Journey & Motivational Positivity:** Understand the situation around you about trends (business, org, life-balance, etc.). Participants learn the overview of Motivational Positivity and are able to embrace and live with ambiguity
-
- 10:45 - 12:00 **Positive Psychology:** The life-blood of health, wealth & success. Participants experience first hand how positive beliefs lead to positive realities and learn the P.E.R.M.A. model helps to understand the elements of happiness.
-
- 13:00 - 14:30 **Success Mindset:** being a combination of the Growth mindset to ignite self development & performance and the Outward mindset to facilitate positive and self-less interactions with others for the benefit of everyone
-
- 14:45 - 17:00 **EQ Energy:** a life commitment to positivity by permanently by understanding ourselves, others so that we are able to control our behaviours in times of stress to enable infinite relationship building with anyone