



ASSOCIATION OF PROFESSIONAL TRAINERS, SINGAPORE

Professional Guest Speaker at APTS's Monthly Networking and Training Workshop

Date: Thursday, 24 September 2009

Venue : TÜV SÜD PSB Pte Ltd,

'DEVELOPING YOUR LEADERSHIP PIPELINE'

Synopsis of Presentation:

Effective leaders are in demand. Often, the best and most cost effective source for identifying them is within your own organization. But the process for identifying and developing new leaders can be daunting and risky.

How would you know when an employee is ready for a leadership role? How will you distinguish high performing employees from high potential employees? What is the most effective way to develop high potential employees? How will you develop high potentials, without frustrating the career aspirations of your high performers?

Many organizations provide leadership training, mentoring, stretch-assignments, or coaching to their executive talent. What is the best investment to realize the best return for your development dollar? Do you have the means to develop the number and quality of leaders to meet your business demands?

This presentation will demonstrate DBM's experience and research findings on how leaders develop, and how best to invest limited development budgets to produce successful leaders in the most productive and efficient manner.

The Presentation will cover:

- ❖ Leadership Development and shareholder value - the business case
- ❖ Developing a Leadership Talent Pipeline
- ❖ The difference between high performance and high potential employees
- ❖ Research findings on the best strategies to develop High Potentials (HiPo)

You'll benefit from DBM research and observations of the practical implications when building leadership capability as well as how to avoid the common mistakes organizations make that hinder the development and performance of high potential leaders.

During the session, you will learn from DBM experience of the practical implications when building leadership capability, as well as how to avoid the common mistakes organizations make which may hinder the development and performance of high potential leaders.



SPEAKER'S PROFILE: DR SATTAR BAWANY



Dr Sattar Bawany is the Director & Head of Transition Coaching Practice for DBM in Asia Pacific.

Sattar has over 25 years' international business management experience, including 15 years in senior leadership position with global management consulting firms. In addition to his business and consulting career, Sattar has over 10 years of concurrent academic experience as an Adjunct Professor teaching senior managers and professionals business strategies, international business, and human resource courses at various leading universities. He is also the Honorary Academic Advisor of 'The International Professional Managers Association' (IPMA UK).

Sattar has coached a range of leaders, from CEOs, to senior vice presidents, and middle managers. His current work in organizations focuses on encouraging individual initiative and leadership from a systemic perspective in order to achieve clearly defined business results. His specialty is effectively linking people processes to business outcomes.

Sattar's 15 years of experience in international business consulting includes assuming the role of Head of the Global Information Services (GIS) Business Unit of Mercer Human Resource Consulting in Singapore. Prior to joining Mercer, Sattar was the Senior Director (Business Development) of Forum Corporation (global leader in leadership development and branded customer experience) responsible for managing the global client relationships. He has also previously assumed the role as the Head of Hay Learning Services Asia Business Unit and Senior Consultant (Organisational Effectiveness & Management Development) of Hay Management Consultants (The Hay Group).

Sattar holds a Ph.D. in Business Administration (Knowledge Management) and also an Executive Masters in Business Administration (MBA). He also holds a Bachelor in Business Degree (Marketing Major). He is a member of the International Coaching Federation (ICF).

His articles on career and talent management including executive leadership development & executive coaching have been published frequently in the 'The Straits' Times', Singapore Management Institute's (SIM) "Today's Manager" magazine and Singapore Human Resources Institute's (SHRI) 'Human Capital' magazine. He has also appeared regularly on MediaCorp's Radio's 93.8FM Live as a studio guest.

Sattar is a highly effective facilitator and executive coach and has been very well regarded by his clients for his practical "how to" approach, and for his ability to communicate with his audiences and to make workplace learning fun and a pleasurable experience.