

# The Enlightened Leader<sup>®</sup> Masterclasses

*A series of high-impact virtual classes for executive leaders,  
functional heads and line managers*

Purpose and people-powered leadership  
for modern business



The new decade started in the most unexpected of ways, challenging organisations and leaders globally. For most businesses, this added to a perfect storm of disruptors that have been present for some time: Digital transformation, workforce transformation, new ways of working and hyper competition, to name a few. This level of challenge, disruption and uncertainty has driven the **clear and urgent need for strong, supportive leadership**.

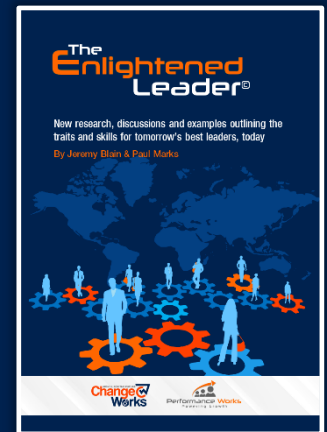
There is evidence that some organisations are getting it right. However, many leaders are still struggling to get the balance between how they used to do things and what needs to be done to re-orientate their business, re-engage their employees and re-focus on their communities and customers.

The Enlightened Leader© research conducted by Jeremy Blain and Paul Marks, has been summarised in a comprehensive industry white paper. You can visit either website below to find out more, access videos and resources and download your copy now.

[www.performanceworks.global/the-enlightened-leader/](http://www.performanceworks.global/the-enlightened-leader/)

[www.changeworksltd.co.th/the-enlightened-leader/](http://www.changeworksltd.co.th/the-enlightened-leader/)

The  
**Enlightened  
Leader**©



## About the **Enlightened Leader**© Experts



**Jeremy Blain**



Jeremy is the Chief Executive of *PerformanceWorks International (PWI)*, a company that helps organisations, executive boards, leaders and teams succeed in the digital climate amidst disruption, opportunity and uncertainty. In parallel, Jeremy is a Non-Executive Director and advises executive boards globally.

He has extensive experience as a transformation leader in most major international markets, having launched successful global businesses and turned underperformance into excellence. This includes a 7-year stint as CEO of an international consultancy company based in Singapore, operating from India to the Pacific.

Jeremy helps leaders and managers define strategies to implement digital and human transformations, utilising a unique and award-winning Ticking Clock© model and a new framework for human capital management, GigHR©.

On the back of this, he and his team help leadership and management develop plans that drive culture change at operational level, as well as embed the required skills for successful modernisation.

He has been recognised by both industry peers and customers, and was recently named *International GameChanger*© of the year for 2020 in the *ACQ5 Global Awards* for his work on digital and workforce transformation.



**Paul Marks**



Paul is the Managing Director and lead facilitator of *ChangeWorks* – a company that helps leaders and teams upskill for the future. A keen entrepreneur and ultra-runner, with over 25 years in international business and leadership, Paul has facilitated leadership and team development programs for thousands of professionals, across 55 countries.

Making the connection between neuroscience, leadership and team performance, he endeavours to equip professionals with the knowledge and skills to thrive in age of exponential change and disruption.

Paul is known for delivering engaging and highly interactive programmes with a positive energy. He is also a PCC-accredited Executive Coach with experience coaching high-level business leaders in several countries, and is involved in training up new coaches.

He has many professional qualifications to his name, including one from the Executive Leadership Program with *Oxford University*. Paul is currently studying for a Master's degree in Applied Neuroscience from *Kings College London*.

# Building a transformational leader mindset

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital leaders, leadership development and Talent leaders
- Team leaders

## Context

We live and work in a world of unprecedented change and disruption. Transformation is happening in every area and aspect of our lives. To be able to navigate the challenges ahead, leaders must possess a transformational mindset: a mindset that enables them to embrace uncertainty, make agile data-driven decisions and implement strategy effectively and efficiently. Leaders must, at the same time, retain a strong human touch, with empathy and the ability to engage and empower others to work towards a common purpose.

## A transformational leader mindset is essential to:

- understanding the business challenges and opportunities for modern business
- driving your organisation forward in the 21st century
- developing resilience to overcome uncertainty
- keeping up with the pace of change
- leading with a human touch
- inspiring and engaging your workforce
- meeting the growing demands of customers

## The workshop (bitesize learning - virtual 2.5 hours)

In this workshop you will learn about the relationship between the challenges leaders face today and the unquestionable need for a transformational mindset. You will also learn the attributes and traits of successful leaders who have embraced a transformational mindset and are leading the way. By the end of the session, you will be equipped with a solid framework for developing a transformational mindset, key actionable points, and a game plan for you to put into action.

## Optional supporting activity

- individual coaching
- group coaching
- creating a transformational mindset – mentoring sessions for leaders and teams
- transformation blueprint for organisations
- leadership imperatives for adopting and implementing digital
- access to a network of leaders in other industries to exchange ideas, experiences and learnings

# The rise of human-centred leadership and how to adopt it

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital leaders, leadership development and Talent leaders
- Team leaders

## Context

One positive and significant outcome of the terrible crisis caused by Covid-19 was that some organisational leaders embraced a more human-centred approach. They realised that this approach was the way to navigate the uncertainty, business challenges (and more) *with* their people, and other stakeholders, versus a more traditional approach. Other less enlightened leaders became more number-centric and started to alienate the very resources critical to sustaining the business through a challenging 2020: their employees and, in some cases, their customers.

The new breed of business leader must balance purpose with profit and reconnect with the strong human heart of the business. They need to reconnect to ground while keeping their eyes to the sky – and that is done with and through people. Human-centred leadership is the way to go, and the very best leaders today understand that perfectly.

## Adopting a human-centred approach to leadership:

- mobilises and engages employees and other stakeholders in deeper, more committed ways
- reconnects leaders to their human centre and balances the needs of the business with the needs of their communities: employees, customers, stakeholders and more
- recognises and reinforces the power of emotional intelligence to develop a good leader into a great leader
- boosts employer branding through great leadership and through becoming a more attractive organisation that people want to join, work with and grow with
- recognises the power within people to contribute beyond their job description and help the organisation to accelerate forward.

## The workshop (bitesize learning - virtual 2.5 hours)

In this workshop you will learn the human-centred leadership traits and skills that are having the greatest impact on the evolution of global businesses. This will be supplemented by case studies, interviews and examples of the best human-centred leaders operating today and how this approach differs from a more traditional leadership blueprint.

The workshop will help you build the unique leadership DNA for you and your organisation, in a way that is most appropriate for the modern, ambitious businesses of today. This means balancing human-, community- and business-centred leadership through greater empathy, emotional and social intelligence, personality, realism, authenticity and trust.

## Optional supporting activity

- individual executive coaching
- group coaching
- 180 or 360 assessment to understand where you are now, where you can improve and where to start. You will receive advice and ideas for how to become a great human-centred leader through a comprehensive personal development roadmap.
- access to a network of human-centred leaders in other industries to exchange ideas, experiences and learnings.

# Leader as coach: Enabling and developing people through fast-paced change

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital leaders, leadership development and Talent leaders
- Team leaders

## Context

To be successful in the fast-paced, ever evolving business world of the 21st century, upskilling the workforce and cultivating a dynamic learning culture is a must for sustainability and organisational success. To attract, grow and retain the best talent in the market, leaders need to be committed to providing opportunities for continuous ongoing development and professional growth. Coaching is a 'power' skill that ALL leaders need to acquire in order to inspire and develop employees through personalised in-role support and learning.

## Coaching fosters and promotes:

- a self-directed approach to learning and development
- a growth mindset
- critical and analytical thinking
- ownership and accountability
- engagement and empowerment
- self-confidence and belief

## The workshop (bitesize learning - virtual 3 hours)

The aim of the workshop is to provide you with a high-level overview of the fundamental knowledge, skills and techniques to coach individuals and teams. The workshop offers a concise and succinct explanation of the theory of coaching and shows you how to use coaching conversations as a leader to inspire and develop others. You will also have the opportunity to coach, be coached and observe a coaching conversation.

## Optional supporting activity

- 'Coaching for Performance' programme
- 'Creating a Coaching Culture' programme
- mentoring and guidance towards becoming a professionally accredited coach

# Inspirational leadership for the modern workplace: Championing purpose, community and values

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital, leadership development and Talent leaders
- Non-governmental organisations, local government and policy makers, community leaders
- Team leaders

## Context

Today, people are no longer looking for just a job. People want to work for organisations that are purpose-driven, that abide by meaningful values and stand as forces of good within the community. With heightened competition around the world in all business sectors, talented individuals are spoilt for choice as to who they decide to work for. To attract and maintain a diverse pool of talent, organisations must have authentic leaders who are able to align business goals and objectives with service and contribution, both to their communities and to society as a whole. In short, this means getting the balance between purpose and profit right.

## An inspirational leader for the modern workplace:

- understands the need to better balance purpose with profits
- is motivated beyond the bottom line and is positively contributing to society at business and personal level
- evolves the organisational values in line with the changing face of business and the workforce
- supports the communities within which the business operates
- reinforces the importance of a strong internal culture and community
- understands that potential employees are looking beyond reward and remuneration
- can inspire, engage and mobilise others, at all levels behind a common purpose

## The workshop (bitesize learning - virtual 2.5 hours)

In this session, you will gain a comprehensive understanding of the latest research on what employees are looking for from leaders and organisations in relation to core purpose, culture, working environment, and community. You will also learn the steps to building a strong collaborative community of people - internally and externally - who are aligned, share similar aspirations and values, and work towards the core purpose.

## Optional supporting activity

- a road map to activating your community-centred leadership
- creating an inspiring vision
- creating and aligning values

# Creating empowered, collaborative leaders at all levels

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital, Leadership Development and Talent leaders
- Mid-level management
- Team leaders
- Future executive leader population
- Those stepping up to lead at their level, beyond their 'job description'

## Context

Organisations that are leading the way are those that adapt and disrupt. These are organisations that create and foster working teams empowered to collaborate, ideate and challenge the status quo. For this to happen, teams need to feel safe, knowing it's okay to challenge, try, fail and move forward. Enlightened leaders know the importance of creating psychologically safe working environments for people to grow and develop themselves as leaders at any level. They also know the importance of mentoring and coaching support to further encourage and develop the newly empowered population. As a result, they supercharge the organisation and reinforce their own efforts to attract, build and retain a modern, engaged workforce.

## Creating empowered leaders at all levels:

- encourages employees to step up and go beyond their job description
- embraces the need to tackle business and leadership challenges across the wider population
- allows line managers to be re-purposed and act as powerful coaches for leaders at all levels
- tackles the issues of a traditional career path, allowing employees to grow and contribute in role, for longer
- flattens traditional hierarchies and provides the opportunity for all employees to shine
- makes the organisation a place people want to join and stay with
- provides broader ownership for strategic and operational performance measures

## The workshop (bitesize learning - virtual 2.5 hours)

In this session, you will learn what it takes to create and foster an environment where teams feel confident and empowered to step up and contribute to the organisation in more strategic ways, beyond their job description. This is an environment in which teams are able to share their ideas and opinions, and are able to challenge the status quo without fear of judgment or blame. You will be given the building blocks to form innovative, collaborative, and dynamic leaders at all levels.

## Optional supporting activity

- team psychological safety assessment
- the steps to building high performance teams
- training and coaching by the author of the new book '*The Inner CEO – Unleashing leaders at all levels*'
- building a 90-day plan to empower your organisation with appropriate support structures in place

# Leading a modern, multi-dimensional workforce

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital, leadership development and Talent leaders
- Middle managers and new managers
- Team leaders

## Context

Traditional diversity lenses are being challenged and broadened as the modern workplace evolves and embraces transformation, possibility and new ways of working. This requires an upgraded human capital framework and leadership approach to mobilise, engage, value and grow our human resources – everywhere.

Many leaders globally have been challenged to go beyond words and ‘walk the walk’ when it comes to diversity and inclusion. Many are still struggling, while other more enlightened leaders are matching words with actions. This is now urgent and important for modern day leadership, as there are new dimensions leaders must consider across the workforce, at all levels, and beyond geographical boundaries.

## Understanding and embracing your multi-dimensional workforce will help you:

- appreciate the broader definitions of diversity and inclusion and the new language we must adopt for the modern workplace
- understand all the dimensions that need to be considered beyond some of the more obvious lenses such as gender, race, age and location
- appreciate the mindset shift that is required at leadership and management level and how to role model behaviours with immediate effect
- incorporate new inclusive ways of working, measures and recognition into how things are done across the organisation
- modify actions, processes, collaboration and communication to a truly multi-dimensional workforce

## The workshop (bitesize learning - virtual 2.5 hours)

In this workshop we will uncover how traditional diversity and inclusion approaches must be challenged, upgraded and broadened, with a new language, a new mindset and new expectations for everyone – at all levels.

The workshop will help you appreciate how a truly multi-dimensional workforce benefits the organisation and its stakeholders, both internally and externally.

We will provide examples and case studies of those organisations getting it right; as well as those getting it wrong, highlighting the upsides and potential downsides you can avoid.

We will support this by building new multi-dimensional workforce definitions appropriate for today’s workplace, explaining each with new language to think about and adopt across your leadership and management teams. This will lead to the creation of a rolling action and communication plan, through a step-by-step roadmap that will also be provided and worked through, as part of our session.

## Optional supporting activity

- individual executive coaching
- group coaching
- deeper dive sessions for line managers and HR professionals
- access to external best practices and experts to provide examples and new perspectives, alongside your own efforts
- leader, manager and employee pulse surveys to assess where the organisation is now, where it needs to be, and progress being made in the journey to embracing a rich, multi-dimensional workforce



# The resilient leader

## Target audience

- C-Suite and executive leaders
- Directors and senior management
- Human Capital leaders, leadership development and Talent leaders
- Team leaders / Line managers

## Context

The challenges of today's workplace are many and varied. This is true at all levels. For leaders, the added dimension of navigating growth through the VUCA (Volatile, Uncertain, Complex and Ambiguous) business environment has been tough enough, even pre-pandemic. Since then, we have seen the rise of distributed working as the next normal, a dispersed blended workforce needing to be led, managed, recognised and developed; and short-term pressures – pressures of business survival for some – adding further stresses and strains.

Now, more than ever, leaders and management need to be resilient and work within a climate of constant change and evolving business needs, both internally and externally. Understanding how to identify and manage the pressures and stressors that come with this ever-evolving business landscape provides a solid foundation for today's most resilient leaders.

## Resilient leaders are able to:

- identify within themselves and others the pressures and stressors that have both negative and positive impact
- appreciate the science underlying the workplace situations that drive negative stress at work, impacting both productivity and performance
- understand how positive and negative stressors can influence judgement, collaboration, co-working, communication, motivation and engagement
- recognise how to deal with stress in themselves and how to support others
- seek help when they need it and act as a support resource for others
- build their resilience and help others do the same

## The workshop (bitesize learning - virtual 2.5 hours)

This interactive, three-part session underpins the management of stress and the building of greater resilience with solid evidence base of scientific fact. It will also invite the sharing of experiences in a safe and confidential space. This will lead to a toolkit to help participants consider both personal mindset orientation and action orientation.

In part one, we will define stress and how it can impact us – both in positive and negative ways. In part two, we will uncover the science and actions to help you deal with stressful situations with a strong mindset shift and action orientation. In part three, we will explore what being a resilient leader means going forward, and how to manage it for yourself and with others.

The workshop will be complemented with examples, case studies and group activities to bring out the most beneficial learnings.

## Optional supporting activity

- executive coaching to support the personal learning journey
- group coaching for leadership teams, functional groups and people managers
- supporting links, self-help tips and reading for ongoing personal development
- access to a network of leaders in other industries to exchange ideas, experiences and learnings

## The Enlightened Leader© – Masterclasses

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