



TRAINING DETAILS

Duration : 2 Days

Training Hour : 9am to 5pm

- **New Managers** (0-12 months in role)
- **Aspiring Managers** identified for promotion
- **Team Leaders & Supervisors** looking to formalize and enhance their skills
- **Assistant Managers**



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

Course Overview:

This intensive 2-day Managers Development Programme (MDP) is designed to accelerate the effectiveness of new and emerging managers. Moving beyond theoretical concepts, this programme provides a practical toolkit for the core challenges of management. It focuses on the pivotal shift from being an individual contributor to a leader who empowers teams, drives performance, and executes business strategy effectively. Through a blend of expert instruction, interactive workshops, real-world case studies, and peer collaboration, participants will leave with actionable skills and a renewed mindset for leadership.

Key Benefits

For the Manager: Builds confidence and competence in essential managerial duties: communication, delegation, performance coaching, and execution.

For the Team: Fosters a more motivated, engaged, and high-performing team through improved leadership and support.

For the Organization: Develops a strong pipeline of effective leaders, ensures alignment with organizational goals, improves productivity, and increases employee retention.

Practical Application: Focus on "how-to" rather than just "what is," ensuring delegates can apply learnings immediately upon returning to their roles.

Holistic Development: Addresses the manager's internal mindset, interpersonal skills, and business acumen for well-rounded development.



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

Course Outline

Day 1: Foundation of Leadership & Execution

Welcome & Setting the Stage

Introductions, programme objectives, and establishing learning goals.

Module 1: The Manager's Role & Strategic Alignment

Transition from contributor to leader. Understanding the organization's purpose and your role in achieving it. Identifying personal leadership style and its impact.

Module 2: The Engine of Management: Effective Communication & Influence

The science of perception and how it affects communication. Active listening techniques. Framing language to empower, not command. Introduction to negotiation and persuasion basics with peers and superiors.

Module 3: Driving Performance: Motivation & Delegation

Understanding human drive and intrinsic motivation. Practical tools for motivating different types of team members. The art and science of effective delegation for productivity and development.

Module 4: The Discipline of Execution

Moving from plan to action. Prioritization frameworks (e.g., Eisenhower Matrix). Leveraging team capacity to deliver tasks on time. Managing obstacles and ensuring accountability.



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

Course Outline

Day 2: Building Teams & Driving Growth

Module 5: Coaching for High Performance

- Shifting from "boss" to "coach." The GROW model or a similar framework for coaching conversations. Guiding team members to find their own solutions and take ownership.

Module 6: Constructive Feedback & Managing Difficult Situations

- Formula for delivering positive and negative feedback that lands effectively (e.g., SBI Model). Role-playing difficult conversations (performance issues, conflict). Strategies for maintaining rapport and respect.

Module 7: Building a Winning Team & Fostering Innovation Content:

- Fundamentals of team dynamics and psychological safety. Creating a culture of collaboration and sustained performance. Introduction to simple, structured creativity and problem-solving techniques for teams.

Module 8: Integration & Action Planning Content:

- Synthesizing key learnings. Participants create a personalized 30/60/90-day action plan to implement their new skills. Group discussion on challenges and commitments.

Programme Wrap-up & Certification

- Final Q&A, feedback session, and presentation of certificates of completion.



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

Programme Content & Methodology

This programme is highly interactive and designed for adult learning, incorporating the 70-20-10 model principles:

- **Short, Focused Lectures:** To introduce key models and frameworks.
- **Interactive Workshops & Role-Plays:** To practice coaching, feedback, and difficult conversations in a safe environment.
- **Real-World Case Studies:** To analyze problems and apply learning to realistic scenarios.
- **Group Discussions & Peer Learning:** To share experiences and strategies.
- **Individual Reflection & Action Planning:** To ensure personalization and application.
- **Pre-Work (Optional):** A short questionnaire to assess current challenges and management style.



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

Trainer Portfolio: Ms Jassy Lim

HRDC Accredited Trainer | HR Trainer & Strategic People Partner

A transformative HR leader with 25+ years of experience turning HR into a strategic engine for growth across diverse industries.

As an HRD Corp Accredited Trainer, she delivers practical, results-driven training grounded in real-world expertise.

Jassy specializes in bridging business goals with people strategy to build robust systems, develop talent, and master Industrial Relations, empowering organizations to create a highly capable and engaged workforce.

Specialties:

- **HR Strategy**
- **Talent Development**
- **Performance Management**
- **Industrial Relations**
- **HR Compliance**



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
jack@axonconsultancy.com | +6012 6159229