

BECOMING A BETTER LEADER

Personal Discovery and Leadership with WorkPlace Big Five Profile



Peter Drucker asserts the importance of recognizing one's unique strengths, weaknesses, and values as foundations of excellence in management. Leaders who lack understanding of themselves fail to capitalize on their positive tendencies when working with others.

This program enables participants to discover their personality traits, strengths and weaknesses using the Big Five Personality Model. This program also highlights Human Resource Optimization for leaders to capitalize on their strengths for better performance. Understanding personal tendencies helps leaders to improve communication skills, develop better relationships, and build stronger teams.

Learning Outcomes:

- Understand the different characteristics of behavioral and communication styles based on the Big Five model.
- Learn to leverage on personal strengths and deal with potential limitations to improve leadership capabilities.
- Understanding team dynamic and be equipped to manage workplace relationship effectively.

Training Methodology:



Live Virtual
Instructor



WorkPlace Big Five
Profile Assessment



Role Play and
Social Learning



Case Studies and
Group
Discussions



Interactive
Learning
Activities

WorkPlace Big Five Profile Assessment Report:



Workplace Big Five Profile™ 4.0 (coefficient alpha of .83) has the highest reliability among all assessments. It is currently used by **Center for Creative Leadership** in their Flagship Leadership Development Programs and is also rated **Top 10 preferred assessment by Forbes Coaches Council, USA**. This helps eliminate distortions such as ambiguity and personal bias in succession planning leading to more equitable and effective intervention.



RM965/pax

(Inclusive of Big Five Profile
Assessment Fee and 6% SST)



**Executives &
Emerging Leaders &
Managers**



1 Day (7 hours)



**[View Program
Calendar Here](#)**



PROGRAM OUTLINE

Module 1: Introduction to Big Five Personality Model

- 1.1 Contributing Factors to Behavioral Style
- 1.2 Understanding the Big Five Model and the Behavioral Principles
- 1.3 Personality vs. Behavior vs. Character
- 1.4 The Four Dimensions of Leadership and Talents

Module 2: Understanding the Traits

- 2.1 Understanding the 5 Super Traits (With Exercises)
- 2.2 Overview of the 5 Super Traits and 23 Sub-traits
- 2.3 How to Read your Trait Reports
- 2.4 The Different Super Trait Behavioral Blends
- 2.5 Understanding the 23 Sub-traits (With Exercises)

Module 3: Traits and Narrator Reports

- 3.1 The "Energy"/"Fuel" Metaphor for Interpreting One's Natural Capacity
- 3.2 Situational vs. Consistent
- 3.3 Nature vs. Nurture
- 3.4 Work Habits, Attitudes, Character and Emotional Temperament of The 5 Super Traits Blends of The Individual
- Case Studies On Various Scenario

Module 4: Personal SWOT Analysis

- 4.1 Insights to How Traits Reflect to Relevant Leadership Styles
- 4.2 Development Strategies

Module 5: Building Effective Relationship Using Workplace Big Five

- 5.1 Potential Trouble Points between Traits
- 5.2 Potential Compliments between Traits
- 5.3 Building Better Relationship and Communication
- Case Studies on Relationship and Teams

Module 6: Human Resource Optimization for Individual

- 6.1 Understanding What is HRO
- 6.2 How To Apply the HRO Strategies for Individual
- 6.3 Personal Individual Roadmap for Improvement

Action Plan

TRAINER PROFILE



JOSEPH TAN

Joseph is a dynamic trainer, consultant and learning facilitator with upbeat humour in team building, motivation training and coaching. Joseph holds a Master of Arts in Counselor Education from the Western Michigan University, USA. He was formerly a Resource Pool Lead at Accenture Solutions (a global IT Consulting company), managing the talent pool within one of its business units in the ASEAN region.

Having the passion to continually engage with different individuals and making positive impact in the lives of others, he has embarked into the journey of corporate training and coaching. He has been leveraging on his background in Counselling, Recruitment, and Talent Management in delivering and facilitating learning and development programs, engaging with utmost interactivity with participants from diverse backgrounds and industries.

A believer in lifelong learning, Joseph is also convinced that to be able to inspire change and development in others, one must first work in unceasingly developing oneself and refining one's thoughts and mindset. Ever since he has made people learning and development his business, Joseph has been on a journey of continual learning and development himself to be an extremely effective catalyst for change in others.

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