

DEVELOPING STRATEGIC LEADERS AND MANAGERS

Facilitated by Dr. Aggie Sarthou

I. Program Description

This program focuses on four (4) core areas of leadership on which adaptive organizations are built:

SYSTEMS THINKING ORIENTATION

This module discusses the various organizational components operating within the system. It provides organizational frameworks which reflect key organizational components and assess system gaps.

LEADERSHIP ASSESSMENT

In management and medicine, prescription without diagnosis is malpractice. This module provides an assessment tool to determine whether we are strategic or tactical.

STRATEGIC MAPPING

This module focuses on key stakeholders which provides the basis for key strategies and programs.

DATA-BACKED DECISION MAKING

We can only manage what we can measure. Adaptive leaders recognize the importance of metrics and measures for strategic decisions to address both internal needs and external opportunities.

II. Program Design

Module 1: An Overview on Leadership and the Change Model

- Is it Leading or Managing Change?
- Change Model/Framework: L.E.A.P.
- Change Is A Process, There's No Finish Line

Module 2: The Adaptive Mindset

- The Strategic Leader's Mindset
- Why Change? Lessons From the Eagle
- Change The Way You Think
- Change The Way You Do!

Module 3: The Big Picture Orientation

- Are You Strategic or Tactical?
- Getting Rid of Silos
- Why Systems Thinking?

ABOUT THE FACILITATOR



Agnes “Aggie” Sarthou, Ph.D. brings with her a wealth of corporate and training experience on disciplines of management, organization visioning, strategic planning as well as skills on leadership, communication, people handling and values. Her areas of expertise include organizational development, strategic planning, performance management, corporate communications, HR policy management, and career management. Dr. Sarthou’s passion is to help individuals and organization maximize their potential both at the personal and professional levels through skills training. For over twenty years of training and consultancy experience, Dr. Sarthou continues to receive encores in her training programs as she inspires learning and application in

various areas of personal effectiveness, organization development, management and leadership.

She has trained and consulted dozens of multinational clients and has held managerial positions at the Bank of the Philippine Islands, the Office of the Prime Minister and the Ministry of Finance. She has also lectured at the University of the Philippines, College of Economics.