

SMILETM
It's Monday!

20 - 22 October 2023

A Coaching and Strengths-Based Leadership Masterclass

Using the latest evidence-based research and interventions from social, organisational and positive psychology, SMILETM is designed to amplify your strengths and transform you into a self-aware, mindful and inclusive leader. This highly experiential masterclass will leave you with confidence and a practical toolkit to inspire, motivate and bring out the best in you and others to achieve both individual and business goals.

Get the tools you need to be the leader you wish you had.

I wasn't quite expecting the course to evoke the emotions or self realisation or insights that it did, AND it did all that, in spades, and more. Grateful to have taken this journey of self discovery.

Director, Communications, Mar 2023 Cohort



How Does SMILE™ Help?

- ✓ Overcoming imposter syndrome
- ✓ Cultivating meaningful connections
- ✓ Building a feedback culture
- ✓ Managing difficult conversations
- ✓ Inspiring and motivating your team
- ✓ Staying optimistic and resilient



Who Is It For?

- ✓ Aspiring leaders
- ✓ First-time managers and leaders
- ✓ Mid-level managers and leaders



Design Philosophy

Self - Social - System.

Everything starts from self. To be able to lead others, one first has to learn how to lead oneself through a heightened sense of self-awareness. Through a strengths-based approach, a leader uses self to influence, coach and inspire others (social) and eventually the community, society and organisation (system).





Programme Flow (24.0 Hours)



Self-Leadership

In this module we look at using strengths to increase awareness of self and others. Understanding what effective leadership means, participants will reflect on their own leadership journey and identify gaps in becoming more effective leaders. Participants gain confidence to inspire and motivate their teams by becoming more fluent in strengths language.



Mindset & Communication

We explore how a growth mindset separates effective leaders from their peers. Tapping on the growth mindset, participants learn the impact of diverse communication styles and apply the CARE model to help build relationships that build trust and connection. The module will tackle managing difficult conversations and delivering effective feedback that encourages growth and engagement, all through leveraging the strengths of their team members.



Inspire Through Coaching

Here is where we develop leaders as coaches. We take participants through the coaching process to understand what it means to have a coaching mindset to elicit performance. No leaders can lead without coaching skills in the 21st century, and this module imparts vital knowledge and skills in bringing out the best in their team members.



Lead Through Coaching

This module breaks down some critical coaching skills that are not just good for coaching but equally important in leadership. We look at powerful questions, active listening, presence, silence and strengths-based coaching to empower their team members. We strengthen participants' confidence in conducting coaching conversations.



Engage

Here we develop leaders who inspire hope, efficacy, resilience and optimism, the psychological capital essential for an effective leader. This module looks at the 4D pathway to success. It also prepares leaders about potential obstacles and strategies to overcome them for success.

Never attended a weekend workshop that energises me more than the last 3 days!

Director, Healthcare, Mar 2023 Cohort



24.0 hours of in-person workshop:

- 20 Oct (Fri), 9am - 6pm
- 21 Oct (Sat), 9am - 6pm
- 22 Oct (Sun), 9am - 6pm



The School of Positive Psychology

61 Stamford Road #01-09 Stamford Court, 178892



SG\$ 2,388 + GST

Fee also includes:



Personal Leadership Journal



Strengths Profile (Expert Profile)



3 x Group Action Learning Sessions (1.5-hour each)



3 x 1:1 Leadership Coaching Sessions (1.0-hour each)



Certificate of Completion



Testimonial



Dione Song
CEO, Love, Bonito

I have since adopted a strengths-based approach and a coaching lens to be better at actively listening, identifying and developing a much more empowered, confident team and organisation.



Tan Rui Shuen
Marketing, Singtel

The strengths-based approach helps build positive relationships and high-impact connections in our team, keeping everyone engaged and energised.



Lisa Askwith
CPO, Love, Bonito

SMILE™ is universally suited for global leaders at all stages. The thoughts and considerations that have gone into the content design are second to none. The programme takes into account global leadership nuances, organisational cultures and people challenges.



Your Facilitators



Phaik Ai draws on more than 20 years of corporate leadership experience across Europe, APAC, the Middle East and North America. The former GM built and led a commercially successful global team of 200 staff strength. Most recently, Phaik Ai built a Diversity, Equity and Inclusion (DEI) consulting business in her previous role, advising clients, mainly multinational companies with APAC footprints on their DEI strategies.



Choo Phaik Ai
*Managing
Director*

Passionate about developing leaders that are inclusive, compassionate and thriving, Phaik Ai uses her cross-cultural background and global leadership experiences with sensitivity to Asian business nuances to advise and coach clients to build workplaces that enable employees and leaders to thrive and flourish.

As a certified learning solutions designer, facilitator and executive coach, Phaik Ai advises, designs and leads experiential workshops that deliver sustainable impact to leaders of all levels. Clients she has worked with include Google, Airbnb, Amazon, Apple, Meta, PwC, GIC, and the National University of Singapore.



Jana is a master facilitator who is able to connect with participants of all levels with an exceptional level of empathy and sensitivity towards their learning needs. Her multidisciplinary background in organisational and intercultural communication, positive psychology, coaching and mindfulness has fashioned her expertise in developing and delivering evidence-based, culturally applicable programmes in numerous organisations.



Jana Dawson
*Head of Content
& Learning*

As a positive psychology practitioner, she advocates a strengths-based approach in guiding individuals, teams and organisations to develop positive behaviours that cultivate resilient and flourishing cultures.

Jana has worked with organisations of all sizes, including Standard Chartered, Meta, Singtel, PayPal, A*STAR and National Heart Centre Singapore, among many others.

Jana completed her Post Graduate Diploma in Organisational Psychology and Leadership and earned her Master of Science in Applied Positive Psychology at the Anglia Ruskin University (UK) with a focus on Positive Organisational Behaviour.