

ABOUT US

Sime Darby Plantation Ecogardens is an eco-friendly retreat in the heart of Carey Island, Selangor. We showcase Sime Darby Plantation's history, its sustainability efforts, and the benefits of the oil palm industry.

We offer cohesive hospitality and learning experience such as:

- Lean Six Sigma, Communication, EQ and The SEED Programme
- Accomodations, dining, ballroom, training, and meeting facilities
- The Plantation Museum and classic colonial heritage bungalows retreat
- 18-hole Carey Island Golf Course, cycling track, as well as an Outdoor Challenge Camp

The Skills Enhancement & Employee Development (SEED) Programme is a comprehensive development programme designed to address key competencies required to nurture and strengthen participants' skills-set to perform their job, stay relevant and remain competitive in the high-demand business environment.

The programme encourages participants to revisit and reflect on their perspectives, capabilities and performance as employees in the organization. It provides participants with a one-stop learning platform to learn, unlearn and relearn; it delivers via various blended learning sessions and focuses on experiential learning activities to ensure effective learning.

The essential modules are categorized into three main themes:

- Discover Yourself
- Build Your Capabilities
- Be A Leader

WHY CHOOSE US

- ✔ Provides customized training packages
- ✔ Our content is current and relevant
- ✔ We concentrate on the practicalities
- ✔ We have an expert trainer
- ✔ A flexible choice of venue and style

WHERE TO FIND US

-  [sdpecogardens](#)
-  [EcoGardens](#)
-  [Sime Darby Plantation Ecogardens](#)
-  [palmecogardens.com](#)

HOW TO CONTACT US

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SEED PROGRAMME:

BE A LEADER I COACH, I LEAD





OVERVIEW

Most popular sayings say, "Great leaders are born, not made." To some extent, the capacity for outstanding leadership is innate. However, learning to be a more effective leader is within everyone's grasp – whether you lead multiple teams, an entire company or just one staff member.

The programme is designed for individuals who have leadership aspirations. It is designed to build participants' capability with essential soft skills to enhance their Leadership Skills and Effectiveness in the workplace.

It is structured in a way that combines theoretical insight with a practical and grounded understanding of how to apply the content to the day-to-day work of being an effective leader.

LEARNING OUTCOMES

- ✓ Comprehend the features of Leadership Fundamentals, their purpose and interdependencies to increase effectiveness and efficiency in the workplace
- ✓ Internalise and appreciate the impact of individual social styles on their leadership skills to enhance working relationships with others and avoid conflicts in the workplace
- ✓ Understand attributes related to leadership skills and use the proper tools and techniques for practical leadership skills
- ✓ Detect early warning signs of possible ineffective leadership skills, perform immediate corrective actions; initiate and manage difficult conversations effectively; and provide constructive feedback to improve team performance
- ✓ Understand the Six Types of Leadership and be able to review and adopt appropriate leadership styles for each individual and situation
- ✓ Develop strategies for good leadership skills and apply the right approach to engage with employees, achieve alignment, build loyalty and empower others

LEARNING APPROACH



Fun, up-to-date, effective, appropriate and highly interactive methodologies to provide participants with a practical and refreshing learning experience



Pre-reading material, survey, action plan, post-programme support, demonstration, and other learning interventions



The programme will utilise various digital communication tools to promote the impact of technology in improving personal efficiency and performance.

COURSE OUTLINE

Module - Differences Between Managers and Leaders

- Differentiate and play the roles of a leader as opposed to a manager
- Identify the attributes of great leaders and apply them when leading others.
- Understand the principles of self-leadership and how to change the mindset, cultivate positive thinking and proactive thinking and move from a blame culture to self-empowered culture

Module 2 - Leadership Attribute Fundamentals

- Learn and understand the Four F's
 - Be First: set the expectation for performance, pace, and standards.
 - Be Fair: don't play favourites, share the credit, and take leadership accountability.
 - Be Firm: focus on facts, collectively identify the root cause of the problem, and explore practical solutions.
 - Be Flexible: give others the benefit of the doubt, make room for good ideas, and admit when you're wrong.

Module 3 - Managing Team Performance

- Understanding 6 types of Leadership Styles and Leading Team Matrix
- Understanding various learning interventions enhances team members' performance and explores the interventions further.
- Assess the interventions and clearly understand them from different perspectives
- Steps to improve own team performance and to lead a high-performing team

Module 4 - The New Normal Challenges at Workplace Simulation

- In this exciting and highly interactive progressive simulation, participants take on managing difficult employees with various issues and high-demand work schedules. The set-up shall reflect typical challenges and resemble the real obstacles leaders face. As a progressive simulation, the outcome shall depend on the decision and action taken by participants, reflecting the reality that unpredictable scenarios may occur that require the right approach to managing people.
- Participants must complete other tasks and deal with some challenges that reflect their actual life as an employee. Disruptive reflection questionnaires will be given at the end of the activity for participants to reflect on their attitude, behavior and performance during the training, followed by an exciting and refreshing debrief session to capture the gist of the learning.