

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
- Accommodations, dining, ballroom, training, and meeting facilities
- The Plantation Museum and classic colonial heritage bungalow 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

- ✓ We 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:

DISCOVER YOURSELF BE AN EFFECTIVE TEAM PLAYER





OVERVIEW

Nobody can deny the COVID-19 pandemic's impact on the whole world's ecosystem and how it has disrupted the entire business landscape and changed how we live, socialise, and work. It demands a new paradigm shift in thinking, acting and reacting to survive and remain competitive in the new era.

This programme is designed to help the participant understand the critical elements in developing high performing team, its purpose, the interdependencies of each element, and the necessary action required to enhance their effectiveness as influential team players.

This programme will also highlight the importance of adopting a refreshing mindset and approach to dealing with the fast-evolving world and rapid changes in the business landscape.



LEARNING OUTCOMES

- ✓ Gain a deeper understanding of self and others. Develop self-esteem and be part of a self-empowered culture
- ✓ Comprehend the features of a high-performing team and demonstrate the qualities of an effective team player.
- ✓ Accept the need to embrace new perspectives and explore new ways to remain competitive.
- ✓ Develop trust amongst team members and manage team conflict.
- ✓ Maximise their contribution to the team by understanding their strengths and roles within the team.
- ✓ Identify strategies to address people's different behavioural functions and improve team dynamics.
- ✓ Develop a positive mental attitude to enhance communication, cooperation and commitment level to build effective relationships with team members

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 1 - Understand Yourself and Others

- Personality Profiling
- Understand and leverage personal strengths and preferences to add value and become an effective team player
- Learn how to flex personality preferences to enhance personal effectiveness; respond and adjust to a different personality type in the workplace and enhance working relationships with others

Module 2 - Characteristics of a Team

- Understand the type of Teams
- Five Stages of Team Development and How to Navigate Them Effectively
- Experiential Learning Activity: Building Trust
 - Engage and interact with other participants in a team setting
 - Understand, reflect and appreciate the importance of the trust element in building a team

Module 3 - High Performing Team

- Understand the systematic approach to teamwork and the characteristic of High Performing Team.
- Introduction to GRPI Model
- Experiential Learning Activities: One Team, One Goal Adventure
 - Compete to complete high-impact team-based tasks to win the adventure
 - Understand critical processes and approaches to accelerate team success through effective planning, communication, training, execution, teamwork, continuous improvement and evaluation of performance

Module 4 - The Qualities and Attributes of an Effective Team Player

- Humble - Be confident but drop the EGO
- Positive Thinking - Growth Mindset vs Fixed Mindset
- Hungry - Be self-motivated, learn and do more things
- Smart - Use good judgement and common sense
- Resourceful - Leveraging technology to foster collaboration and eliminate working in silos
- Experiential Learning Activity: Mafia Boss Challenge Series
 - Complete the high-impact team-based challenges to overcome common problems faced by a team player
 - Understand and apply the essential skills and the proper techniques to enhance personal effectiveness