



**AVENTIS**  
LEARNING GROUP

---

# Powerful Keys to Effective Leadership

# Table of Contents

---

Introduction .....	3
Learning Outcomes .....	4
Course Outline .....	5
Who Should Attend .....	6
Course Details .....	7
Trainer's Profile .....	8

# Introduction

---

A good leader is one who communicates with others, inspire people to share their vision and goals, provide clear direction, and keep things on track through feedback. Yet very often, team members can be difficult and communication can be tough especially if personality types are not taken into consideration. Conflict and failure in jobs are usually due to individual personalities, preferences, and communication patterns rather than a lack of competence.

This course is designed to equip leaders with the skills and insights they need to engage and empower their diverse teams to perform efficiently and effectively, bringing out the best in them individually and collectively. You will be introduced to the Enneagram and the different types of leadership styles, effective leadership traits and influencing strategies, and methods for managing challenging team members for effective conflict resolution. You will find yourself with improved communication and connection skills.

The course uses a blended combination of tools such as established leadership models, Enneagram profiling and NLP principles. Along the way, participants will also have the opportunity to design their own leadership approach that best suits their authentic personality and their expectations, goals and needs in the workplace.

## *Why is Enneagram Important?*

The Enneagram is a model that describes nine distinct personality types, nine emotional response patterns, and nine sets of behavioral trait-like tendencies. Each style has resourceful self-enhancing features which may become non-resourceful and self-defeating if used excessively or exclusively. Balance involves functioning from the resourceful or high side of our essence while having access to the resources of all the other styles.

The Enneagram is a source of self-knowledge because it acts as a kind of “mirror” to reveal features of our personality that normally are invisible to us. Most of the time, people function habitually, as if on “automatic pilot”, according to the patterns of their basic personality type. Usually this allows people to get along well enough in their lives, but when their normal routines break down or stresses of their lives increases too much, their normal way of coping also tends to break down or become dysfunctional.

# Learning Outcomes

---



After this interactive course, you can be ready to be equipped to:

- Know what motivates your team and yourself
- Design your unique leadership approach and philosophy
- Gain an understanding of all Nine Enneagram Leadership Style
- Learn how to engage your teams rationally, emotionally and intuitively
- Learn how to manage challenging team members
- Learn how to diffuse conflicts within the teams

# Course Outline

---

## Module 1: Introduction to Leadership and Personal Leadership Philosophy

- Define the Role of Leaders
- Explore Your Personal Leadership Philosophy
- Identify Your Personal Locus of Control

## Module 2: Enneagram and Leadership Styles

- The Enneagram & Yourself
- The Enneagram & Leadership - Strengths, Challenges & Development Tips

## Module 3: Effective Leadership Traits and Influencing Strategies

- Explore the Leadership Process and The Locus of Leadership
- Internalize the Traits of Effective Leadership
- Visit the Six Sources of Influence
- 3 Steps to Influence & Persuade
- Establishing Likeability & Common Ground
- Basic Engagement Strategies

## Module 4: Communication and Connection Skills

- The Art of Connecting with Three Points of Human Interest and Discoveries
- Driving Meaningful Conversations
- How to Establish Credibility & Trust with Authenticity and Vulnerability
- One Universal law to Remember
- The Currency of All Relationships
- The Power of Active Listening
- Using Clean Language Technique
- Using Principles of Storytelling to Shift Perspectives
- 5 Common Perception Filters
- The Language of Persuasion

## Module 5: Managing Challenging Team Members and Conflict Resolution

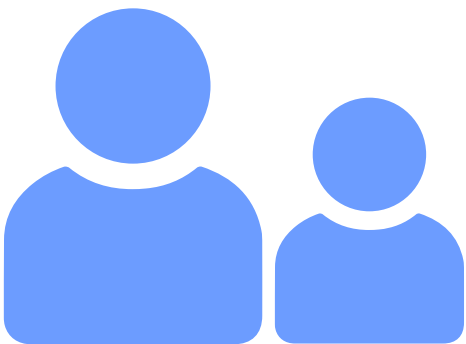
- Learn how to engage your teams rationally, emotionally and intuitively
- Learn how to manage challenging team members
- Learn how to diffuse conflicts within the teams

## Module 6: Designing Your Unique Leadership Approach and Reflections

- Reflections & Charting Personal Pathways
- Design your unique leadership approach and philosophy

# Who Should Attend?

---



This workshop is highly suitable for

- Supervisors
- Managers
- C-Level
- Team Leaders
- Those on Promotion Tracks
- Management Trainees



# Course Details

---



1 Day  
9am - 5pm (Classroom)  
9.30am - 4.30pm (Virtual)



**Classroom** at Holiday Inn Orchard City Centre OR Concorde Hotel / **Virtual** via Zoom



(65) 6720 3333  
[training.aventis@gmail.com](mailto:training.aventis@gmail.com)



\$ 635 Before GST



# Trainer's Profile

---



## MR. RAHUL SHAH

Rahul Shah is a highly sought after communications expert with 12 years of regional speaking and training experience. He is the Principal Trainer & Speaker as well as Chief Strategist at Path Layers Business Services, a communications agency helping MNCs and Civil Service Organisations communicate more effectively with their internal & external stakeholders.

He is the founder of Up Your Game Community, an Asia wide platform dedicated to providing barrier free and simplified personal development to the masses. He is also the Secretary General of International Federation of Professional Trainers (Singapore National Council) and a peer nominated and recognised Global Goodwill Ambassador.

He has attained his qualifications in Mass Communications from USA and has a Grade 8 (Gold Medal) in Public Speaking from the London Academy of Music and Dramatic Arts. He also holds an Advanced Certificate in Training and Assessment from the Workforce Development Agency (Singapore). He is a certified Neuro-linguistic Programming (NLP) & Enneagram Profiling Trainer, Coach and Practitioner. He has authored / co-authored three books (EntreTalk Series, Golden Pearls of Relationships and Inspiration for Success (2018 edition)).

As a highly sought after regional speaker, he has had the privilege of sharing with organisations such as Technopreneurship Association of Malaysia, Maybank Singapore, Gujarat Chambers of Commerce & Industries (India), CitiGold (Citibank Singapore), 3M and Singtel amongst others. He has been invited for his expertise to judge and coach finalists of beauty pageants, public speaking contests and entrepreneurship symposiums such as Emerging Enterprise Awards. He has also coached TEDx speakers.

He utilizes creative training techniques to make his sessions not only fun and engaging but also highly effective with high retention levels. Within the civil service sector, he has also had the privilege of sharing at the Civil Service College, Ministry of National Development (Singapore), Civil Aviation Authority of Singapore, Vital.Org, Singapore Police Force, the State Courts and Monetary Authority of Singapore.