

Outcome Driven Workshops

Leadership and Core Values
Strategy and Business Development
Responding to Drivers of Change



About GIFT

The Global Institute For Tomorrow – GIFT – is an independent pan Asian think tank with offices in Hong Kong, Kuala Lumpur and Tokyo.

GIFT's unconventional content and mode of facilitation gives meaning to "thinking outside the box" and helps business leaders make sense of the changes shaping the 21st century.

The practical benefits realised by participants in GIFT programmes and workshops have earned us a reputation for being at the cutting edge of executive education.

Our approach has been presented to the United Nations and has been featured in the Financial Times and Wall Street Journal.

Selected Clients



Our Value Proposition



Driving Positive Outcomes

GIFT facilitators have decades of experience advising MNCs and government agencies on strategy and leadership challenges.

To facilitate tangible outcomes we use a methodology that cuts through the noise, goes straight to the core and brings clarity to aid decision-making.

A deep appreciation of our client's objectives within a regional context promotes structured and effective discussions rooted in the realities and challenges of the external environment.

In-house research and a vast cross-sector network ensures a content rich, intellectually stimulating environment.

We are committed to outcomes that are clearly articulated and prioritised, reaching agreement on concrete actions, resources requirements, ownership and implementation roadmaps.

Past engagements:

- Working with an Asian Central Bank to propose, align and operationalise Core Values and Pillars of Leadership
- Helping senior management at a top telco identify and overcome barriers to innovation to deliver on its digital transformation
- Developing radical new business opportunities in key Asian markets for leading global chemical companies



Facilitators



Chandran Nair
Founder and CEO

For more than three decades Chandran has advised governments and MNCs on strategic management and leadership issues and is often invited to facilitate for top corporate education providers including Duke CE, INSEAD and NUS. He was previously Chairman of ERM in Asia Pacific, helping establish it as the world's leading environmental consultancy.

Chandran has served as Adjunct Professor at Hong Kong University of Science and Technology and the Lee Kuan Yew School of Public Policy in Singapore.

Chandran is on the Executive Committee of the Club of Rome and is a member of WEF's Global Agenda Council on Governance for Sustainability and Experts Forum. He is a Senior Fellow of CIMB ASEAN Research Institute (CARI).



Eric Stryson
Managing Director

Since 2008 Eric has facilitated experiential leadership programmes and workshops in 15 countries for the likes of BASF, FedEx, HSBC and MasterCard. Eric is well versed in introducing new ideas on governance, business and sustainability and coaching participants to think critically about their role as leaders.

Before joining GIFT, Eric spent several years managing multi-stakeholder partnerships between global brands and civil society groups in the United States and China.

Eric writes and speaks regularly on topics related to the changing role of business in society. Eric is an alumnus of Stanford University and holds a Masters from Hong Kong University.



Karim Rushdy
Managing Director, ASEAN

Since joining GIFT in 2010 Karim has worked on leadership, strategy and business model generation with almost 2,000 high potential managers, senior executives and civil servants from Fortune 500s, regional companies, governments and NGOs.

Karim has lived in Asia for almost 20 years and prior to joining GIFT spent a decade in mainland China where he was a partner in a successful food and beverage company which today employs 5,000 people across a dozen major cities.

Karim's articles on insights gathered through GIFT programmes have appeared in a range of publications. He has an MBA from Cheung Kong Graduate School of Business and speaks Mandarin Chinese.

Workshop Design

Because our clients face unique challenges, no two workshops we design are the same.

We carefully customise our approach and content based on the desired outcomes, cohort profile and duration of engagement.



Leadership and Core Values

Laying the Groundwork

- **Questionnaire:** Aligns expectations, gauges views on culture and leadership, provokes thought about what people wish to achieve through their participation
- **One-on-One Calls:** Candid conversations to build trust and promote openness with facilitators
- **Pre-Workshop Touchpoints:** Mitigate suspicion of “external expert syndrome”, allow facilitators advance appreciation of diverse viewpoints and aid in tackling sensitive issues and consensus building

***All information is treated in the strictest confidence



Driving Outcomes

- | | |
|----|---|
| AM | <ul style="list-style-type: none"> • Internalising Key Learnings: Facilitated reflections around day one content • Breakout: Defining Our Core Values Small teams debate, propose and present 5 values they believe will help the organisation achieve its desired state • Building Consensus: A facilitated process whereby consensus is reached on the top 3-5 Core Values based on proposals from each team |
| PM | <ul style="list-style-type: none"> • Getting on the Same Page: Elaboration of each value into a definitive paragraph to ensure alignment and so the Core Values can be easily communicated and understood by others • Operationalising the Values: Proposing robust, practical initiatives to cascade the Core Values throughout the organisation and help employees to “walk the talk “ • Ideas to Action: Sharing three actions each individual will take within three months to espouse the Core Values and settling on a shared platform for follow-through on session outcomes |

Pre-Workshop

Day 1

Day 2

Post-Workshop

Aligning on Objectives



- | | |
|----|---|
| AM | <ul style="list-style-type: none"> • Where are We Now? Facilitated conversation on responses to questionnaire • Where do We Want to Be? Gaining clarity on the role and purpose of the organisation and implications for the leadership team • Breakout: Personal Leadership Journeys Discussion and sharing around first experiences of leadership and how challenges/successes have shaped worldview and leadership style |
| PM | <ul style="list-style-type: none"> • Core Values: What are they? Why do we need them? How do they manifest daily? Examining the difference between Values and Competencies and the expression of Values at work • Breakout: Mindset and Behaviours Table discussions on the work environment and Values that would foster the desired shifts in mindset and behaviours in ourselves and our people |

Wrap Up

- **Qualitative Group Observations:** Feedback and recommendations for HR / Senior Management



Syndication of Outcomes

- Throughout the day GIFT documents key points, conclusions and takeaways
- A summary of key outcomes will be circulated to all attendees and reflections overnight will be invited

Uncovering New Business Opportunities



Framing the Challenge

Shortlist

Ten “Challenges” (sectors, market/customer segments) shortlisted by GIFT and clients ahead of time and shared in a pre-workshop questionnaire

Questionnaire

Participants share their views on current opportunities and challenges and vote for their top five challenges to guide ideation during the workshop

Example Sector Challenges

Agribusiness

Fintech

Life Sciences and Health

Transport and Logistics

Energy

Manufacturing



Day 1: Idea Generation

Brainstorming

In teams, participants brainstorm one “Traditional” business idea, one “Adjacent” and one “Radical” linked to the challenges

Pitching

These early stage ideas are pitched to the group for discussion and critique

The cohort votes for the best idea from each team for further development

Traditional

Building on current strengths and areas of focus

Adjacent

Leveraging resources from one business to build advantages in another

Radical

Disruptive, boundary-breaking thinking unhindered by the status quo and BAU



Day 2: Tangible Outputs

Output Production

With guidance from facilitators, teams build out their ideas into robust business proposals and present them to the wider group

Business Proposal

Problem Statement
Opportunity Size
Competition
Key Partners
Policy Support
Business Model
Next Steps

Going forward

As part of next steps teams will also present a timeline with ownership of immediate actions

Following the workshop taskforces may be given one month to conduct further due diligence in before submission of formal proposals to senior management for review and final approval.

GIFT's Leadership Toolkit

Laying the Groundwork

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Purpose, Performance, and Passion

AM

- **Internalising Key Learnings:** Facilitated reflections around day one content
- **The PRISM of High Performance:** Based on observations of hundreds of teams tackling complex business challenges, the PRISM tool highlights five key ingredients for high performing teams
- **Leading Meetings with PASSION:** A practical tool and scorecard to promote improved focus on issues and solutions, and enhance overall energy and team morale

PM

- **Breakout: Meeting Simulation** Putting the PASSION tool to use to drive a tangible outcome which is presented at the end of the session
- **The Power of Purposeful Engagement:** Examining the three interconnected pillars which drive a sense of purpose in professional relationships: Knowledge, Communication and Empathy
- **Ideas to Action:** Participants write down and share three actions they will take in the next three months aligned with key learnings from workshop

Pre-Workshop

Day 1

Day 2

Post-Workshop

Leadership and Growth Mindsets

AM

- **Where are We Now?** Facilitated conversation on responses to questionnaire
- **The Purposeful Engagement Quotient (PEQ)** A highly personal assessment tool which provides a mental anchor for internalising the thoughts and habits of purposeful leadership
- **Breakout: Personal Leadership Journeys** Discussion and sharing around first experiences of leadership and how challenges/successes have shaped worldview and leadership style

PM

- **Growth vs Fixed Mindsets:** The science behind the theory and its implications for leadership and transformation in large organisations
- **Breakout: Walking the Talk** Teams discuss, propose and present practical initiatives to operationalize and espouse company values

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Wrap Up

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Responding to Drivers of Change

Curriculum Design

- Workshop curriculums customised based on client sector, industry and strategic focus
- Content drawn from the core curriculum of GIFT's flagship Global Leaders Programme
- Offers participants a platform to broadening and deepening their understanding of the world we live in
- Conveys a new narrative on economic development and the role of different sectors in our society
- Prepares participants to confront new realities which are emerging faster than anyone could have expected



The Relationship Between Business, Government and Society

- AM**
- **Internalising Key Learnings:** Facilitated reflections around day one content
 - **The Role of Business in Society:** Exploring the role that business plays in society and examining issues related to pricing, externalities, privatisation and the license to operate
 - **Breakout:** Participants are asked to consider the externalities of their own and related industries and suggest measures to ensure their core products and services to remain relevant in the future
- PM**
- **Civil Society and Stakeholder Engagement:** Why in the digital age business and government must actively engage with the many faces of civil society and how this approach benefits all
 - **The Role of the State:** Exploring the government's indispensable and evolving role in providing basic services, managing economic growth and improving the overall well-being of their citizens

Pre-Workshop

Day 1

Day 2

Post-Workshop

21st Century Drivers of Change

- AM**
- **Impacts of Globalisation: The Asian Perspective:** Examining the rapid spread of globalisation and the impact it has had on markets, governance, regulation and the environment
 - **Breakout:** Participants are asked to debate the transformative effect that globalisation has had on the region and the opportunities for finding solutions to the challenges it presents
- PM**
- **Reshaping Capitalism:** Consider how capitalism could be reshaped from its current form that maximises growth by under-pricing resources and externalising costs to one that maximises collective well-being and sustains prosperity.
 - **Breakout:** Participants are asked to discuss how their organisation should respond to the mega trends shaping the future of capitalism (population, climate, technology and resource constraints)

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Contact us to learn more!



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“The GIFT programme provoked deep thinking in participants to go beyond their comfort zone which allowed new concepts and ideas to be introduced and discussed openly.”

Mohd Fikri, Petronas



“In the true spirit of combining theory with application, participants with diverse backgrounds and expertise came together to accomplish a challenging project that allowed me to apply and practice the cornerstones of leadership growth: continuous learning, taking action and reflection.”

Grace Chan, Mastercard



“GIFT’s unique format in content, setting and delivery made a lasting impact and was an outstanding learning experience. It illustrated how diverse teams can plan, interact, and push boundaries to develop innovative approaches towards creating a common outcome.”

Jagdish Khanna, HSBC





Tomorrow Matters.