

OPEN ENROLLMENT  
PROGRAM

A background image showing a pair of hands holding several colorful sticks (blue, orange, yellow) that form the shape of a person. A red semi-transparent box is overlaid on the right side of the image, containing the title text.

# CREATING VALUE FOR TODAY AND TOMORROW: AMBIDEXTROUS LEADERSHIP



## PROGRAM DETAILS

FACULTY	DATE/TIME	FEE <sup>*</sup>	VENUE
Chuck Ng	20 April 2026 9.00AM - 5.00PM	RM4,000   USD1,000	Asia School of Business

Note: \*

- Excludes Sales & Service Tax (8%)
- Fee excludes accommodation at ASB Residential for outstation/ overseas participants but can be arranged at additional cost.
- USD Pricing is indicative pricing. All fees are invoiced in Malaysian Ringgit (RM). USD amounts are shown for reference only and will vary based on the prevailing exchange rate at the time of payment.

## Program Overview

In today's volatile and rapidly evolving business landscape, leaders face a constant tension: how to deliver short-term results while simultaneously building for the future. The best organizations do both - they exploit existing capabilities for performance and explore new opportunities for innovation.

This one-day, evidence-based workshop equips leaders with the frameworks, tools, and mindset to lead ambidextrously - balancing operational excellence with strategic adaptability. Drawing on decades of research, participants will learn how to design teams, structures, and leadership practices that generate sustainable competitive advantage.

## Learning Outcomes

At the end of the program, participants will be able to:

- Differentiate between exploitative and explorative leadership vectors and understand when each is required.
- Diagnose organizational tensions that hinder innovation while maintaining performance.
- Adopt behavioural ambidexterity - flexing between directive and empowering leadership styles.
- Design structures and routines that promote both efficiency and adaptability across teams.
- Lead strategic renewal initiatives that ensure long-term growth and resilience.

## Who Will Benefit?

Middle management who are responsible for driving growth, transformation, and innovation while sustaining operational discipline including:

- Business unit and function heads
- Innovation and transformation leaders
- Senior managers in technology, finance, or operations

## Program Outline

### Section 1: The Leadership Paradox - Competing in Two Worlds

Explores the foundational concepts on *Exploration and Exploitation in Organisational Development*. Participants understand why successful organizations often fail to innovate and how leaders can address the paradox of success.

### Section 2: The Psychology of Ambidexterity - Behavioural Flexibility and Motivation

Explores how leaders can flex between opening (exploration) and closing (exploitation) behaviours depending on task demands and team maturity.

### Section 3: Designing for Duality - Structures, Systems, and Culture

Focuses on how leaders can architect organizational systems that support ambidexterity - from incentive mechanisms to communication methods, and talent mobility. Participants identify leverage points in their own context.

### Section 4: Experimentation and Renewal - Leading for the Future

Explores how leaders can foster an experimentation culture and encourage safe-to-fail initiatives. Links adaptive learning to strategic renewal and long-term competitiveness.

## Faculty

**Chuck Ng** founded GRiT Academy to offer evidence-based leadership journeys for corporate clients. Each journey is curated to address the specific corporate challenges the client has. Current clientele include StarHub, Certis, Banyan Group, Lion Global Investors, Galderma the global skincare company, and more.



Chuck Ng spent 26 years in financial services:

- 18 years managing investment products and then later, RM teams Led APAC/regional organizations
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- Worked in HK and Singapore
- Was CFA & CAIC Charterholder

Alongside his sports interest (11 marathons, 3 ultras, and medalling in international paddle races), he ventured out on a new career tangent focused on consulting and training in both leadership and organizational development fronts.

In the few years teaching finance as an adjunct in Singapore Mgmt. University, he honed the craft of instructional delivery and curriculum creation.

Chuck's unique path offers his clients his practitioner advantage, while his lifelong learning philosophy combines a research-based approach towards designing programs for impact. His work with partners revolves around elevating collective intelligence, leadership seeking growth, and organizations undergoing transformation.



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Creating Value for Today  
and Tomorrow:

Ambidextrous Leadership

