ASIA School of Business
in collaboration with MIT Sloan Management

Iclif Executive Education Center

HRDCORP CLAIMABLE

5 - 7 April 2027
Asia School of Business, Kuala Lumpur

AUTHENTIC LEADERSHIP

Leading from Within

RM10,000 | USD 2,500 *
Fees include in-program accommodation in ASB



Last Updated: 26 October 2026

FT EXECUTIVE EDUCATION 2026 RANKING

AACSB ACCREDITED



OVERVIEW

This program is built on the understanding that sustainable leadership is not driven by external technique but by internal alignment. Before we can influence others, we must first confront the invisible forces that shape how we think, feel, relate and choose. The program takes participants on a journey of self-discovery and reflection – the understanding of which will help clear the path to build a more cohesive team in alignment with organizational goals.

By creating a safe space, participants are guided to observe their 'internal operating system (IOS)' – their beliefs, emotional habits and responses that often unconsciously influence their behaviour at work. By using self-diagnostic tools like Metasense™, boundary mapping, and structured inner dialogues, the program helps participants uncover conditioned patterns, reflect honestly and take responsibility for how their responses and behaviour contribute to the overall organizational climate.

The aim is to drive cohesiveness through self-awareness. When participants become more aware their own internal motivations and triggers, organizations experience less resistance, stronger relationships and more authentic engagement. Their defensiveness drops, empathy increases, and collaboration becomes more natural. Ultimately, we hope to strengthen trust, ownership and shared responsibility across teams.

The design of this program creates the conditions for this shift – gently, respectfully and effectively. The methodology employed will be via guided reflection, paired or small group conversations, experiential metaphors, structured exercises and facilitated group discussions. Participants will not be 'lectured at', there will be no role plays that embarrass, and no forced disclosures.

PROGRAM OBJECTIVES

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

- Gain insights into how their thoughts, emotions and responses influence their daily interactions at work;
- Shift from reactive to responsive leadership by choosing more constructive responses as a result of gaining insights into their internal motivations and triggers;
- Apply a common set of metaphors and concepts that support ongoing conversations about behaviour and engagement;
- Prepare leaders to foster authentic relationships and lead by influence, not control;
- Drive better engagement, participation and more purposeful collaborations due to improved team cohesion and trust.

WHO SHOULD ATTEND?

Ideal for those entrusted with leading people, shaping culture and influencing systems including:

- Senior leaders
- Top executives

PROGRAM FEES *(before SST of 8%per participant)**

Program Location	Program Fee	Program Date
Kuala Lumpur	RM10,000/ USD2,500	5-7 April 2027

Includes:

- 3 nights accommodation including check-in a day before program commences. *Check-out on the last day of program (Day 3). Program will end by 3:00PM*
- In-program meals plus two dinners.

Excludes:

- Cost of airfare, visa applications (if required), travel insurance and airport transfers for overseas participants.

HRD CORP TERMS & CONDITIONS:

- The claimable amount **per participant** is **RM1,750 inclusive of SST**. Total claimable amount for **3-day program is RM5,250 per pax inclusive of SST.**
- Maximum **9 participants per company**.
- Only Malaysian employees of registered contributors of HRD Corp are eligible for the above claim benefits.
- Full attendance during the program is compulsory.
- The final claimable amount is subject to HRD Corp's approval.
- All other Terms & Conditions imposed by HRD Corp remained applicable for this program.

PROGRAM AGENDA*

DAY 1 – Awareness & Deconstruction

9:00AM - 10:00AM **Opening Frame**

- Creating Psychological Safety
- Setting agreements
- Leadership vulnerability framing
- Why self-awareness is strategic

10:15AM - 11:30AM **Session 1: The Corporate Lens**

- The Corporate Tree (visible vs invisible)
- Influence vs Authority
- Manager vs Leader

Purpose: Shift focus from surface behaviour to root systems

11:30AM - 12:30PM **Session 2: The River Metaphor**

- Nature as systemic teacher
- Change as inevitability
- Resistance vs flow

Purpose: Introduce reflection without confrontation

1:30PM - 3:00PM **Session 3: Values & Beliefs Exploration**

- Personal Value Systems
- Conditioned thinking
- How belief drives behaviour

Purpose: Tapping into belief to habitual choice making

3:15PM - 5:00PM **Evening Immersion**

- The Science & Art of Letting Go
- Emotional Baggage Reflection
- Structured journaling

Outcome: Begin emotional release & internal honesty

DAY 2 – Diagnosis & Ownership

9:00AM - 10:15AM **Session 4: IOS Mapping**

- Internal Operating System model
- Input → Interpretation → Emotion → Behaviour
- Personal triggers

Purpose: Connecting the dots and understanding the IOS

10:30AM - 12:00PM **Session 5: MetaSense™ Self-Diagnostic**

- Ego pattern awareness
- Behavioural tendencies
- Internal contradictions

(Private reflection, small group processing – no public exposure)

Purpose: To see ourselves from the outside.

Note:

- *Lunch and two tea breaks are included in the program agenda.*

** Program details are subject to change.*

PROGRAM AGENDA*

DAY 2 – Continues

1:30PM - 2:15PM

Session 6: Script & Pattern Recognition

- Life scripts
- Repeated organisational conflict themes
- Defensive loops

Purpose: Awareness of our behavioural impact on others.

2:30PM - 3:45PM

Session 7: Boundaries & Power

- Psychological boundaries
- Over-functioning vs under-functioning
- Control vs Influence

3:45PM - 5:00PM

Evening Integration Dialogue

- Paired reflection
- Silent writing
- Ownership statements

Outcome: Shift from blame to responsibility

DAY 3 – Upgrade & Integration

9:00AM - 10:15AM

Session 8: Managing Psychological Blocks

- Self-sabotage patterns
- Comfort addiction
- Resistance mechanisms

Purpose: Awareness and antidote for our own resistance to change

10:30AM - 12:00PM

Session 9: IOS Upgrade Framework

- Interrupt
- Reframe
- Redesign
- Practice

Purpose: Participants design personal behavioural commitments

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1:00PM - 2:00PM

Session 10: Leadership Growth Card

- Growth mindset
- Conversation design
- Trust building

Purpose: Participants choose their own commitments

2:00PM - 3:00PM

Final Integration Circle

- Reflection
- Leadership intention
- Organizational alignment

Program will end by 3:00PM

Note:

- *Lunch and two tea breaks are included in the program agenda.*

** Program details are subject to change.*

FACULTY PROFILE



Richard Muralee is a seasoned employee engagement and culture transformation specialist with over two decades of experience working with senior leaders and executive teams across industries. He has facilitated more than 1,000 workshops focused on leadership alignment, behavioural change and organizational culture.

His key competencies lie in diagnosing organizational issues related to people, where he challenges existing structure to promote greater employee engagement for sustainability and growth. His ability to engage and explain complex matters simply and making change ideas executable immediately, makes his approach to managing change and personal transformation a unique and enjoyable experience.

Richard is also a much sought-after Empowerment Coach and Facilitator, and has trained many teams and leaders across Asia. He also speaks at HR conferences.

Richard holds academic qualifications - Masters in Human Resourse Management & Industrial Relations (Australia) and LLB (Honours) London - and is a qualified practitioner in NLP and Process-oriented psychology.

ASB reserves the right to amend the program design, schedule, or faculty lineup without prior notice to maintain academic and delivery excellence.

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PROGRAM FEE

Kuala Lumpur, Malaysia

5 - 7 April 2027

RM10,000 | USD2,500*

Fee includes 3 nights accommodation and in-program meals plus two dinners
Dates and venues are subject to change
Excludes Sales & Service Tax (8%)

** 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.*

SCAN ME

Authentic Leadership - Leading from Within

Asia School of Business (DU046(W))
Iclif Executive Education Center
ASB Academic, No 11, Jalan Dato' Onn, 50480 Kuala Lumpur

To learn more, contact **ExecEd@asb.edu.my**

exec.asb.edu.my

asbiclif @asb.iclif asbiclif asb iclif