

Jointly organized by ASBM and AICB



EMERGING LEADERS

ADAPTABILITY INTELLIGENCE REDEFINED

Ho Chi Minh, Vietnam

11-14 August 2025



Dates and venues are subject to change. Last Updated: 23 July 2025



OVERVIEW

What is adaptability intelligence? It's an Emotional and Social Intelligence Leadership Competency that entails having the flexibility to handle change, balance multiple demands, and adapt to new situations with fresh ideas (Goleman et al., 2017). In Vietnam's dynamic landscape, this intelligence takes on new meaning.

Like the Saigon River that has shaped Ho Chi Minh City's destiny, adaptability intelligence flows through every aspect of modern leadership. Just as water has the ability to shapeshift, leaders must navigate challenges from natural disasters to energy transitions, adapting their approach based on what communities need most.

When clear and pure, water gives life – as long as it retains its own clarity. This intense 4 day program allows leaders the opportunity to revisit the clarity of their leadership purpose. It allows them time to pause and reconnect with themselves, and with others on similar journeys. They learn from each other, creating a powerful community of learners. While picking up skills to manoeuvre the pressing matters of managing people they also develop clarity on strategic plans to succeed in the long term.

Even when faced with obstacles - whether flood waters in urban districts or resistance to energy transformation - water finds new paths forward. This mirrors how emotionally mature leaders navigate complex transitions: with persistence, purpose, and unwavering authenticity.



PROGRAM DESCRIPTION



IF YOU ARE A LEADER OR EXECUTIVE ENGAGED IN:

- Leading and managing from the heart of organizational strategy, where influence and alignment are critical
- Navigating high-stakes, crucial conversations where opinions and priorities may vary
- Driving impactful change management projects
- Networking and gaining feedback from peers/colleagues across diverse industries
- Revitalizing the mind, body, and soul while harnessing the energy required to lead effectively
- Developing advanced leadership capabilities to take on expanded responsibilities

this program was created for YOU!

Through **immersive, experiential learning** and **case studies**, participants will develop practical tools for:

- 01** Driving difficult conversations across stakeholder groups
- 02** Managing team performance during transitions
- 03** Leading with emotional intelligence in high-pressure situations
- 04** Adapting leadership strategies and styles to emerging challenges and different situations
- 05** Building empowered, sustainable teams by harnessing individual's source of leadership energy



PROGRAM FOCUS

The program integrates fundamental leadership competencies with emerging challenges:

LEADERSHIP CENTERING

- Personal leadership purpose and values alignment
- Developing awareness on how others experience your leadership during emergencies
- Mindful decision-making during dilemmas and/or crisis situations
- Developing skills to lead with empathy across diverse stakeholder groups

LEADING CHANGE

- Managing performance through transformation
- Sustainable change implementation
- Innovation and technology adoption strategies
- Stakeholder alignment in complex environments

LEADING HIGH-PERFORMANCE TEAMS

- Developing Pygmalion Leadership style
- Climate-adaptive mindset development
- Team empowerment during uncertainty and crisis
- Creating resilient organizational cultures

HRD CORP TERMS & CONDITIONS:

- The claimable amount per participant is:

Location	Program Fee	Approved Allowance
Sofitel Saigon Ho Chi Minh, Vietnam	RM 18,227/pax	<ul style="list-style-type: none"> • 50% Overseas Allowance (RM750/pax/day) • 50% economy airfare

- **Maximum 4 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

Forget what you know about conventional leadership workshops; the **Emerging Leaders program** brings together experiential learning concepts and cutting-edge content built on proprietary research to ensure nothing less than a transformative experience.

Participants will be exposed to breakthrough ideas, dynamic new perspectives and innovative tools to harness their personal leadership energy, successfully navigate change, and lead their teams confidently into the future.

DAY 1

- Introduction & Context Setting
- Leadership In Harmony
- Contracting + pre-reading

DAY 2

- Leadership Centering (Part 1)
- Personal Leadership
- Managing Stress (Part 1)
- Decoding Values & Purpose
- Mindful Wellness (Part 1)
- Leadership in Action

DAY 3

- Leadership Centering (Part 2)
- Decoding Leadership in Action
- Enabling Performance
- Managing Stress (Part 2)
- Leadership Experiential Activity
- Mindful Wellness (Part 2)

DAY 4

- Brain-BASEd Leadership
- Leadership Challenges
- Personal Best
- Wrap Up



FACULTY



Muhammad Sabri Rawi is Senior Lecturer at Asia School of Business. Sabri holds a Master's Degree in English from Portland State University, USA and obtained his Certificate in Coaching from University of Malaya Centre for Continuing Education. As an accredited coach with the Canadian Coaching Council, Sabri has distinguished himself as a Mastercoach from close to two decades of honing his skills in leadership training in multiple industries which include pharmaceutical, manufacturing, plantation, automotive, oil and gas, FMCG, GLC and the public sector. Sabri's forte includes Leadership and Learning industry design, development and delivery of leadership training courses.



Sabri has enjoyed an illustrious career with extensive stints in Corporate Communications, Media Relations, Project Management, Human Resource Management which includes Job Evaluation and Manpower Planning, Learning Intervention and Learning Assessment.

A fast track performer, he rapidly catapulted into increasingly challenging and evolutionary roles in his vast career experience. He has spearheaded management excellence through continuous education and mindset change under the portfolio of Leadership Mindset Change. He was instrumental in developing Petronas' Global Leadership Learning Series, and a myriad of initiatives for the nation's oil company, which included: Strategic Communications, Media Relations, Project Management and Human Resource Management. Apart from clients in the oil and gas industry, Sabri also has experience working with clients from FMCGs, GLCs and both the finance and public sector.



Prof. Dr David Asirvatham is Professor of Practice (AI & Technology) at the Asia School of Business (ASB), which was established in collaboration with MIT Sloan. He has been in the academic leadership and CIO roles for 30 years. His areas of expertise include Digital Neural Network, E-Learning Technologies, ICT Project Management, Multimedia Content Creation and AI.

Prior to joining ASB, he was the executive dean for the Faculty of Innovation and Technology at Taylor's University, director of the Centre of Information Technology at the University of Malaya, and CIO/senior director of the Centre for Information Technology at Multimedia University.

He has held numerous posts, including Associate Dean for Faculty of Information Technology (Multimedia University), Project Manager for the Multimedia and IT Infrastructure Development for a university campus (US\$14 million project), and SAP Advisory for High Education Council (Germany).

He was the Chairman of the ICT Human Capital Development for 11th Malaysia Plan 2016-2020, Secretary for the Artificial Intelligence Society Malaysia, President of the Data Science Association (Malaysia) 2022-2025, Country Representative for the Asia E-learning Network (Japan), Steering Committee Member for the Implementation of E-Learning for Malaysian Public Sector, and Member of the Malaysian Grid for Learning's Standards Expert Group 2003-2004.

He also worked on various ICT Projects and conducted workshops in South Africa, Sudan, Iran, Ghana, Kenya, Vietnam, Maldives, Bangladesh (World Bank Project), UAE, India, and Brunei. David completed his Ph.D. from Multimedia University, M.Sc. (Digital System) from Brunel University (U.K.), and B.Sc. (Hons) Ed., and Post-Graduate Diploma in Computer Science from the University of Malaya. He has published over 70 academic papers and graduated 10 PhD students.



The best leaders are fluid like water, adapting to the environment they find themselves in. In today's increasingly digital world, leaders must navigate uncharted virtual environments, all while continuing to engender respect and deliver results.

Testimonials



Excellent program that will have an impact on my leadership

SME Bank, Emerging Leaders October 2023



It's a unique program. Very well thought out

Government, Emerging Leaders August 2024

Great insights from the experienced coaches.



Maybank, Emerging Leaders August 2024





2025 PROGRAM FEES

Ho Chi Minh,
Vietnam

11-14 August 2025

RM22,000

Fees include in-program accommodation in Vietnam

Dates and venues are subject to change

SCAN ME



Emerging Leaders - Adaptability.
Intelligence Redefined



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