



Iclif Executive Education Center

EMERGING LEADERS

ADAPTABILITY INTELLIGENCE REDEFINED

Cape Town,
South Africa

1 - 4 June 2026

Dates and venues are subject to change. Last Updated: 26 November 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).

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 intensive 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. While the facilitators and guest speakers expose them to new ways of leading, they will also 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 - navigating flood waters in urban districts, facing resistance to cultural transformation or leading critical conversations with a challenging team member - 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 culture transformation 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 a **variety of instructional strategies**, 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
- 06** Leveraging Generative AI (GenAI) to drive sharper insights and empowered team performance in dynamic environments





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
- Adaptive Leadership in the GenAI Era: Elevating Insights and Performance
- Stakeholder alignment in complex environments

LEADING HIGH-PERFORMANCE TEAMS

- Developing flexibility in adapting appropriate leadership styles
- Climate-adaptive mindset development
- Team empowerment during uncertainty and crisis
- Creating resilient organizational cultures



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.

Immersive visits in each country will showcase local initiatives that bring the program's themes to life and connect with participants' profiles.

DAY 1

- Introduction & Context Setting
- Leadership In Harmony
- Contracting + Letting Go

DAY 2

- Leadership Centering (Part 1)
- Personal Leadership
- Managing Stress (Part 1)
- Decoding Values & Purpose
- The GenAI Wave: Ride it or Go Under
- 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

- Change Leadership
- Leadership Challenges
- Focused Feedback
- Wrap Up



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.



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.

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





Philip Whittaker is a seasoned executive with over 25 years of diverse experience in corporate and entrepreneurial settings. He has an impressive track record in founding companies, launching successful ventures, and managing key business functions such as sales, marketing, and operations across multiple industries, including retail, leisure, hospitality, sports, entertainment, media, and financial services. His strategic acumen is further highlighted by his collaborations with government entities in Australia and South East Asia.

In his most recent role as CEO of Sim Leisure Group Ltd, a Singapore-listed company headquartered in Kuala Lumpur, Philip's leadership helped guide the company through a very dynamic and challenging period. His 3.5-year tenure also included roles as Commercial Director and Corporate Advisor.

Prior to this, he dedicated over 9 years at Themed Attractions Resorts & Hotels Sdn. Bhd., a subsidiary of Khazanah Nasional Berhad, in roles such as CEO Attractions, Chief Commercial Officer, and Chief Marketing Officer where we successfully launched and managed multiple leisure assets.

Before his tenure with Themed Attractions, Philip accumulated over a decade of experience in senior roles in marketing, operations, and management. He worked with global brands such as Village Roadshow Theme Parks, Goodwill Games, and Warner Bros. Entertainment, and various national sporting bodies in Australia. Additionally, Philip successfully founded and managed his own consulting, marketing, and PR agencies, collaborating with numerous companies across diverse industries.

Philip combines a deep appreciation for local cultures with a global business perspective. For the past 13 years, he has called Malaysia home, fully embracing its vibrant culture while maintaining a strategic outlook that spans across continents.

As a strategic management practitioner, Philip's blend of extensive experience, strategic management skills, and leadership expertise positions him as a valuable asset to any organization seeking to be more effective with its leadership. His proven ability to drive business growth, develop and execute comprehensive strategies, and engage effectively with diverse stakeholders will be invaluable to any organization looking to achieve its strategic goals.



Jeffrey Ong OLY is an Olympian and former Malaysian national swimmer whose mission is to help people unlock and unleash their superpowers. With a career that spans over 30 years, he brings rich experience from the media, events, sports marketing, and human capital development industries.

A two-time Olympian, Jeffrey represented Malaysia at the 1988 and 1992 Olympic Games, and has earned numerous accolades throughout his sporting career. He is an eight-time SEA Games gold medalist, a World Cup, World University Games and Asian Games medal winner, and a former Asian record-holder in the 1500m Freestyle. In recognition of his achievements, he was named Malaysian Sportsman of the Year in 1988.

Today, Jeffrey channels his passion into empowering individuals to bring out the best in themselves - helping them elevate their circumstances, strengthen their capabilities, and transform their lives.





2026 PROGRAM FEES

Cape Town, South Africa

1 - 4 June 2026

RM32,250 | USD7,500*

Fees include in-program accommodation in South Africa
Dates and venues are subject to change

** 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



Emerging Leaders - Adaptability
Intelligence Redefined



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