

Jointly organized by ASBM and AICB



EMERGING LEADERS

LEADING WITH ADAPTABILITY INTELLIGENCE

Phuket,
Thailand

10 - 13 November

2025





OVERVIEW

Much has been said about IQ and EQ, but what leaders need now in this quick-shifting business environment is Adaptability Intelligence. Leaders must cultivate the adaptability to shift their approach and respond dynamically to today's challenges while charting a course for the future.

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). Being able to cultivate this flexibility requires emotional maturity, a critical skill that goes beyond emotional and social intelligence, and which at ASB, we rank among the top Smart skills of the future. What does adaptable, emotionally mature leadership look like? We think it's a lot like water. Just as water has the ability to shapeshift, the adaptable leader can meet challenges as they arise and adjust their approach based on what is needed most.

Just as water is life-giving when it's clear and pure, in an always-on world, leaders must master the art of being consistently authentic, whether onscreen or offscreen. And just as water may seem gentle and yielding on the surface, its persistence can carve through surfaces as hard as stone. Even when seemingly trapped, water finds a new path to flow towards. We believe it's the timeless, lasting things that allow a leader to handle this dizzying pace of change. This includes a leader's self-awareness of their values and purpose and cultivated skills like empathy and mindfulness.

In this course, emerging mid-level leaders and managers will be equipped with a toolkit that will help them navigate the shifting waters of uncertainty, while leading with courage and empathy. This toolkit is built to help leaders not only survive, but thrive in times of great change.

IF YOU ARE A LEADER OR MANAGER ENGAGED IN:

- Leading and managing from the middle;
- Navigating high-stakes, crucial conversations where opinions and priorities may vary;
- Digital transformation or change management projects;
- Networking and gaining feedback from peers/colleagues from other industries;
- Revitalizing the mind, body and soul and harnessing the energy required to lead effectively;

this program was created for YOU!





PROGRAM DESCRIPTION

The Emerging Leaders program equips participants with skills and tools to adapt their leadership strategy and style to any environment. Participants will take away breakthrough skills that are workplace-ready and instantly usable.

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

- 01** Find and harness each individual's source of leadership energy
- 02** Adapt personal leadership strategies and styles to different situations
- 03** Drive difficult conversations
- 04** Lead initiatives and interact in an emotionally-intelligent way
- 05** Create a high-performance culture by developing and empowering teams
- 06** Manage the performance of direct reports more effectively

HRD Corp Terms & Conditions:

- The claimable amount per participant (Ringgit Malaysia):

Program Fee	HRD Corp Claimable Amount	Program Fee Payable	Other HRD Corp Claimable Amounts
RM22,000	RM7,000	RM15,000	• Trainee Allowance: RM750/day • Airfare: 50% of economy airfare

- **Only Malaysian employees of registered contributors of HRD Corp** are eligible for the above claim benefits.
- All other conditions imposed are subject to HRD Corp Terms & Conditions

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



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.





2025 PROGRAM FEES

Phuket, Thailand

10 - 13 November
RM22,000

Fees include in-program accommodation at Phuket, Thailand
Dates and venues are subject to change.

SCAN ME



Emerging Leaders - Leading with
Adaptability Intelligence



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