

MANAGING TEAMS FOR HIGH PERFORMANCE



PROGRAM DETAILS

FACULTY	DATE/TIME	FEE
Sheila Singam	2 October 2025 9.00AM - 5.00PM	RM2,750 before SST*

*Fee excludes accommodation at ASB Residential for outstation/ overseas participants but can be arranged at additional cost.

Program Overview

Just as a compilation of notes does not make a symphony or a bunch of words does not make a bestseller, likewise, putting a group of high performing individuals together do not guarantee they will create a high performing team. Individual players working alone cannot compare with the elegance or effectiveness of a well-oiled team dedicated towards a common purpose.

Research has shown that whether in the world of sports or the world of investment banking, individual high performance cannot transfer across teams. It takes NBA players an average of 21 games with a new team to recover their pre-transfer performance. A group of Harvard researchers discovered that 46% from a sample of 1,052 high-performing investment analysts were unable to replicate their outstanding performance when they moved to a different investment bank.

This evidence supports the notion that people succeed not only through their own raw talent and capacity, but also by building on the support structure and team ecosystem around them. As football legend Pelé said, "The team is the winner or loser, not the player. A team is not made up of isolated individuals. No one plays alone. Success depends on your whole team being a single unit."

If you are a business leader managing a team, the Managing Teams for High Performance course is for you. Taught by Sheila Singam, this program provides a better understanding of team dynamics and the common factors that hinder team performance.

Drawing on the work of Patrick Lencioni, one of the pioneers of the organizational health movement, this course will explore the 5 most common dysfunctions in a team:

- Absence of trust
- Fear of conflict
- Lack of commitment
- Avoidance of accountability
- Inattention to results

Through interactive discussions and exercises, this course will help you understand how to overcome these dysfunctions and lead a team effectively to achieve maximum efficiency.

Learning Outcomes

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

- Develop skills to create and sustain a high performing team model
- Develop skills and tips to manage blocks to high performance in a team
- Develop confidence in managing diversity in the creation of a team
- Develop skills to support team members in developing bond to a common purpose

Who Will Benefit?

- Mid- to Senior career professionals in leadership and managerial roles, who aspire to advance in their careers and gain the confidence to lead teams for better performance.
- Entrepreneurs and Business Owners who want to understand how to better lead and manage their teams to maximize business performance, while avoiding the pitfalls of a dysfunctional team.

Faculty



Sheila Singam has been conducting transformational programs across a variety of industries for the past 17 years.

She has an Honours degree in Mathematics and Chemistry and a Diploma in Education from University Malaya as well as a Post-Graduate Diploma in Innovation and Design Thinking jointly delivered by MIT Horizon Sloan, Columbia Business School and Tuck School of Business. She is also a Trainer of Neuro Linguistic Programming and NLP Coaching certified by the American Board of Neuro Linguistic Programming and a Trainer of Time Line Practitioner certified by the Time Line Therapy®

Association in addition to being a certified trainer by the Human Resource Development Fund (HRDF) under Malaysia's Ministry of Human Resources.

Sheila is much sought after for her training and presentation skills and has been featured on talk shows on Malaysian television stations on Astro and on the country's most popular business radio station, BFM89.9, where she has a monthly series on Biz Bytes. She is also a columnist for The Star.



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