

# TRANSFORMATIVE **LEADERSHIP**

Driving Innovation and Synergy Across Teams

Led by Executive Coach

**ELENA DOLMAT,**

ICC & MCP Coach, ICF,  
Neuro-Coach, CIPD

**29 & 30 October 2025**

9 am - 5 pm

Malaysia HR Forum Academy  
Menara PKNS Petaling Jaya

**RM 3,500**

**100% HRDC Claimable**



## Program Overview

In today's fast-evolving world, leadership is not just about delivering results. It's about responding to complexity with clarity, leading across diversity, and inspiring transformation in uncertain times. Yet many capable leaders continue to operate with outdated mindsets, reactive habits, or invisible internal limitations that hold them, and their teams, back.

This immersive two-day program is a place to learn how to lead yourself and others to create change in the world, it is a space to explore your big questions as a leader. The program is designed for senior leaders who want to elevate their leadership presence and systemic influence. It goes beyond traditional leadership training by engaging participants at the level of values, identity, and meaningmaking – exploring the deeper forces that shape how we think, decide, and lead. It is for you if you are brave enough to challenge yourself and have your ideas challenged.

You will walk away with practical tools, deep insight, and a renewed sense of your leadership – ready to navigate disruption, engage a multi-generational workforce, and foster a culture of innovation, resilience, and accountability.





## Training Objectives

Over two days, this program invites you to explore strategies which help you:

- Lead with influence and vision in times of change and disruption
- Inspire innovation and creativity across a multi-generational workforce
- Foster a culture of resilience and accountability
- Navigate organizational challenges with confidence and clarity
- Strengthen your leadership presence and strategic decision-making ability

This isn't just another leadership course — it's a transformation journey tailored for today's forwardthinking leaders.

## Who Should Attend?

This course is highly recommended for:

- C-Suite Executives (CEOs, CFOs, COOs, CIOs)
- Division Heads & Department
- Senior Managers across Strategy, Operations, HR, Production, and Customer Service
- Business Unit Leaders and High-Potential Successors

## DURATION

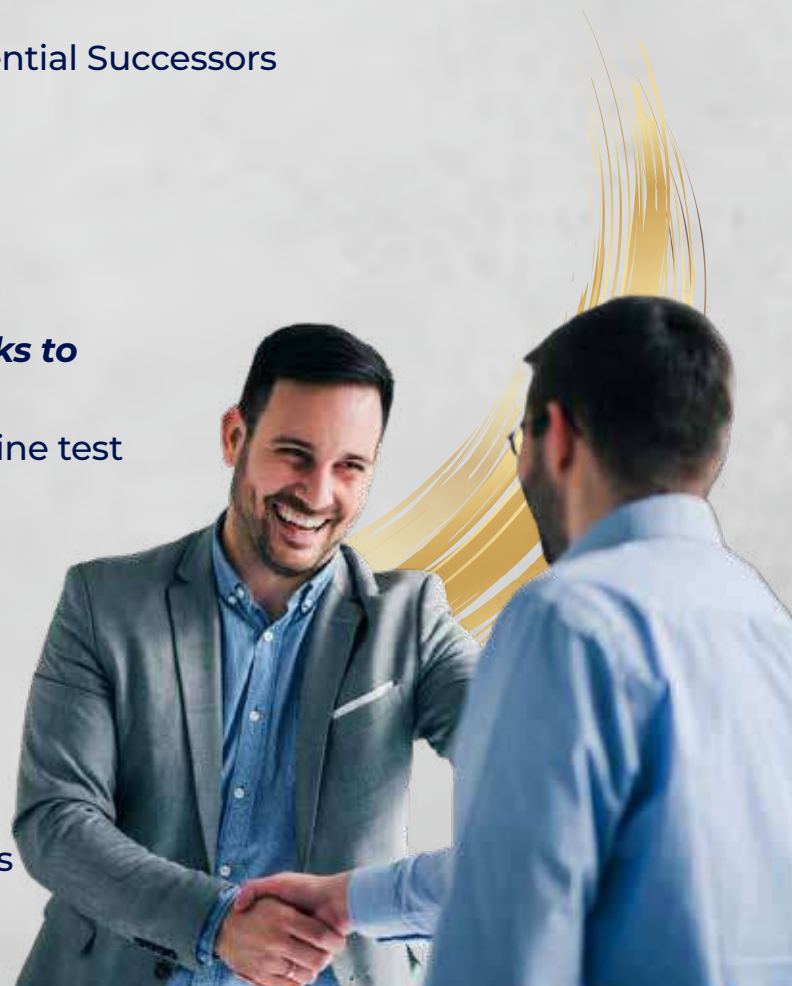
**2 Days**

***Pre-work (the facilitator shares the links to the tests to participants in advance)***

1. Assessing inner saboteurs (PQ) via online test
2. VQ (Vital Quotient) test

## METHOD OF TRAINING

- Immersive experiences
- Peer coaching
- Challenge simulations
- Group & Individual reflective practices



## CONTENT DAY 1

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### ***Module 1: Unique leadership signature***

- Opening circle & Presence practice
- Discovering your unique leadership voice. Addressing your inner saboteurs
- Values in practice exercise: identify and reflect on alignments and misalignments
- Journaling & Exercise: what do I stand for, and how I signal it in my leadership presence and decision making

### ***Module 2: AQ - the inner architecture of adaptability***

- Assessing your current AQ (Adaptability Quotient)
- Mapping where you are most reactive
- Building adaptability and emotional agility as a leadership strength

### ***Module 3: Adaptive leadership for complex times***

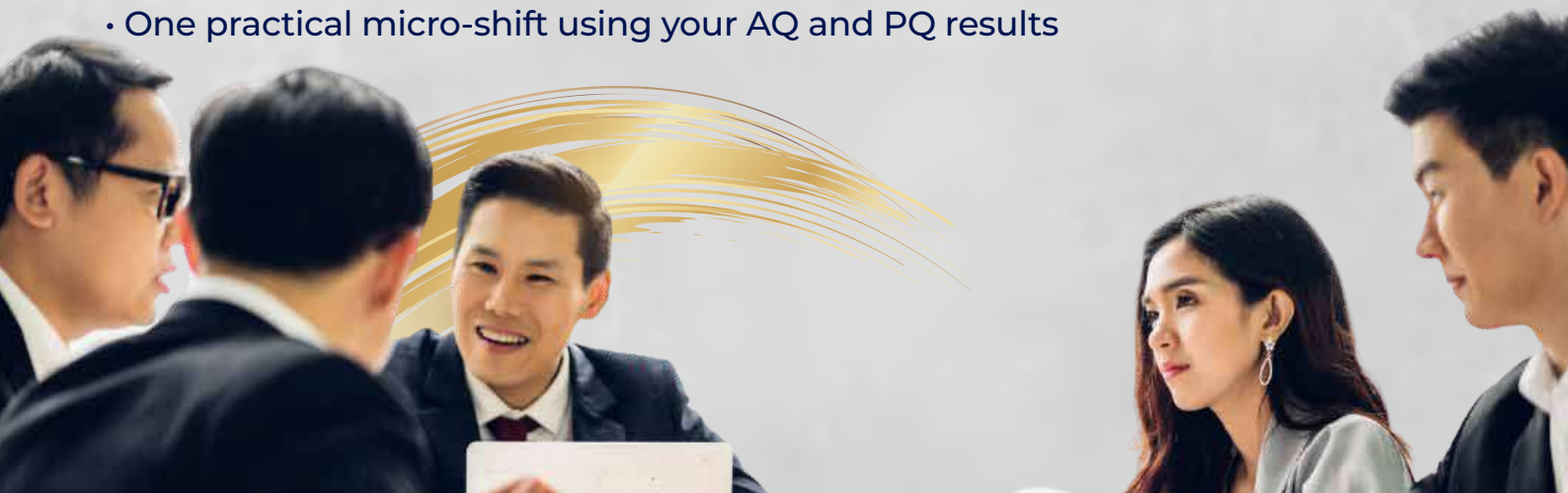
- Introduction to the Cynefin Framework
- Exercise: mapping complex, complicated, chaotic, and clear problems
- Group challenge: choosing the right leadership response for different systems

### ***Module 4: Resilient leadership & performance***

- Stretch & Support mapping
- Understanding reactive vs responsive leadership through Neuroscience lens
- VQ Energy: resilience habits and practices for sustainable leadership

### ***Module 5: Action planning - Part 1***

- Day reflection practice
- One practical micro-shift using your AQ and PQ results



## CONTENT DAY 2

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### ***Module 6: Challenging leaders' beliefs - polarity reframes***

- Reflective exercise: who are you as a leader?
- Polarity flip exercise: reframing unsupportive leadership meaning making

### ***Module 7: Visioning and influencing through uncertainty***

- Exercise: what is a future I want to lead into, even if the path is unclear
- Vision drawing / storytelling to anchor vision at all levels: Mind-Body-Heart
- Leading with 3-step coaching-style leadership model

### ***Module 8: Systemic influence - from blame to accountability***

- Peter Hawkins' approach to systemic coaching - reframing "problems" as connection-based challenges
- Feel-back vs. Feed-back - practicing challenge-in-connection coaching
- Creative simulation: sensing what does the system want to happen

### ***Module 9: Enabling Synergy across teams***

- Synergy vs. fragmentation in organizations
- Shared Outcome Model - tool to shift focus from individual agendas to collective results
- Exercise: defining your internal relationship systems and dynamic in the teams

### ***Module 10: Inspire innovation and creativity across generations***

- Generational differences in motivation and communication - how to adapt leadership across age groups
- Case challenge: practice facilitating innovation and creativity in intergenerational teams

### ***Module 11: Action planning - Part 2***

- Final commitment to continuous improvement as a leader
- Peer coaching or accountability buddy system setup
- Integration map: 30-day implementation focus





Author & Facilitator:

**ELENA DOLMAT,**

*ICC & MCP Coach, ICF, Neuro-Coach, CIPD*

Ms. Elena Dolmat, originally from Belarus and currently based in Malaysia/Borneo, is a professional Executive Coach with over 18 years of experience. She holds accreditations from ICC, MCP, LDP, Neuro-Coaching and CIPD. She is a certified Practitioner of a Vertical Leadership Development, Executive Coach certified by the University of Cambridge, INSEAD alumni, Coach – Neurobiologist, Team Coach, Facilitator and Trainer.

She collaborates with a diverse array of global organizations in Individual and Team Coaching settings, including Unilever, Boeing, Grab, Nike, Adidas, WeWork, The Kraft Heinz Company, Svitzer, Orange Business Services, Exinity Group, AbbVie, Netcracker, White & case, Solvay, Wargaming, Owens Corning, IQVIA, the WHO, UNOPS etc.

In her coaching practice Ms. Elena works with the Executives and Staff of the organizations and helps them build personal and professional capacity and a thinking strategy at a new level. This helps individuals understand and leverage their brain functions to foster effective communication, decision-making, conflict resolution and problem-solving skills that are sustainable and impactful.

Clients who work with Ms. Elena experience significant breakthroughs, achieving new levels of success in their personal and professional lives.



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**Areas of expertise:**

- Leadership Coaching
- Emotional Intelligence and resilience
- Decision making, meaning making and purpose
- Communication and relationship
- Vital energy (VQ), mindfulness, motivation
- Design-thinking-based Career progression
- Team Coaching
- Many other areas by request

**Educational qualifications:**

- Master of Business Administration, Management and Entrepreneurship
- Bachelor in Teaching and Education

**Accreditations:**

- Certified Leadership Coach, NeuroLeadership Institute, ICF, USA
- Professional Practitioner of the Vertical Leadership Development Framework (LDP), UK
- Certified EQ-i 2.0 | EQ360 assessor and debriefer
- Accredited Neuro-Coach, ICF, UK
- Certified and Professional Coach of International Coaching Community (ICC), UK
- Certified Coach of Meta-Cognitive Programming by the Academy of Exponential Coaching, Canada
- Practitioner Team Coach, EMCC, Australia
- Executive Coach certified by the University of Cambridge, UK
- Fellow Member CIPD, UK
- CIPD Mentor