

## 2025 Leadership Programs

Behavioural Based Approach | Bite-Size: 1-day In-House Program

### MANAGE SELF

**1**

#### Unpack your Limiting Belief

Cultivating a 'Why-Not!' Mindset



#### Alpha-Women Leadership

See you at the Top! Keep femininity grounded  
[ *Lady Bosses Edition* ]

**2**

**3**

#### It's OK not To be OK !

Managing burnout: Cognitive and Spiritual balanced-approach



#### It's OK not To be OK!

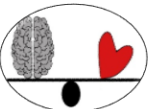
Managing burnout: Prophet (s.a.w)'s approach  
[ *Islamic Perspective Edition* ]

**4**

**5**

#### Sigma Leadership

First Time Managers Program



#### Emotional Intelligence for Transformative Leadership

**6**

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#### Emotional Intelligence for Transformative Leadership

Lessons from Prophet Muhammad (s.a.w.)  
[ *Islamic Perspective Edition* ]



#### Coaching for Performance

*Becoming Leaders that Inspires, not Leaders that Perspires*

**8**

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#### Managing Multi-Generational Workforce

Psychology approach to Employees Engagement & Motivation



#### From Good to Great

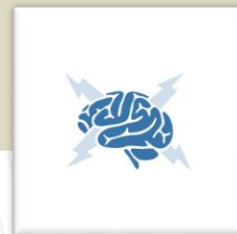
*Behavioral Science approach to combat unintended toxic work culture*

**10**

### MANAGE WORKFORCE

### MANAGE OTHERS

## LEADERSHIP PROGRAM: MANAGE SELF



### 1 **Unpack your Limiting Belief** Cultivating a 'Why-Not!' Mindset

#### Program Objective

Foster belief that abilities, intelligence and talents can be developed through dedication, efforts and learning. This mindset promotes resilience, adaptability and a love for challenges, enabling individuals to thrive in personal and professional endeavors

#### Program Content

- ❑ Identify, challenge and overcome mental barriers that restrict personal growth, achievement and fulfillment
- ❑ Understand the root causes of limiting thought patterns
- ❑ Benefits of life-long learning and desires to acquire new knowledge and experience
- ❑ Develop flexibility to adjust to new situations, environment and challenges effectively

#### Key take-away from the program

- ✓ Cultivate a stronger sense of self-worth and capability
- ✓ Take actions aligned with true potential and goals, rather than fear or doubt
- ✓ Achieve personal transformation



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

“

*You are confined only by  
the walls you build yourself*”

Andrew Murphy

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## LEADERSHIP PROGRAM: MANAGE SELF



2

### Alpha-Women Leadership

See you at the Top! Keep femininity grounded  
*[Lady Bosses Edition]*

#### Program Objective

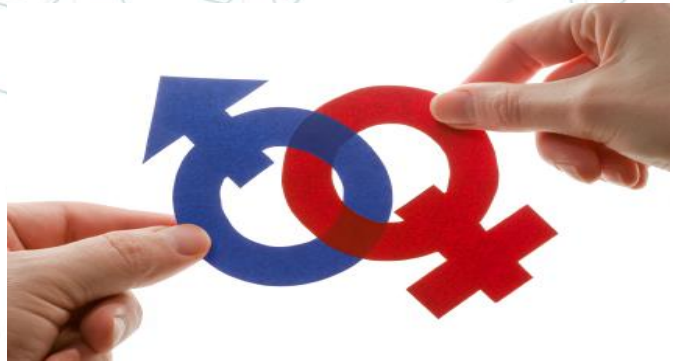
Women apply 75% of leadership behaviours identified as most effective in managing business challenges more frequently than men. This program is to ignite this strength in women in best way possible to bring about positive changes at workplace and business performance

#### Program Content

- ☐ Longitudinal study of Leadership motive pattern and managerial success in women and men
- ☐ Differences of communication style between men and women-
- ☐ Stakeholders Management and What Matters
- ☐ Building, Articulating and Living your personal brand

#### Key take-away from the program

- ✓ Create a unique value proposition and practice articulating this proposition and your key messages
- ✓ Develop communication strategies that create a convincing and powerful impact and build influencing capabilities



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ We (women) may encounter many defeats, but we may not be defeated ”*

Maya Angelou

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## LEADERSHIP PROGRAM: MANAGE SELF



### 3 **It's OK not To be OK !** Managing burnout: Cognitive and Spiritual balanced-approach

#### Program Objective

Help individuals to recognize, identify and manage burnout (or hidden burnout)- often caused by prolong stress and non conducive work environments, which would have reverse impact on individual's emotional, physical and cognitive state if left unaddressed

#### Program Content

- ☐ Neuropsychology and Self-Management
- ☐ Amygdala Hijacks- Managing your Amygdala
- ☐ Recognise and mitigate burnout habits that promote long term success and well-being
- ☐ Impact of not recognizing and early mitigating burnout to mental and physical health, and work productivity

#### Key take-away from the program

- ✓ Create a balanced lifestyle, and maintain well-being by achieving a harmonious relationship between work, personal life and self-care
- ✓ Reconnect with goals, passions and a sense of purpose, improving overall life ( professional and personal) satisfaction



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ You cannot burn out until you catch on fire ”*

Ralph Waldo Emerson

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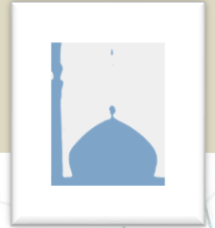


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## LEADERSHIP PROGRAM: MANAGE SELF



### 4 **It's OK not To be OK !** Managing burnout: Prophet (s.a.w)'s approach *[ Islamic Perspective Edition ]*

#### Program Objective

Help individuals to recognize, identify and manage burnout (or hidden burnout)- often caused by prolong stress and non conducive work environments, which would have reverse impact on individual's emotional, physical and cognitive state if left unaddressed

#### Program Content

- ☐ Neuropsychology and Self-Mgmt
- ☐ Revisit of Prophet (s.a.w) life stories
  - o Building resilience out of trial and turbulence
  - o Forgiveness and Tawakkal as a tool
- ☐ Recognise and mitigate burnout habits that promote long term success and well-being
- ☐ Impact of not recognizing and early mitigating burnout to mental and physical health, and work productivity

#### Key take-away from the program

- ✓ Create a balanced lifestyle, and maintain well-being by achieving a harmonious relationship between work, personal life and self-care
- ✓ Reconnect with goals, passions and a sense of purpose, improving overall life ( professional and personal) satisfaction



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ And the heaven He raised  
and imposed the balance.  
That you not transgress  
within the balance ”*

Quran, 55 : 7-8

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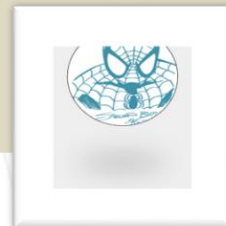


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## LEADERSHIP PROGRAM: MANAGE SELF



### 5 **Sigma Leadership** First Time Managers Program

#### **Program Objective**

To heighten self awareness and leadership adaptation to environment; including transitioning through the Leadership Pipeline from managing self to managing others

#### **Program Content**

- ☐ Contents, Philosophies and Principles of Leadership Pipeline
- ☐ Understanding the role of a manager within a larger leadership context
- ☐ What is expected out of Me?
- ☐ Key leadership and behavioural competencies that matters
- ☐ How do manage my own motivation?

#### **Key take-away from the program**

- ✓ Help first time managers understand the underlying drivers of their behaviors, how that impacts others and how they inspire their team members towards achieving business goals
- ✓ Goal setting to build development plan that will be required to successfully lead and deliver work objectives



**Duration:** 1 Day

#### **Investment Fees:**

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### **Venue:**

Your office premise/venue of choice

*“ The first passage from managing self to managing others is often the hardest transition in leadership pipeline ”*

Ram Charan

#### **Contact Us:**



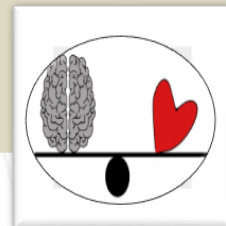
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## LEADERSHIP PROGRAM: MANAGE OTHERS



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### Emotional Intelligence for Transformative Leadership

#### Program Objective

Based on the work of Dr Daniel Goleman, noted author and pioneer of emotional and social intelligence, this workshop offers participants key understandings on emotional intelligence and its impact to collaborate with and lead others.

#### Program Content

- ☐ Obtaining fresh insights in how the brain and body work together
- ☐ ESCI (Emotional & Social Competence Intelligence) model – The Four Domains
- ☐ Social Awareness
- ☐ Building Foundations of Emotional Intelligence
- ☐ Barriers of ESCI
- ☐ Strategies to develop ESCI to increase performance at work

#### Key take-away from the program

- ✓ Understand the emotional foundation critical to effective leadership
- ✓ Understand how emotions and behavior affect their own performance and that of their team
- ✓ Lead and collaborate more effectively across organisational boundaries



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ Train people well  
enough so they can leave,  
treat them well enough  
so they don't want to ”*

Sir Richard Branson

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## LEADERSHIP PROGRAM: MANAGE OTHERS



### 7 Emotional Intelligence for Transformative Leadership Lessons from Prophet Muhammad (s.a.w.) [ Islamic Perspective Edition ]

#### Program Objective

Based on the work of Dr Daniel Goleman, and strongly guided by exemplary experiences by Prophet (s.a.w)'s life stories, this workshop offers participants key understandings on emotional intelligence and its impact to collaborate with and lead others.

#### Program Content

- ☐ Obtaining fresh insights in how the brain and body work together
- ☐ ESCI (Emotional & Social Competence Intelligence) model – The Four Domains
- ☐ Social Awareness & Quranic verses on emotional intelligence
- ☐ Building Foundations of Emotional Intelligence
- ☐ Barriers of ESCI
- ☐ Strategies to develop ESCI to increase performance at work

#### Key take-away from the program

- ✓ Understand the emotional foundation critical to effective leadership
- ✓ Understand how emotions and behavior affect their own performance and that of their team
- ✓ Lead and collaborate more effectively across organisational boundaries



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

“*Verily the most honoured of you in the sight of God is the one who is the most righteous*”

Al Hujurat 49: 13

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## LEADERSHIP PROGRAM: MANAGE OTHERS



### 8 Coaching for Performance Becoming Leaders that Inspires, not Leaders that Perspires

#### Program Objective

To equip leaders as coaches to help their team members to identify the individual's development need to meet expected performance level

#### Program Content

- ☐ Introduction to Coaching – What is coaching and characteristic of a coach
- ☐ Coaching Framework : The GROW model
- ☐ Deep Listening & Powerful Questioning
- ☐ Understanding what triggers difficult coaching conversations
- ☐ Dealing with difficult coaching situations
- ☐ Creating a sustainable coaching journey
- ☐ Instilling coaching culture

#### Key take-away from the program

- ✓ Understand the importance of coaching in driving performance
- ✓ Recognize where I stand as a coach and why it is important for me to be effective as a coach in my role
- ✓ Opportunity to practise coaching skills in diverse coaching situations



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ Unless you understand people, it's very hard to motivate them ”*

Sir Alex Ferguson

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## LEADERSHIP PROGRAM: MANAGE WORKFORCE



9

### Managing Multi-Generational Workforce Psychology approach to Employees Engagement & Motivation

#### Program Objective

To make more effective leaders in improving workforce productivity and building strong employees' engagement that would impact on team and business performance.

#### Program Content

- ☐ What are Leadership Styles & Behaviours
- ☐ Elements of an effective workplace
- ☐ Understanding of different needs of each workforce generations- what motivates them?
- ☐ Have much clearer picture of what it takes to lead effectively and how you can make that happen
- ☐ Actions Planning

#### Key take-away from the program

- ✓ Recognise the impact of your leadership behaviours are having on your team and how your actions can drive individual and team's results
- ✓ Improve performance across the organisation



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

*“ We need to remember  
across generations that  
there is as much to learn  
as there is as to teach”*

Gloria Steinem

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## LEADERSHIP PROGRAM: MANAGE WORKFORCE



10

### From Good to Great

Behavioral Science approach to combat unintended toxic work culture

#### Program Objective

To make more effective leaders in improving organizational climate & culture by building a conducive and productive environment that has positive impact to exponential growth

#### Program Content

- ☐ 4 Circle Model of Leadership Effectiveness
- ☐ Links between leadership behaviours and team performance
- ☐ Research on the impact of leadership styles and organisatioal climate
- ☐ Competencies of outstanding and top performing managers
- ☐ Actions Planning

#### Key take-away from the program

- ✓ Have a direct impact on the working atmosphere of your company, team or division – and ultimately on your company's financial performance
- ✓ Improve performance across the organisation



**Duration:** 1 Day

#### Investment Fees:

RM 10,000/ 1 day for in-house workshop  
(Max of 30 pax/session)

#### Venue:

Your office premise/venue of choice

“  
*Culture eats strategy  
before breakfast*”

Peter Drucker

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## Our Facilitators



**Naddia Azizis**



**Suhaimi Sulong**

### Key Credentials

Over 23 years working experiences in various HR Consulting and HR Practitioner leadership roles

- Former Associate Partner, EY
- Former Head, Human Capital Business Partners, Celcom Axiata
- Former Principal, Korn Ferry Hay Group
- Former Head, Performance and Rewards, CelcomDigi

### Education & Qualifications

- Bachelor of Science, Organisational Behaviour & Human Resources, Purdue University, USA
- Executive MBA- Strategic Leadership, Quantic School of Business and Technology, Valar Institute, USA ( Graduation date: Dec'26)

### Key Credentials

Over 30 years working experiences in various corporate leadership roles including HR & business lines

- Former Chief People Experience Officer, TM One
- Former Chief Human Capital Officer, Packet One Sdn Bhd
- Former Director of Human Resources, Mesiniaga Sdn Bhd
- Former Head of Government Affairs, Maxis Berhad
- Former Director of Group Human Resources, Proton Holdings Bhd

### Education & Qualifications

- MBA, Cardiff Business School, University of Wales, UK /UiTM
- Diploma in Mechanical Engineering, UiTM