

# GETTING YOUR ACT TOGETHER

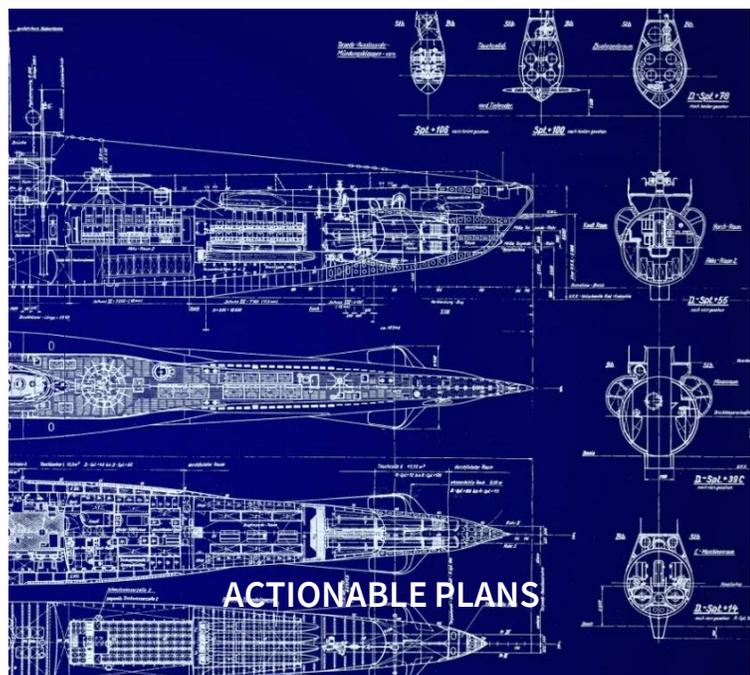
CUSTOMISED WORKSHOPS



ALIGNMENT AND FOCUS



NEW BUSINESS IDEAS



ACTIONABLE PLANS

## DRIVING OUTCOMES

- CONFRONTING INERTIA
- CUTTING THROUGH PARALYSIS
- OWNING ACTIONABLE SOLUTIONS



RECHARGING AND  
ENERGISING TEAMS

# FACILITATION THAT CUTS THROUGH THE FOG

Persistent and unaddressed strategy and management challenges cost a great deal in time and money. Due to misalignment of interests, biases and communicating at cross-purposes, internal attempts to facilitate solutions often perpetuate tensions, create delays and impede progress. At times vested interests may take a stake in perpetuating deadlock.

Sometimes all that is needed is expert external mediation, a safe environment and a process of facilitation that is trusted, efficient, focused on outcomes and unflinchingly honest.

Since 2004 The Global Institute For Tomorrow (GIFT) has helped thousands of global executives, government officials and nonprofit leaders find solutions to seemingly intractable problems.

GIFT facilitators have decades of collective experience advising governments and MNCs and conducting tailored outcome driven workshops to include all decision makers and not just those at the top of hierarchies.

Our approach is focused on simplicity, free of jargon and complex methodologies. Rooted in reality, it cuts through the superficial and goes straight to the core of the issues.

## Confronting hard truths



A different approach: No forward selling of services or securing the next assignment from the client allows for honest, impartial and trustworthy collaboration.

## Aligning interests and driving outcomes



### Chandran Nair, Lead Facilitator

Founder & CEO Global Institute For Tomorrow; Former Asia Chairman, Environmental Resource Management; Executive Committee Member, Club of Rome; Author of The Sustainable State: The Future of Government, Economy & Society

Decades of global business experience, independence and a deep appreciation of the client's objectives allows for structured and effective discussions rooted in the realities and challenges of the external environment.

Facilitators work to ensure that session outcomes are clearly articulated and agreement is reached on concrete actions, ownership and implementation roadmaps.

Prior engagement in the form of confidential conversations ensures alignment of expectations and "buy-in" from key stakeholders, while also avoiding the predominance of any one opinion influencing the direction of the facilitation.

There will be points of convergence and dispute, all of which serve to bring to the fore the underlying causes of disagreement or barriers to consensus.

GIFT clients include:



# BESPOKE WORKSHOPS: CUT TO THE CORE

## Management Issues

Within organisations, absence of clarity on corporate culture, shared goals and open communication can create a management team that lacks trust and is ineffective in achieving the organisation's collective goals. These barriers to team cohesion often require external facilitation to ask the hard questions and stimulate honest discussion.

GIFT's outcome driven facilitation methodology has helped organisations with:

**Team integration**

**Building a corporate culture**

**Consensus building**

**Operationalising new ideas**

**Track Record:** GIFT facilitated a two-day workshop with one of the largest pharmaceutical companies to identify and resolve conflicts within the management team, come to a consensus on the mindset changes necessary to achieve the desired business outcomes and an action plan to support development of new behaviours.

## Strategic Decision-making

The business environment is changing at a faster rate than ever before and organisations must continuously respond to remain competitive. Leaders must understand the impacts of the external environment on the business as well as critically examine current business models to ensure the relevance and sustainability of the organisation.

Corporate participants have been guided to:

**Rethink current constraints**

**Interrogate existing products and services**

**Create new business ideas**

**Develop actionable plans**

**Track Record:** Engagement for leading European chemical company to analyse challenges in key Asian market and outline new business opportunities to be shared with senior leadership

## Leadership Values

In order for leadership teams to effectively drive the business, manage change and motivate its people, they must be aligned on the leadership traits they wish to embody as a team, be able to articulate them to the organisation and lead by example.

This requires gaining awareness of existing shortcomings as individuals and as a team and redefining leadership as they know it. GIFT has worked with clients to:

**Map Leadership Gaps**

**Customise Purposeful Leadership Goals**

**Build Leadership Pillars**

**Instill High Performance Culture**

**Track Record:** Workshop series for Central Bank of a Southeast Asian country to create leadership pillars and cascade them through the organisation with implementable action plans.

## Sustainability Advisory

Sustainability can no longer be CSR, ESG or PR-led. Instead it must be understood and integrated into the core of the business model. The gap between awareness on climate and sustainability issues and global inaction is growing and companies can no longer remain reactive and assume that doing the minimum will be accepted.

GIFT's expert facilitation has advised leadership to:

**Understand what sustainability really means**

**Formulate clear positions on approach**

**Identify new opportunities**

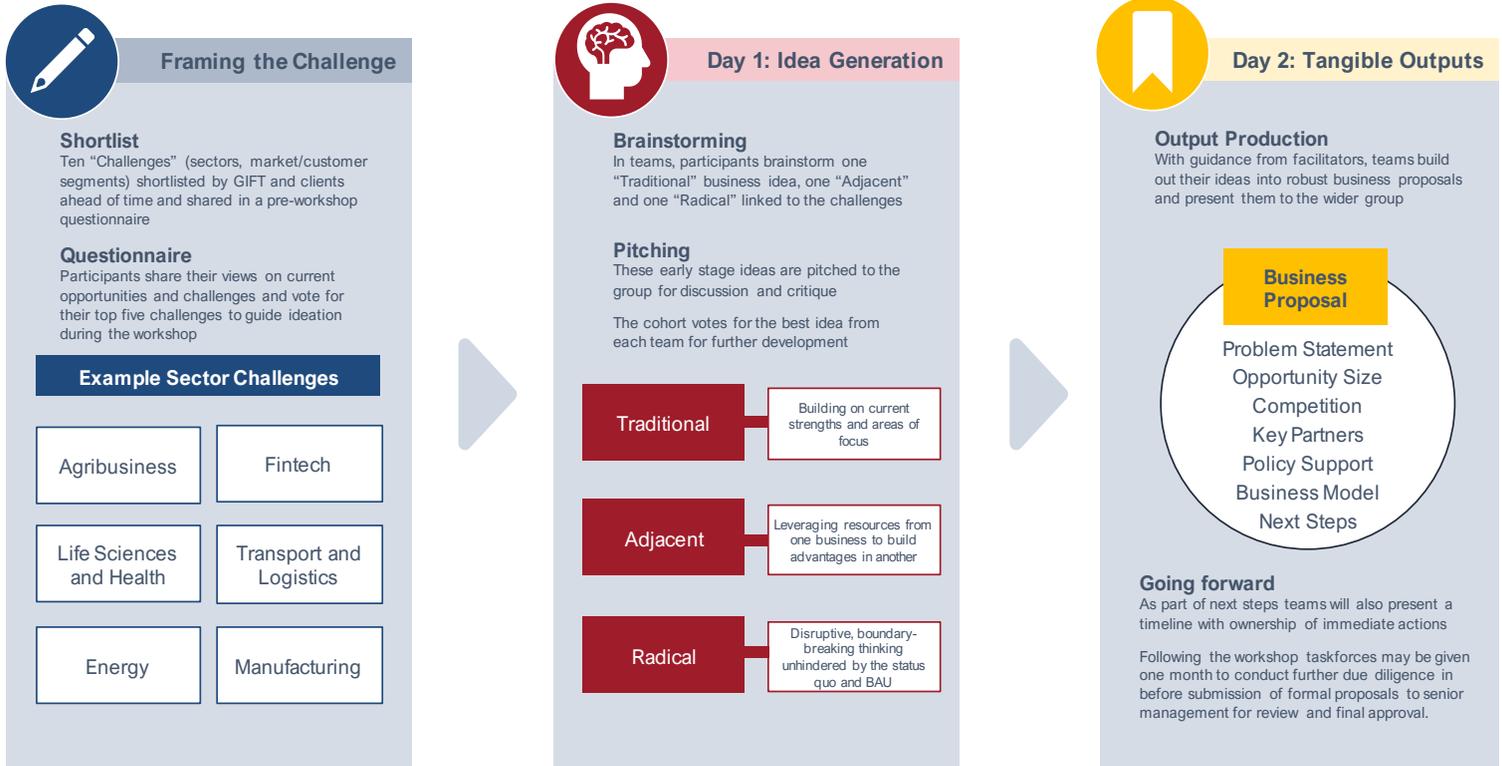
**Build organisational competencies**

**Track Record:** Customised workshop for a multinational food and drinks company to facilitate the leadership team to define the vision for sustainability and identify new business models to support the vision.



# PROVEN METHODOLOGY AND STRUCTURE

## Uncovering new business opportunities



GIFT workshops are designed to engage participants prior to convening in person, facilitate the production of valuable, original outcomes and define and agree the next steps and commitments to action for the team to take forward.

## Facilitating outcomes that matter



GIFT's outcome-driven facilitation methodology does not pre-judge outcomes or pre-empt ideas by assuming to have all the answers.

Emphasis is on creating a conducive and safe environment for candid and direct conversation.

Participants are challenged to think deeply about the challenges they face, build consensus on strategic goals, resolve divergent interests and supported to produce a clear and actionable position or plan.

Prominent subject matter experts may be invited to contribute with candid perspectives and insights.

For more information or to request a proposal contact us on +852 3571 8103 or email Eric Stryson - [estryson@global-inst.com](mailto:estryson@global-inst.com)

The **Global Institute For Tomorrow (GIFT)** is an independent pan Asian think tank specialising in outcome driven facilitation, executive education and sustainability advisory.

GIFT is focused on advancing a deeper understanding of the trends shaping governance, markets and societies in the 21st century.

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