

TRANSFORMATIONAL LEADERSHIP

Onsite — 2 days

“The Head, Heart and Hands of Transformation”

Situation changes that occur quickly, require leaders who are able to immediately adapt to the demands of change. Leaders who are able to mobilize not only themselves but also the entire team to successfully achieve goals in the midst of the current changes that are happening.

Transformational leadership is a leadership theory in which a leader works with a team or followers/subordinates not resting on their own self-interest, as well as to identify needed changes, create a vision to guide change through influence, inspiration, and implement change alongside members who have a common commitment. Transformational leadership occurs when a leader's behavior influences followers and inspires them to perform beyond their conscious abilities. Transformational leadership inspires people to achieve unexpected or extraordinary results.

Transformational leadership can be practiced and developed through 4 dimensions of leadership known as 4I's. The first is inspirational motivation, which is when leaders inspire their followers to achieve the highest goals of the organization by inspiring commitment and creating a shared vision for their organization. The second is Idealized Influence where the leader acts as a strong role model for his organization and leads by example and charismatic. The third is Intellectual Stimulation, which is when leaders encourage their followers to think creatively, innovatively and generate new ideas without reluctance by using communication methods that stimulate ways of thinking. The fourth is Individualized Consideration where leaders establish strong relationships with their followers, pay attention to individual uniqueness, support and guide their subordinates and allocate their time to develop the potential of subordinates.

In this 2-day training, participants will be equipped with various examples of best practices in the world of leadership. Inspirational stories, short videos, interactive discussions between participants, make this training an inspiring experience. Presented by resource persons who are experienced in leadership in various large companies and long experience facilitating various national companies in terms of leadership for various generations.

Learning Objectives

- The program is prepared to equip participants to develop effective transformational leadership skills
- Participants understand the basic principles and concepts of Transformational Leadership and can identify the differences between transformational leadership and other leadership styles
- Participants are able to apply the transformational leadership model with a focus on the 4I's (Idealized Influence, Inspirational Motivation, Intellectual Stimulation, Individualized Consideration) in practical leadership situations
- Participants can conduct self-evaluations related to transformational leadership abilities and can design personal development plans to improve transformational leadership skills
- Participants are able to develop the ability to inspire and influence teams and manage change effectively.

Learning Scope

Day 1

- Why We Talk About Leadership (again)?
- Transformational Leadership
- Inspirational Motivation
- Roleplay

Day 2

- Intellectual Stimulation
- Roleplay
- Transformational Leader's Talk
- Wrap Up

Learning Methods

- Offline Class
- Engaging experiential learning through group discussion
- Lively & Interactive with sharing, lecturing, roleplay, case study, watch movie
- Self-assessment
- Expert Sharing (Guest Speaker)

Participants

Middle Managers & Up

Consultant



M.A ENDANG TATIANA

Endang Tatiana's deep interests are in talent and organizational development. In the areas of development program, she was involved in high-level program for developing business management capabilities and leadership, which are related to Organizational Development, Performance Management, and Human Capital Development in the form of coaching, mentoring, training, and consulting.



WAHYUNINGSIH

Wahyuningsih is specialized in Human Resource and Personal Development subject, she's also has exposure for more than 20 years in banking company. She's experienced in the field of Employee Selection, Training Program and Personal Development, HR Services and HR Business Partner.



RUBEN SARAGIH

Ruben has expertise in leadership, performance management, and business processes. He is a founder of Indonesia Happiness Club. Ruben has 20 years of career experience in a variety of large companies ranging from services, retail, distribution, and manufacturing which in the last 5 years at the level of directors.

**Subject to availability*

Tuesday - Wednesday

08:30 - 16:00 WIB

3 - 4 September 2025

18 - 19 November 2025

Investasi

Rp 7.500.000,-

Subject to 11% VAT.

Early Bird:

- Investment fee deduction of 10% for payments made 5 (five) days prior to the program commencement
- For corporate partnership or deals, please contact our Business Partnership Officer +62 811-1991-1168 (Phone/Whatsapp)