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## NOEL TICHY IN KL!

20 OCTOBER 2015,  
Doubletree Hotel by Hilton,  
Kuala Lumpur, Malaysia

# MASTERING THE ART OF LEADERSHIP SUCCESSION

*"If an organisation is to meet the challenges of a changing world, it must be prepared to change everything about itself except its basic beliefs. The only thing sacred in an organisation should be its basic philosophy of doing business."*

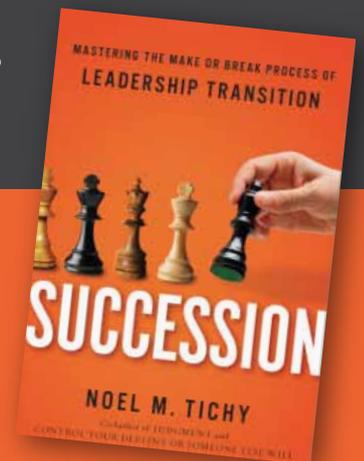
*Thomas Watson, former IBM CEO*

**FREE COPY OF DR TICHY'S LATEST MASTERPIECE**

**'Succession: Mastering the Make or Break Process of Leadership Transition'  
TO THE FIRST 30 PAX**

Take advantage of  
**EARLY Bird discount by 28 August**  
**SAVE up to RM300 per pax**

**REGISTER NOW!**



# BUILDING LEADERS THAT DEVELOP TALENT AND ADD VALUE TO THE ORGANISATION

In an unpredictable and challenging world, organisations that have a network of leaders with good judgment capabilities throughout the organisation are the ones most likely to thrive. Judgment is a leader's most important tool as their decisions resides in three domains – people, strategy and crisis. People judgment is foundational as it is about getting the right people and training them up

to make good judgment in executing your strategy and turning around crises. Sometimes it is possible to repair damage to an organisation or a career that results from misjudgement about strategy or crisis, however, it is almost impossible to recover from poor people judgement as we are often judged by others on the performance of our organisation.

## ONE DAY SEMINAR: MASTERING THE ART OF LEADERSHIP SUCCESSION

Time: 9AM – 5.30PM (*Open To Public*)

Attend this important one-day programme and take away a proven and practical approach on how to build a leadership pipeline with good judgment from first level manager to CEO candidacy.

|                   |  |
|-------------------|--|
| 9:00am – 10:30am  | SESSION 1 <ul style="list-style-type: none"><li>Critical success factors required for building a leadership pipeline from first level manager to CEO level</li></ul> |
| 10:30am – 11:00am | MORNING BREAK  |
| 11:00am – 12:30pm | SESSION 2 <ul style="list-style-type: none"><li>Developing leaders with better judgment capabilities at all levels</li></ul>   |
| 12:30pm – 2:00pm  | LUNCH  |
| 2:00pm – 3:30pm   | SESSION 3 <ul style="list-style-type: none"><li>The Critical Role of HR in Succession Planning</li></ul>   |
| 3:30pm – 4:00pm   | AFTERNOON BREAK & END OF ONE-DAY FORUM   |
| 4:00pm – 5:30pm   | <ul style="list-style-type: none"><li>The Role of the CEO and Board in the Succession Pipeline</li></ul>   |

### WHO SHOULD ATTEND

CEOs & C-level Executives • General Managers • Managing Directors • Executive Directors • Heads of Departments • Country Managers • Directors • Senior Government Officers • HR Directors & Managers • Training Managers • Managers being groomed to lead the organisation and those instrumental in developing the workforce •

## CEO LUNCHEON WITH A GLOBAL LEADERSHIP GURU: IS SUCCESSION A TRUE TEST OF SUCCESS FOR LEADERS?

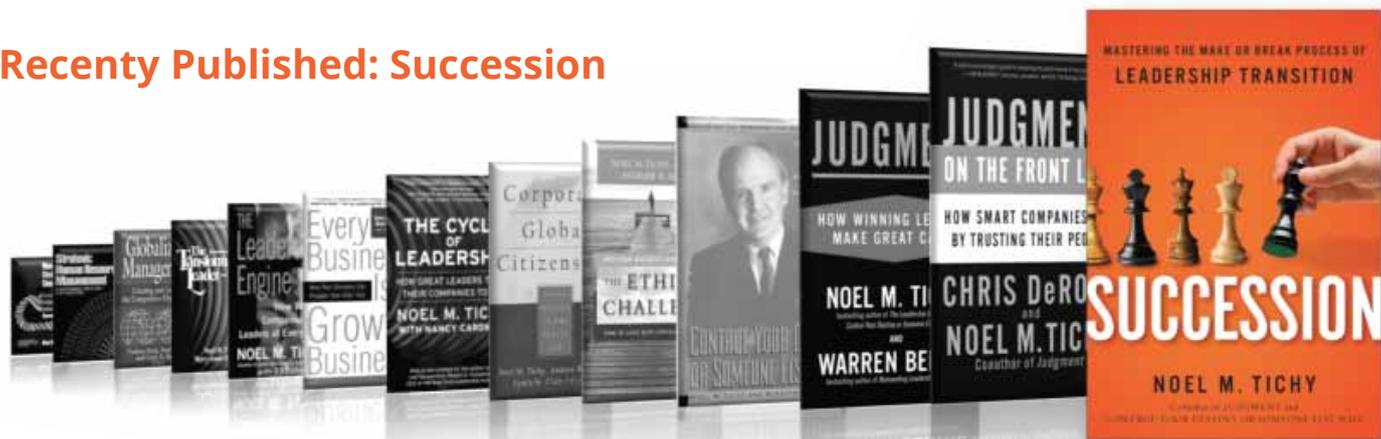
Time: 12.30PM – 1.45PM (*For senior decision makers only. Limited places*)

|                  |  |
|------------------|--|
| TIME             | PRIVATE LUNCHEON WITH A GLOBAL LEADERSHIP GURU:<br>IS SUCCESSION A TRUE TEST OF SUCCESS FOR LEADERS?   |
| 12:30pm – 1:45pm | <ul style="list-style-type: none"><li>Is success about being remembered as a great leader for the things achieved, or someone who raised great leaders to truly make a mark and leave a legacy?</li><li>The challenges of building an ethical moral compass for the organisation</li></ul> <p><i>* For senior decision makers only. Limited places available</i></p> |

### WHO SHOULD ATTEND

Presidents • Board Directors • CEOs & C-level Executives • Managing Directors • Executive Directors • Country Managers • Regional Directors • HR Directors • Director Generals • Vice Presidents • Senior Government Officers •

## Recenty Published: Succession



### ABOUT NOEL TICHY

Professor Noel M. Tichy is a Professor of Management & Organisations at the Ross School of Business at the University of Michigan, where he is the director of the Global Business Partnership, which for over a decade ran the Global Leadership Programme, a 36-company consortium of Japanese, European and North American companies who partnered to develop senior executives and conduct action research on globalisation in China, India, Russia and Brazil.

Dr Tichy is a Leadership Practitioner, consulted widely in both the private and public sectors. He is a senior partner at Action Learning Associates and his clients have included: Best Buy, GE, PepsiCo, Coca Cola, The Charoen Pokphand (CP) Group,

Thailand's largest private company, and one of Asia's largest conglomerates, Singapore Airlines, Infosys, Wipro Baosteel Group, China Eastern Airlines, Tata Group, 3M, Daimler-Benz and Royal Dutch Shell.

Dr Tichy recently partnered with a variety of medical systems as well as the Boys & Girls Clubs of America to build a world class capability for leadership development, and is currently partnered with two charter schools in Texas, Uplift Education and IDEA, to develop their leadership capacity.

In the mid-1980s, Professor Tichy was head of GE's Leadership Center, the fabled Crotonville, where he led the transformation to action learning at GE. Between 1985 – 1987, Professor Tichy was Manager of Management Education for General Electric where he directed its worldwide development efforts at Crotonville. Prior to joining the Michigan faculty, he served for nine years on the Columbia University Business School faculty.

Professor Tichy is the author of numerous books and articles. His most recent book is SUCCESSION: Mastering The Make Or Break Process Of Leadership Transition, JUDGMENT ON THE FRONT LINE: How Smart Companies Win by Trusting Their People (Portfolio 2012, with Chris DeRose).

### SPONSORSHIP OPPORTUNITIES

#### Private Consultation

For an exclusive one-on-one dialogue with Dr Tichy, one of the leadership gurus of this century and sought after business advisors among global senior executives for his expertise, don't miss the opportunity to host your own private forum and network with your peers and influential leaders on matters that are of concern to your industry. Available on a first-come-first-serve basis.

#### Conference Hospitality Group Package

Grab the opportunity to invite your senior executive team to attend and enhance their abilities to build your organisation into a winning organisation. OR invite existing and potential clients by sponsoring them to attend the conference to reinforce and build rapport with or get direct testimony / recommendation from your existing clients. For group bookings of 10pax or more.

#### Refreshment Break Package

A choice of 2 breaks are available. This enables the sponsors to have an opportunity for high visibility during the networking breaks.

#### Delegate Gifts Sponsorship

A choice of delegate gifts available to choose from. Exclusive package. Build goodwill for your brand by giving delegates a nice souvenir to take home.

To take advantage of the above offers, please contact us at [info@urban-forum.com](mailto:info@urban-forum.com) or call us at +603 6734 7887 / +6012 5805322



## FOUR TYPES OF KNOWLEDGE GUIDE JUDGMENTS

|   | People   | Strategy  | Crisis   |
|---|--|---|--|
| <b>Self</b><br>How do you learn? Do you face reality? Do you watch and listen? Are you willing to improve?  | Personal judgments about your ambitions, role and capabilities   | Personal judgments regarding your career and life strategy                              | Personal judgment made during times of crisis and introspection                                |
| <b>Social Network</b><br>Do you know how to build a strong team? How do you learn from team members? How do you teach them to make better judgments?                                      | Judgments about who is on and off your team  | Judgments about how your team evolves to meet business demands                          | Judgments about how and with whom your team operates during a crisis                           |
| <b>Organisational</b><br>Do you know how to draw on the strengths of others throughout the organisation? Can you create broad-scale processes by teaching people to make smart judgments? | Judgments about organisational systems for ensuring the quality and capability of people in the organization | Judgments about how to engage and align all organisational levels in strategy execution | Judgments about how to work with the organisation in times of crisis                           |
| <b>Contextual</b><br>Do you know how to create smart interactions among myriad stakeholders, such as customers, suppliers, government, stockholders, competitors and interest group?      | Judgments about which stakeholders are important and how to enage them                                       | Judgments about engaging stakeholders to frame, define and execute strategy             | Judgments about how stakeholders inside and outside the organisation connect to resolve crisis |

**Contact Person's Details:**

Name (Dr/Mr/Mrs/Ms) \_\_\_\_\_  
 Designation \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 Postcode \_\_\_\_\_ Country \_\_\_\_\_  
 Telephone \_\_\_\_\_ Mobile \_\_\_\_\_ Fax \_\_\_\_\_  
 Email \_\_\_\_\_

**Company Information**

Company Name \_\_\_\_\_  
 Industry \_\_\_\_\_  
 Staff Size  1-19  20-49  50-99  100-499  500-999  1000 above  
 Job Function \_\_\_\_\_

Please register the following for 'TICHY 2015' 20 October 2015

**Participant's Information**

1. Name (Dr/Mr/Mrs/Ms) \_\_\_\_\_  
 Designation \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postcode \_\_\_\_\_ Country \_\_\_\_\_ Email \_\_\_\_\_  
 Telephone \_\_\_\_\_ Mobile \_\_\_\_\_ Fax \_\_\_\_\_

2. Name (Dr/Mr/Mrs/Ms) \_\_\_\_\_  
 Designation \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postcode \_\_\_\_\_ Country \_\_\_\_\_ Email \_\_\_\_\_  
 Telephone \_\_\_\_\_ Mobile \_\_\_\_\_ Fax \_\_\_\_\_

3. Name (Dr/Mr/Mrs/Ms) \_\_\_\_\_  
 Designation \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postcode \_\_\_\_\_ Country \_\_\_\_\_ Email \_\_\_\_\_  
 Telephone \_\_\_\_\_ Mobile \_\_\_\_\_ Fax \_\_\_\_\_

**Fees**

| <input type="checkbox"/> ONE-DAY SEMINAR                | <b>EARLY BIRD FEE</b><br>(Pay <b>before</b> 28 Aug 2015) | <b>NORMAL FEE</b><br>(Pay <b>after</b> 28 Aug 2015) |
|---|--|---|
| <b>Individual fee</b>                                   | RM2,120 per pax (incl 6% GST)                            | RM2,227 per pax (incl 6% GST)                       |
| <b>Group Fee (3+ PAX)</b>                               | RM1,908 per pax (incl 6% GST)                            | RM2,014 per pax (incl 6% GST)                       |
| <input type="checkbox"/> CEO LUNCHEON                   |  |   |
| <b>Individual fee</b>                                   | RM636 per pax (incl 6% GST)                              | RM742 per pax (incl 6% GST)                         |
| <b>Group Fee (3+ PAX)</b>                               | RM424 per pax (incl 6% GST)                              | RM530 per pax (incl 6% GST)                         |
| <input type="checkbox"/> ONE DAY SEMINAR & CEO LUNCHEON |  |   |
| <b>Individual fee</b>                                   | RM2,544 per pax (incl 6% GST)                            | RM2,650 per pax (incl 6% GST)                       |
| <b>Group Fee (3+ PAX)</b>                               | RM2,332 per pax (incl 6% GST)                            | RM2,438 per pax (incl 6% GST)                       |

Total Amount \_\_\_\_\_ No of pax (x) \_\_\_\_\_ (unit fee) = RM \_\_\_\_\_

**Status of Sponsorship**  Self  Company (Please tick if company sponsored)

**3 EASY PAYMENT METHODS** (Please tick  as applicable)

\* Please write your name, contact number and "TICHY 2015" on back of the cheque.  
 Cross cheque shall be made payable to "Urban Forum (Malaysia) Sdn. Bhd."

- Cheque Cheque No. \_\_\_\_\_
- Telegraphic Transfer Cardholder's Name \_\_\_\_\_  
 Account: **Urban Forum (Malaysia) Sdn Bhd (594700-V)**  
 Bank Name: **Malayan Banking Berhad**  
 Bank Address: **Maybank Ampang Park, Lot 1.0.1 Ampang Park Shopping Complex,  
 Jalan Ampang, 50450, Kuala Lumpur, Malaysia**  
 Account No: **514057612440** Swift Code: **MBBE MY KL XXX**
- Credit Card Card Type  Visa  Mastercard

By filling up this form, you are deemed to have read and understood the Registration Guidelines, Procedures and Policies and have accepted the terms contained therein. Please ensure that the complete registration form together with the payment to reach us before the commencement of this event. Please address it to Urban Forum (Malaysia) Sdn. Bhd., B-5-6, 5th Floor, Megan Avenue 1, 189, Jalan Tun Razak, 50400 Kuala Lumpur, Wilayah Persekutuan, Malaysia or Fax: +603 2166 7010

**Date and Venue**

Date: **20 October 2015**  
 Venue: **Doubletree Hotel By Hilton,  
 Kuala Lumpur, Malaysia**

**Administrative Details**

**T** +603 6734 7887 (Local)  
 +6012 580 5322 (Overseas)  
**F** +603 2166 7010  
 Urban Forum (Malaysia) Sdn. Bhd.  
 B-5-6, 5th Floor, Megan Avenue 1,  
 189, Jalan Tun Razak,  
 50400 Kuala Lumpur  
 Wilayah Persekutuan, Malaysia  
**www.urban-forum.com**

**Online Registration and Enquiries**

**E** info@urban-forum.com  
**www.urban-forum.com/tichy**

**Early Bird Fees**

REGISTER AND PAY BY 28 AUGUST 2015  
 AND SAVE UP TO RM300

**Substitutes of Delegate(s)**

This is allowed, provided the organiser is notified in writing of the name and the designation of the new delegate(s) prior to the commencement of event. Transfer of registration to other programmes is not allowed.

**Incorrect Mailing Information**

It is possible that you may receive multiple mailings of this event or incorrect company details on the labels, for which we apologise. If this happens, please let us know so that we can update our database immediately.

**Cancellation & Refund Policy**

All cancellations of the registration must be in writing to the conference secretariat. Refund will only be made AFTER the Conference.

- If cancellation is received more than 15 days prior to the event, a full refund (minus an administration charge of 10% of the registration fees) will be provided.
- 10-15 days before the event, a 50% refund (minus an administrative charge of 10% of the registration fees) will be provided.
- Less than 10 days before the event, no refund will be given but a substitute delegate is welcome to take the place of a delegate.

**Cancellations and/or Postponements**

We reserve the rights to cancel and/or postpone the programme due to unforeseen circumstances.

Signature \_\_\_\_\_

Date \_\_\_\_\_