THE BIG RESET: RECALIBRATE TO ELEVATE

The Big Reset is all about constantly redefining, reassuring, and renewing.

ABOUT THE PRIMER

From business unusual to business as usual, we all have slowly emerged stronger and bounced back fiercer in the new normal together.

With new challenges ahead, like a possible looming recession, continuous rising inflation, and the great resignation creeping on the horizon, how do we pivot and find a silver lining?

Still, we find ourselves slowly emerging from the despairs of yesterday, conquering challenges today, and elevating each other for a better tomorrow.

The repercussions of this pandemic have impacted everyone. We, too, at Manila Execon Group, Inc., like many firms, have successfully navigated through what seems to be a fate of inevitable uncertainty. These crises are an ongoing reminder for us, as your long-time learning partner, to stay true to our purpose in assisting organizations and individuals by providing future-proof tools and skills needed to get through adversities like these.

How would you feel if you or your organization could become transformative through a world-class learning experience?

Now is a great time to invest in developing and empowering your future leaders and moving your organization forward in addressing your most pressing needs — by providing premier innovative capabilities targeting core competencies. This primer will guide you to leap forward in transforming your organization. Together, we will continuously traverse from one breakthrough to another by opening more doors of opportunity, whether face-to-face, virtual, or hybrid.

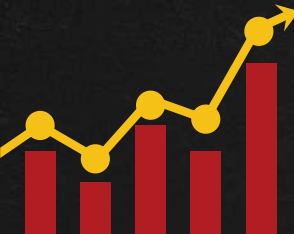**Thus, no learner is left behind.**
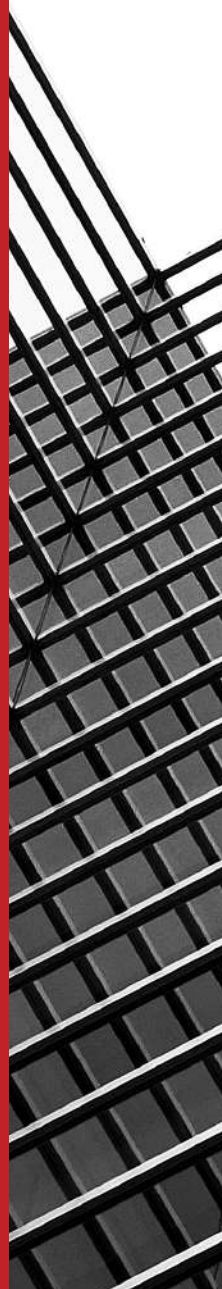
MANILA EXECON
GROUP INCORPORATED

RECALIBRATE

As we traverse a world of uncertainty in the big reset, now is our chance to regain control and seize momentum.

We at Manila Execon Group, Inc. continue to traverse the unpredictable new work scape by supporting you to recalibrate and elevate your organization through premier consultancy and premier learning programs to reskill and upskill your professionals at every level of the organization.

We continuously strive to nurture the leaders of today and tomorrow with future-ready skills to adapt to constant changes and rise above challenges.

Together we will elevate one another and reach greater heights. Let us help you get started with learning and unfold limitless possibilities by growing your transformative organization.

TO ELEVATE

At Manila Execon Group, Inc., we take pleasure in seeking out the most promising learning programs and providing them to you.

We are optimistic that we can position you on a world-class level by equipping your professionals with excellent learning solutions as we capitalize on your current skill and hone it further.

LEARNING FROM THE FINEST AND FROM YOU ENABLES US TO BECOME BETTER.

OUR PARTNERS FOR LEARNING

achieve+forum™
NOW PART OF KORN FERRY

AchieveForum, now a part of Korn Ferry, enables learners to cultivate leadership and strategies at all levels of the organization. It empowers them to lead from where they are and instills confidence which enables them to turn their big visions into reality.

Communispond™

Communispond recognizes that communication is a crucial skill to learn; however, it is oftentimes overlooked. Communispond helps learners exude confidence and improve the way they communicate and connect with others — allowing them to cultivate credibility and create better relationships.

Discover

Discover enables organizations to unlock their employees' ultimate potential by providing a host of psychometric profiling solutions. With the power of Psychology, we facilitate recruiters to make smart hiring and development decisions.

OUR PARTNERS FOR LEARNING

KT Kepner-Tregoe

Kepner-Tregoe invites learners to dig deeper and understand the situations around them better through a set of tried and tested processes. These untangle confusion and remove roadblocks that usually hinder us from seeing the whole picture, delaying us from resolving our concerns.

Farrell-Novita

Farrell-Novita encourages entrepreneurs to create and grow their businesses in the 21st century. Learners will recognize a sense of purpose, focus on customer and product, apply proven learnings, and get inspiration from the unique grounding basics of entrepreneurial enterprise.

MANILA EXECON GROUP INCORPORATED

THE BIG RESET

Published by Korn Ferry

It always seemed to start with a hot summer day and cloudless, untroubled skies. Then the temperature would begin to drop—so gradually, we might not notice at first. Only when the skies darkened, a cool breeze was felt, and ominous clouds built on the horizon did we know something was amiss.

But was it only a typical Midwest summer thunderstorm or something worse? We couldn't be sure until we heard that tornado siren and headed immediately to the basement. After a while, we knew what to do because we recognized the signs, adapted, and responded.

Today the economic, social, and geopolitical clouds around us are hard to ignore. The question is: Are we hoping it will all pass quickly—just a transitory moment? Or are we, as leaders, surveying the horizon, accurately perceiving today's reality to predict tomorrow?

And let's also take a look at the push-pull of today's workscape that continues to shapeshift—with no definitive form. We were locked up for so long, dramatic changes were made to the way we get things done. Now, people are re-examining all parts of their lives.

Is it hybrid working—or is that simply code for working from home? Is it quiet quitting? Or rather, is it really all about people conscientiously finding the purpose that defines their lives? And even something as benign as taking a vacation can be scrutinized and portrayed as "revenge travel"—a desire to make up for lost time away during the pandemic.

> **We're in the Big Reset.** The tectonic shifts that are happening under our feet are arguably the most significant since the Industrial Revolution. It all adds up to a complex picture that most of us have not quite faced before. Learning agility—or as I call it, knowing what to do when you don't know what to do—will be put to the test in the coming months.

Admittedly, over the last few years, it just feels like it's been one thing after another … after another—with a few moments of respite in between. And, quite candidly, it can be exhausting for everyone. It's a constant balance. Perform and transform. Results and resilience. Ambiguity and exactness. Accountability and compassion.

So, here's what we know to be true: **Times of great change can bring great opportunity.** This calls for a leadership framework, where mindset meets the moment—and all calibrated around what to do and how to do it:

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ANTICIPATE

It starts by accurately perceiving the reality of today—and knowing that anticipating is not just top-down, it's bottom-up.

NAVIGATE

We need to continually adjust, knowing that what has worked over the last couple of years may not work over the next few years.

COMMUNICATE

We don't just transmit information—we connect emotionally with others to elevate the horizon.

LISTEN

As this reset button is hitting, we can't manage from a spreadsheet.
We need to be tuned in everywhere.

LEARN

This takes mental agility, people agility, change agility, and strategic agility—all of which come together in learning agility, the No. 1 predictor of success.

LEAD

Amid the massive change of the Big Reset, leaders look for the deeper reasons. They connect the here-and-now with the why and the how.

We cannot let ourselves become complacent, ignoring—intentionally or unintentionally—the skies around us. In cycles of life and in business the unexpected is always to be expected. Indeed, the Big Reset is all about constantly redefining, reassuring, and renewing.

OUR LEARNING SOLUTIONS

achieve+forum™
NOW PART OF KORN FERRY

Cultivate Leadership and Strategies

→ Emerging Leaders
- Activating Change: Individual Contributor™

→ Emerging & First-level Leaders
- Guiding Collaborative Discussion™
- Hallmarks of Supervisory Success™
- Identifying Work Priorities & Setting Verifiable Goals: Individual Contributor™
- Influencing Outcomes Through Others™
- Making Collaborative Decisions™
- Managing Your Priorities™
- Resolving Conflicts with Your Peers™

→ First-level & Mid-level Leaders
- Building Team Pride & Purpose™
- Clarifying Performance Expectations™
- Conducting Performance Reviews™
- Correcting Performance Problems™
- Developing Team Agility™
- Identifying Work Priorities and Setting Verifiable Goals: Manager Version™
- Leading Innovation: From Concept to Customer Value™
- Leading Virtually: A Framework for Success™
- Offering Rewards & Recognition™
- Problem-Solving Results: Solutions, Improvements, and Innovations™
- Realizing Talent in Others™
- Shaping a Motivational Workplace™
- Leading Innovation: From Concept to Customer Value™
- Delegating for Shared Success™

→ First-level, Mid-level, & Senior - level Leaders
- Generations in the Workplace: Leveraging Age Diversity™

→ Mid-level Leaders
- Building Commitment to Results™
- Connecting People to Strategy™
- Developing Your Leadership Presence™
- Leading with Influence™

→ Mid-level & Senior-level Leaders
- Accelerating Strategic Initiatives™
- Bridging Strategies to Outcomes™
- Dilemma Management™
- Leading Change™
- Leading Through Transitions™
- Skillful Conversations™

→ All Levels of Leaders
- Adapting to Constant Change™
- Building Trust Under Pressure: The Basic Principles™
- Storytelling in Business™

Communispond™

Improve Communication and Relationships

- Executive Presentation Skills®
- Executive Presentation Skills Anywhere®
- Virtual Meeting Skills™
- Virtual Presentation Skills™
- Delivering Memorable Presentations™
- Creating Memorable Presentations™
- Virtual and In-Person Presentation Skills™

KT Kepner-Tregoe

Promote Clear-Thinking and Revitalize Processes

- Analytic Troubleshooting
- Frontline Simulation
- Problem Analysis
- Project Management
- Problem Solving and Decision Making
- Troubleshooting Simulation

Discover

Talent Identification and Development

- Astro
- Discover Assessments

interactive gamified assessements that are highly customizable

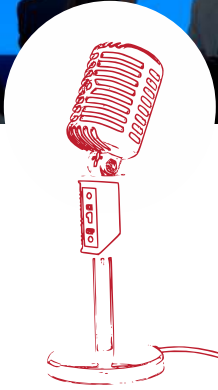## Farrell-Novita

Entrepreneurial Foundation and Techniques

- Getting Entrepreneurial

asynchronous online program

Our learning programs are highly-customizable according to your organization's needs whether live, virtual, or hybrid set-up.

Four Ingredients of a Memorable Presentation

Published by **Communispond**™

Think back to the last professional conference you attended. Out of all the sessions, which was the most memorable? Chances are that only one or two come to mind, and it's probably a safe bet that the reason you remember that presentation is not because the topic was the most compelling.

Captivating speakers give memorable presentations. It's not easy to be memorable in a good way, but it's not rocket science either, and it doesn't take raw, natural talent. That's right, you don't have to be a natural orator to captivate your audience. What you do need are skills and preparation. Let's assume that you prepared a thoroughly researched presentation, and your visuals follow best practices for business presentations. The venue is comfortable, the sound system top-notch, the coffee fresh roasted. It's all up to you now.

Remember to:

Make eye contact

Smile

Enjoy yourself

Speak in an Energetic Voice

Five ways employee assessments can improve your business

Published by **Discover**

Though candidate resumes, CVs and screening questions can offer basic information, they often fail to give a deeper understanding of their attitudes, personalities, and skillset. This increases manifolds since it is not a surprise that a significant number of resumes contain misleading information. Furthermore, even **screening interviews**, especially the unstructured ones, fail to serve the purpose due to the lack of bias-free judgement and high subjectivity. This leads to bad hires, which reduces your organization's overall productivity.

This is exactly where employee assessments come into the picture. These tools help collect information on candidates systematically and objectively during the hiring process. A professionally prepared and certified assessment is a quick and accurate way to learn about a candidate's abilities and personality.

In addition, depending on the sort of test utilized, these tests may provide useful information about a job candidate's ability to function in the workplace. As a result, companies that hire the best people may reap significant benefits from employee evaluation. Moreover, companies may better manage the huge pool of persons seeking available employment by incorporating these assessments into the candidate screening process.

Here are some benefits of conducting employee assessments:

- Provides a great deal of objectivity
- Streamlines the hiring process
- Reduces the hiring time
- Saves the cost of bad hires
- Reduces turnover rates

Skills For The Future Of Work

Published by **KT** Kepner-Tregoe

1. Essentialism—Focusing on the vital few

It isn't about how to get more things done: it's about how to get the right things done. It's about making the wisest possible investment of time and energy in order to operate at the highest point of contribution by doing only what is essential.

2. Grit—The sum of persistence and passion

Angela Duckworth, the author of Grit, defines this skill as having passion and perseverance for very long-term goals. Individuals who are gritty tend to be persistent and push themselves forward.

3. Learning Agility—Learn, test and repeat

Learning agility is the ability to evolve quickly and effectively by adapting to a changed context or environment. Agility is an action-oriented mindset that is directed by a greater purpose or objective to deliver specific outcomes.

4. Data Science/Data Analytics— Creating knowledge from big data

Have a solid foundation in critical thinking skills. For data scientists, this is important in identifying what data to provide. For data analysts, critical thinking helps them use that information to reach sound conclusions.

Knowing how to solve ill-defined problems in complex, new-world settings is an important skill set for organizations with their eye on the future.

5. Decision-Making by informed analysis

At the core of strong decision-making are leaders who know how to employ a structured process to arrive at the best balanced decision, regardless of the situation, and know with every confidence that it is the right one.
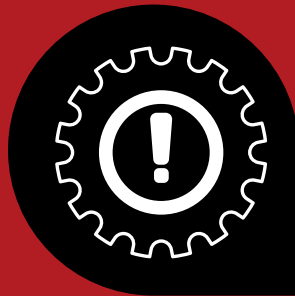
6. Complex Problem-Solving— Uncovering smart solutions in complex settings

Unlike linear thinking, complex problem-solving looks at the broader picture rather than the problem itself.

7. Design Thinking

Design thinking is creative problem-solving with empathy. It is a human-centric approach that views a problem or a challenge that uses those insights to develop a solution that is desirable from a user perspective that is logical and economically viable.

8. Contractor Skills—Rapidly acquired skills as needed

Contracting or outsourcing allows companies to rapidly acquire the skills they need as they need them. As organizations are forced to become more agile, hiring contract workers is becoming standard practice.

THE GREAT
RESIGNATION

by Vince Concio

According to a survey from the Conference Board, a non-profit think tank, 30% of employees say their level of engagement is lower than six months ago. Workers globally are experiencing blurred work-from-home schedules, back-to-office mandates, spiraling cost of living, fear of a global recession, the threat of war, and of course, getting Covid.

Less engaged workers are more prone to quit and become less productive than their more motivated counterparts.

Self Determination Theory proponents Edward Deci and Richard Ryan suggest that employees are motivated to perform when three basic psychological needs are supported: competence, relatedness, and autonomy.

Considerable empirical research indicates that when leaders create a work environment satisfying these intrinsic needs, employees experience higher levels of well-being, trust in the organization, engagement, satisfaction at work, and performance. When we talk about team wellness, that can include helping employees process their emotions and address stress and cynicism through empathy by:

1) providing employees with more alternatives for their decision-making,

2) re-establishing organization purpose, individual value, and team wellness, and,

3) continuing the skills and competence building.

TRAINER

PERFECTION VS.
EXCELLENCE

by Paula Peralta

I've always seen perfection as a self-imposed standard on how things should be—what's perfect to me isn't the same as what's perfect to you. It's an expression of control, both on yourself and on others.

Excellence, on the other hand, is giving it your 100%—regardless of the outcome. I've always found this definition tricky, until a colleague/mentor shed light on it. She said that excellence is something you do for yourself, not for anyone else.

It's knowing that you gave your all so that you can be proud of yourself when you look at the mirror.

She said that as a leader, excellence is something you should demand, because anything less than excellent is a disservice to the people you lead. Why? Because as a leader, you see what they are capable of, even if they don't see it for themselves yet. If you allow them to deliver less, then you're depriving them of realizing their true potential.

What's my key takeaway? There are times when we need to be tough with people. This is not because our standards are high, it's because our people's potential is high.

THOUGHTS

What work methods should businesses adopt in a post-pandemic world?

by Raul Ma. Peñaranda Jr.

The COVID-19 pandemic caused a dramatic shift to work culture and has forced employees to work at home and organizations to adapt to new ways of working. Due to the pandemic, it is estimated that over 60% of the global workforce has begun to work remotely. Businesses are now looking forward to post-pandemic operations in societies freed from lockdowns but must be ready to face new waves of Covid-19 variants or other deadly diseases.

In the preparation for a post-COVID-19 era, management should be guided by research into the workforce's preferences due to the increasing demand for skilled workers. Some organizations are testing a hybrid work style, a mix of WFH with office-based work, and see its potential to improve work-life balance. remuneration.

One of the most observed benefits of remote work is lower stress due to the elimination of time needed to commute to work. Studies have shown that long commutes to work have shown increased irritability and poor concentration. There are also financial benefits that can be observed. Not being required to buy formal work attire and lunch at work saves money. Another attractive feature of remote work is flexibility. Remote work allows employees to better plan their own time and makes it possible to balance their personal and professional life.

From a learning and development standpoint, organizations can benefit from lower operating costs by conducting training.

But the effects are not always positive, remote work also has its downsides. Social isolation and reduced employee engagement can be seen as an effect of remote work. Remote work also impacts the work-life balance of employees if not properly moderated. Instead of allowing remote workers to get better control over the work-life balance, for some, it can lead to an intensification of tasks when they end up working odd hours and weekends answering emails or doing work tasks. So, what should leaders do to ensure a successful implementation of a hybrid work policy?

> **"**
> **Organizations must set up remote workers for success by ensuring that employees have the right technology and equipment to be effective at home. This means ensuring they have a good network connection, a conducive place to work if possible, and software that eliminates distracting background noise during online meetings. Finally, leaders must also ensure that a clear separation between work and personal time for employees is maintained. There is a tendency to overlap between these two factors and some employees may be unable to separate it without guidance from management.**

Doing these things will ensure that a hybrid policy will keep employees engaged and minimize the downsides of remote work.
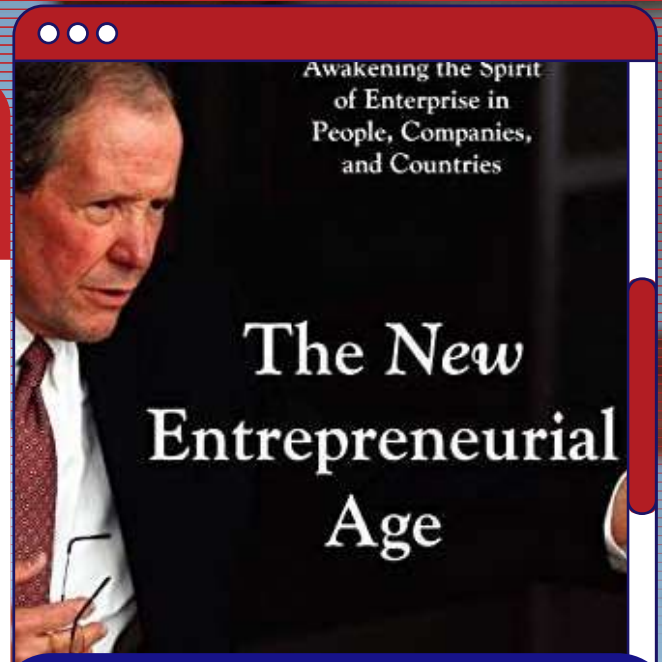
Getting Entrepreneurial

Manila Execon Group, Inc. is pleased to announce our newest learning program - Getting Entrepreneurial.

Together with Larry Farrell and Novita Digital LLC, we will provide our first-ever Online Entrepreneurship Seminars backed up by three decades of researching and teaching entrepreneurship all around the globe.

Awakening the Spirit of Enterprise in People, Companies, and Countries

The New Entrepreneurial Age

LARRY FARRELL

?

Why should I learn about 'Getting entrepreneurial?'

Our 'competitive advantage' is that we have actually done real research into the real practices of the world's great entrepreneurs and offer our students and clients an unparalleled level of experience and an unmatched roster of satisfied clients and blue-chip endorsers.

These are claims no competitor can match – not Stanford, MIT, London School of Business, Master Class, Coursera or even Larry's alma mater, the Harvard Business School!

We're inviting all past clients to give our new online entrepreneurship training a try. It's cheaper, much easier to schedule, and we're confident you will "love it!"

Let us enrich you with the principal foundation for entrepreneurship set for business success with Getting Entrepreneurial.

PUBLIC WORKSHOPS 2023

PROGRAM	DESCRIPTION	DATES
Problem Solving and Decision Making	Learn a step-by-step process for successfully solving problems, prioritizing issues, making good decisions, and analyzing potential risks and opportunities.	• January 24-27 • March 28-31 • May 23-26* • July 25-28 • September 26-29* • November 21-24
Project Management	Equip project leaders practical, scalable solutions to define, plan and implement any type of project—regardless of size or scope.	• February 21-24 • April 25-28 • June 20-23* • August 22-25 • October 24-27* • December 4-7
Executive Presentation Skills	Refine your executive presence and presentation skills to deliver powerful presentations to groups of any size.	• March 9-10* • July 12-13*
Virtual Presentation Skills	Equip yourself to nail your next virtual presentation. Hone skills to deliver captivating, compelling, and convincing content.	• January 18-19 • April 19-20 • June 7-8 • December 11-12
DISCovering Yourself	Analyze your behavioral profile and gain awareness on which areas to strengthen and improve on, to boost your productivity and efficiency as a professional.	• February 28 • August 11

* Face-to-face sessions

MANILA EXECON
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BE MORE WHEN YOU
Learn More

EMERGE
STRONGER
TOGETHER