

ARE YOU A BAD LEADER?

TRAINING & COACHING PROGRAM

Leadership is a skill that impacts every aspect of life—whether at home, in the workplace, or within your community. While many aspire to be effective leaders, few stop to reflect on the traits that may make them ineffective or, worse, bad leaders. This webinar, *"Are You a Bad Leader?"*, is designed to help you uncover the subtle yet impactful traits of bad leadership and guide you toward meaningful improvement.

Why is it important to learn about bad leadership? Leadership is not just about taking charge; it's about guiding others. Without recognizing the pitfalls of BAD leadership, you risk:

- Stagnation in personal growth.
- Misguiding teams and failing to achieve goals.
- Damaging trust and relationships in your community.

Understanding the signs of BAD leadership helps you address weaknesses, enhance trust, and create a positive impact wherever you lead.

How will this benefit you?

- **In Daily Life:** Leadership isn't limited to formal roles. Whether it's coordinating a family decision, managing a personal project, or mentoring a friend, strong leadership principles can help you handle challenges with confidence and purpose.
- **In Professional Life:** At work, effective leadership sets you apart. By avoiding the characteristics of bad leadership you can inspire your team, build credibility, and achieve long-term success.
- **In Community Life:** Communities thrive under ethical, capable leadership. Whether you're leading a local initiative, a volunteer group, or an organization, understanding and addressing bad leadership characteristics ensures that you contribute positively to collective goals and leave a lasting legacy.

This program is not just about identifying problems; it's about transforming weaknesses into strengths. By the end of this session, you will have actionable insights and tools to evaluate and improve your leadership skills for the benefit of yourself and those you lead.

Let's embark on this journey to identify, confront, and overcome the barriers to great leadership together!

PROGRAM OUTLINE

1. Introduction

- Welcome participants and introduce the topic.
- Share a quick anecdote or statistic on the impact of bad leadership.
- Present the key features of bad leadership:
 1. Lack of Clear Vision/Goal
 2. Lack of Ability
 3. Poor Values

2. Section 1: Lack of Clear Vision/Goal

- Define what vision and goals mean in leadership.
- Discuss consequences of lacking a clear vision (e.g., team confusion, wasted resources).
- Include a real-life example of a leader who failed due to lack of vision.
- Self-Reflection Activity:
 - Ask participants: "Do I have a clear long-term vision for my team/organization? Can my team articulate it?"
- Solution: Steps to develop and communicate a clear vision.

3. Section 2: Lack of Ability

- Define leadership ability (strategic thinking, decision-making, and execution).
- Discuss how lack of skills (e.g., technical, interpersonal) hinders leadership effectiveness.
- Share an example of poor leadership stemming from lack of ability.
- Self-Assessment Activity:
 - Ask participants to rate themselves on key leadership abilities.
- Solution: Encourage continuous learning, delegation, and leveraging team strengths.

4. Section 3: Poor Values

- Explain the role of ethics and values in leadership.
- Highlight the consequences of poor values (e.g., loss of trust, toxic culture).
- Case Study: A leader whose poor values led to failure.
- Reflection Activity:
- Solution: Develop a values-based leadership framework.

5. Conclusion and Q&A

- Summarize the three key features of bad leadership and their impact.
- Share tips on transforming weaknesses into strengths.
- Encourage participants to take a leadership self-assessment.
- Open the floor for questions.

Supporting Materials:

- **Polls/Quizzes:** Use short polls to gauge participants' understanding during the webinar.
- **Handout:** Provide a one-page leadership self-assessment checklist.
- **Interactive Element:** Create a real-time word cloud asking participants to share what "good leadership" means to them.

Follow-Up:

- Offer individual coaching sessions or access to a leadership self-improvement program.

PROGRAM DESCRIPTION

- This is a **4-hour** training & coaching program
- Each participant will have a **40-minute** one-on-one coaching session to personalise the learning and develop an action plan to enhance leadership to the next level.
- This program is for professionals and office-based staff of any industry.
- The allowable number of participants per session:
10 – 15 (online), **max 25** (in-person)

TRAINER & COACH

Dr. Mohamed Nismy is a human resource development strategist, author, accomplished trainer, leadership coach, and management consultant with over two decades of experience.

He has authored ten books on various topics related to leadership and management.

He holds a B.Sc. and M.Sc. in Engineering, an MBA (UK), and an MA (IOU). He completed his PhD at the University of Malaya on "Identification of Talents for Effective Utilisation of People." Presently, Dr. Mohamed Nismy is an Elite Fellow at UM.

Dr. Mohamed Nismy is a certified life coach, executive coach, leadership coach, and an accredited professional advanced trainer (ILM).

With a strong foundation as a Civil Engineer, he has spent twelve years in the Oil and Gas

industry, holding key positions such as Quality Assurance Engineer and Strategic Business Planner.

He brings over three decades of experience in community organisations and works, contributing through various roles, including planning, training, and leadership.

The amalgamation of his multi-disciplinary qualifications uniquely positions him to offer transformative training and consulting services to professionals and businesses of diverse backgrounds.

Dr. Mohamed Nismy's specialisation lies in sustainable Human Resources Development, and his expertise spans Strategic Planning.

His impact extends far and wide. He has positively influenced thousands of individuals through training and coaching programs and conducts corporate training programs covering various topics.

Dr. Mohamed Nismy combines academic prowess with practical experience, offering a holistic approach to HR development.