



“THE LEADERSHIP AND BUSINESS COMPETENCIES UPGRADE GAME”

“Money was never a big motivation for me, except a way to score. The real excitement is playing the game.”
 Donald Trump Sr.
 “The Difference Between Business and Enterprise”

An in-house program specially designed for...
YOUR ORGANIZATION



RCJ CONSULTING

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OVERVIEW

THIS IS A TRAINING PROGRAM WITH A DIFFERENCE.

THIS UNIQUE TBE PROGRAM TAKES THE FORM OF A COMPETITIVE BUSINESS GAME CALLED "EXECUTIVE CLASS" AND IT DELIVERS DEEP LEARNING EXPERIENCES WHICH ARE ENGAGING, EFFECTIVE AND AUTHENTIC.

This program recreates every aspect of the real world of running a business. It provides a truly simulated environment in which the actions taken by participants impact directly on the success or failures of their own companies, upon their suppliers, upon their customers and vitally, upon their competitors.

The TBE is a business game in which three to six people are appointed as the new management team of a large corporation. They have been selected to replace the previous incumbents who have been fired for failing to meet the shareholders 'high' expectations. The pressure is on for the new team to perform and to take their company to new heights by using their skill, expertise and creativity in a game where there can only be one winner.

Teams have to analyse business data and market trends to identify how their business works before they can steer themselves a course for the future. In the real world, new management teams are given a short grace period to 'bed-down' and properly understand how things work before they are expected to make changes and improvements.

The TBE works as a training tool because the 'game' aspect provides a competitive element that pits participants against each other for the glory of winning this exciting business challenge. It ensures that participants become engaged quickly and actively seek out new tools and resources to help themselves play the game.

POWERFUL LEARNING OUTCOMES

- Key leadership measures of success
- Production concepts
- KPI fundamentals
- Key Sales and Marketing concepts
- Generating and evaluating ideas
- Decision making
- Teamwork
- Time management
- Preparation and analysis of financial statements
- Problem solving
- Persuading and Negotiating Skills
- Presentation Skills

A PROGRAM FOR HIGH POTENTIALS and LEADERSHIP DEVELOPMENT

Participants will :-

- Understand and experience what it takes to become a high performance leader
- Apply the learning through application to their current situation.
- Increase their marketability in the organization
- Be encouraged to think more creatively
- Apply leading edge tools that are essential for strategic success
- Obtain personalized report on their strengths and weakness.

Your organisation will see :-

- A more influential manager able to work with a wide range of complex issues
- A manager who is able to input more to strategic issues
- Individuals prepared mentally for promotion into senior roles
- A manager who is able to lead change and contribute more to organizational direction

ABOUT PROGRAM DIRECTORS



Sean Worrall is a Senior Associate International Consultant of RCJ Consulting Sdn. Bhd. based in Singapore. He is a British citizen and has worked with blue chip clients all over the world. He has an MBA from the prestigious Warwick Business School (a UK top 5 school) and is also a CELTA qualified English Language teacher. Before joining Delaney Cantor he was Director of Operations (Asia- Pacific) for a multi-national banking software and services organization.

Companies he has worked with include: Barclaycard, HSBC, Capital One, GMAC RFC, Royal & Sun Alliance, MBNA, Winterthur Life, Ford Credit, OCBC, China Trust, Telekom Malaysia, Digitel, First Commercial Bank, DBS, Emirates Bank, Dubai Islamic Bank, East West Bank, Citigroup, Fuji Xerox, BP, Barclays Capital and Degussa Chemicals,. In the early part of his career, Sean worked in the professional theatre and brings some of these skills to training assignments particularly in the sphere of corporate role play.



Robert Massy is a founding director of Delaney Cantor. He gained a bachelors degree in Human Resources Management from the prestigious business school at Lancaster University and more recently, a Masters of Business Administration (MBA) from East London Business School. Robert has a diverse working history that moved through the public, not-for-profit and private sectors in a number of business-related management roles. After graduation Robert joined a large membership organisation in London, in the events and marketing department and quickly worked his way up

through the ranks. By his mid-20's, he was appointed the director of commercial operations. In this role, with a headcount in excess of 300, Robert was responsible for a wide variety of profit-driven business units in leisure, F&B, retail and marketing.

Robert relocated to Asia in 2005 where after a brief stint as the Director of Corporate Training for a Large US MNC, he turned to Delaney Cantor in a full time capacity. Throughout his career, Robert's training portfolio has included clients as diverse as Citigroup, Fuji Xerox, Barclaycard, JD Power, BP, Shell, BBC, Sime Darby, Telekom Malaysia, Philips Electronics, London School of Economics, Brighton University, ING and HSBC.



Richard Jacob is the founder and Principal Consultant of RCJ Consulting Sdn Bhd. He is an American Management Association (AMA) Global Faculty Member and has delivered training programs in Tokyo, Manila, Singapore, Jakarta, Lahore, Karachi, Shanghai, Beijing, Hong Kong, Saigon and Hanoi

He has an MBA from Cranfield School of Management in the United Kingdom, which is a leading European Business School. He is an Accountant by training and was an Auditor in an international firm of Accountants for

nine years. His strategic experience comes from being a Financial Manager, Company Secretary and Business Development Manager in a leading Swedish pharmaceutical company by the name of Astra Pharmaceutical.

Since 1995, Richard has consulted and trained some 8,100 General Managers and executives in several companies in Asia in his core business competencies which are Finance, Marketing, Leadership, Strategy and Change. Additionally he does soft skills training as he rose from the ranks and has significant line management experience.

Richard's impressive client list includes Hilton International and Maersk International, Unilever Philippines and UNAXIS of Switzerland in Finance, Philips units in Asia in Marketing modules as part of their Global Faculty for Revolutionary Change in Marketing, Matsushita Asia in Strategy and several other organizations in the region such as B Braun Malaysia, Schering AG Malaysia, Allianz Life, Hong Leong Group, Securities Commission, the Air Force of Malaysia, Pfizer Malaysia, BDO Binder, ASTRO, MAXIS, MIGHT, Patimas Computers Berhad, 3M, FSBM Holdings, MBT (S'pore), MIDF Group, Maybank in the areas of Leadership and Change, Marketing and Strategic Management. Richard is a skilled global trainer and facilitator with the capabilities to get participants to relate concepts into practice.

Given his towering personality, his ascent up the corporate ladder from being an articled clerk and his broad experience in developing and managing organizations, he has a special interest in the areas of behavioural change including motivation and attitude development.

Methodology

- Business simulation using a "Board Game.
- Mini lectures with intermediate activity where participants engage in the game in competitive environment.
- Facilitator's engagement with small groups.
- Team leaders are changed midway to evaluate behaviour change of leaders and team members
- Experiences are drawn to ensure comparisons with the client's industry

Comments from Previous Participants

What did you like best about the program?

- It incorporates all the elements in business management effectively within 3 days. Quite amazing!
- The practical portion of the game.
- The game/simulation
- Understanding financial statement
- The financial and strategy part.
- The value adds in every process for managing a company.

(The above are comments from TM High Potentials)

What did you like best about the program?

- The participation and ability to communicate using the board game
- It makes you analyze/strategize and take actions. It simulates of how the real world is.
- No moment of boredom
- Hitting the ground running, No slow periods. Excellent
- Interactive activities. Not boring

(The above are comments from Patimas High Potentials)

What did you like best about the program?

- It gives me good insight of business challenges
- The Game – “Games Mirror Life”
- Practical (Game Exercise) reinforces understanding of Key Management Principles
- Learning more about financial dynamics of business
- Business simulation – provide an overall understanding on how to run a business and strategic planning in order to win the game

(The above are comments from Manulife High Potentials)