

Government Ministry Turns To Lifeskills Institute To Deliver High-Impact Leadership Programs

Key Outcome

- ① The programme resulted in the implementation of a two-week leadership programme for selected officers of a government ministry to develop self-awareness of their leadership styles
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- ③ The programmed equipped officers with an effective leadership framework to build cohesive and high-performing teams

The Story

Since 2019, a Singapore government ministry has collaborated with Lifeskills Institute to deliver the first two days of their residential Leadership Programmes to selected officers. These programs aim to equip officers with the necessary skills and competencies to activate their personal leadership styles effectively, leading to increased team performance and cohesiveness.

Lifeskills Institute's leadership programs are delivered in an experiential and interactive format, ensuring that participants receive a practical understanding of the concepts and tools presented. As a result, the programs have consistently achieved high satisfaction scores among the attendees. To date, Lifeskills Institute has successfully delivered over 15 runs of both leadership programs, with each run training up to 25 participants.

Objective



Equip officers with an effective framework to build cohesive and high-performing teams



Cultivate understanding of how personal leadership qualities and DISC styles can be activated to drive stronger team performance and engagement



Learn how human tendencies and leadership styles can influence the five behaviours of Trust, Conflict, Commitment, Accountability and Results in their teams

The Solution



Lifeskills Institute provided a 2-day programme called "DISCover the Leader in Me" to address the APAC leader's needs. The first day of the programme focused on utilizing the DISC framework to help participants understand their own and their colleagues' leadership styles, as well as developing soft skills to enhance their interpersonal effectiveness. On the second day, the programme shifted focus to "The Five Behaviours of a Cohesive Team" framework. This equipped leaders with the strategies necessary to establish a cohesive and high-performing team.

The Outcomes

Lifeskills Institute has consistently received high levels of participant satisfaction across multiple runs of in-house leadership development programmes, which is a testament to the trust the ministry has in our team to deliver a transformative experience. This time around was no exception.



The 2-day programme that preceded the 2-week-long in-house leadership development

programme created a more open and participative learning environment, resulting in increased motivation and knowledge absorption. This, in turn, increased the overall effectiveness of the training, as evidenced by the programme satisfaction score of more than 4.5 out of 5.

Furthermore, 98% of the staff officers who attended the programme reported that the knowledge gained would be beneficial to both current and future postings. This highlights the valuable impact of the training on their professional development.

By gaining a better understanding of their own and their colleagues' leadership styles, officers are better equipped to handle ideological conflicts and work cohesively towards achieving organizational objectives. Ultimately, this contributes to building a more productive and harmonious workplace environment.



Programmes Engaged

DIScovering the Leader in Me as part of Ministry In-House Leadership Programme and Advanced Leadership Programme

