

# **GTCC-FTCC thoughts-changing workshop: Transforming mindsets and behaviors for effective leadership**

## **Why and how to boost Accountability, Engagement and Collaboration to strengthen competitiveness in AEC**

**Thursday 3 April 2014, 8:30 - 11:30 hrs**  
**Ballroom, Pullman Bangkok Hotel G**

### **Summary:**

To enhance companies' competitiveness in the **AEC** context, employees' behaviors must evolve towards more **Accountability, Engagement and Collaboration**. To achieve that, companies' leaders must first change employees' mindsets and way of thinking. In this innovative, experiential workshop, we explore how they can do it, and senior leaders share expert advice and practical tips. You take away practical actions to drive your organization's culture towards more **Accountability, Engagement and Collaboration**, and enhance competitiveness.

Please note this highly interactive event is specifically designed for senior leaders. To maximize individual learning, it is limited to 40 participants (registrations on a first-come, first-served basis; up to 2 participants per organization)

### **Key-topics:**

- Transforming mindsets and behaviors to bring the best out of people: where to start?
- How to Secure Key Professionals in Thailand for Success in the AEC?
- What changes in thinking and behaviors must take place, to increase employees' **Accountability, Engagement and Collaboration**?
- What practical actions can leaders implement to facilitate those thinking and behavioral shifts?

### **Workshop outline:**

8:00 am	Registration, breakfast & networking
8:30 am	Opening remarks
8:35 am	<b>The big picture:</b> "Transforming mindsets and behaviors to bring the best out of people: where to start" from a General Manager's global perspective <i>Key-note by Gary Lim, General Manager, Technip Engineering (Thailand) Ltd</i>
8:50 am	<b>First things first:</b> "Securing Key Professionals in Thailand for Success in the AEC" How to avoid common mistakes and use recruiting service providers effectively <i>Experience-sharing by Thomas Ehle, Director at JAC Recruitment</i>
9:05 am	Q&A with the two guest-speakers
9:15 am	<b>The big challenge:</b> "Transforming mindsets and behaviors for effective leadership in the AEC" <i>by Martin Aldergard, Jean-Francois Cousin and Dr. Gerrit Pelzer</i> Through activities and experiences, we will together examine how <b>leaders' beliefs</b> condition their ability to strengthen a culture of A.E.C. (Accountability, Engagement, Collaboration), and how we need to <b>change employees' thinking and mindsets first</b> before they adjust their behaviors.  You will identify <b>impactful actions</b> you can take, to improve behaviours and be more competitive in the AEC
11:25 am	<b>Q&amp;A</b>
11:40 am	Conclusion
11:45 am	Closing

## Learning

- Reflect and challenge your beliefs as a leader
- Understand why and how to change employees' thinking first, then their behaviours, starting with their leaders
- Identify practical steps to drive your organization's culture towards more Accountability, Engagement and Collaboration, and strengthen competitiveness
- Share experience with other successful leaders

## Complimentary on-line assessment of levels of Accountability, Engagement and Collaboration

Participants registering before March 19th are invited to take advantage of a complimentary, confidential and anonymous on-line survey, which will provide them with the current levels of Accountability, Engagement and Collaboration in their company, versus the levels managers desire.

This on-line survey takes 5 minutes only to complete.

Companies participating will receive their own confidential report prior to the event, which will help their representatives get maximum benefits from the workshop.

## Bios



**Martin Aldergard, Partner, ENPEO**  
has more than 15 years experience in employee communication, development and corporate transformation, from Sweden, China, Thailand and Vietnam. He is a founding member of ENPEO, serving large local organizations and multi-nationals in Thailand and regionally.



**Jean-Francois Cousin,**  
**Certified Executive Coach, I-2-WIN**  
held senior executive positions in Asia and in Europe for a Fortune 500 company. An ICF Master Certified Coach, he has served over 400 executives across Asia and The Middle-East. His passion is unleashing more accountability and collaboration in the Organizations he works with.



**Thomas Ehle, Director,**  
**JAC International**  
13+ years experience in Executive Search & Recruiting Firm Management in the Asia-Pacific region. Thomas is currently leading Executive Search and specialized recruiting teams at JAC International – a professional recruiting service provider in Thailand.



**Gary Lim, MD, General Manager,**  
**Technip Engineering (Thailand) Ltd**  
with 20 years work-experience across Asia and Europe, is heading Technip 800-strong workforce in Thailand, including personnel from several ASEAN countries; Technip received the "Top Employer" award in Thailand and Worldwide for 2014.



**Dr. Gerrit Pelzer,**  
**Certified Executive Coach,**  
**Vivo Coaching**  
brings 12 years of senior management experience in Europe and Asia to the table. As Certified Executive Coach, he specializes in leadership development, cross-cultural leadership effectiveness, and work-life balance coaching.