



MALAYSIAN INSTITUTE OF MANAGEMENT
Institut Pengurusan Malaysia 1999-0



International
Association of
Coaching®



CENTRE FOR COACHING & MENTORING
TEAMCOACH
INTERNATIONAL



INTERNATIONAL
COACHING
CONFERENCE
KUALA LUMPUR

2018

#ICCKL2018

ISTANA HOTEL, KUALA LUMPUR
3-4 OCTOBER 2018 | 8.30AM-5.00PM

COACHING
FOR THE
FUTURE

Expanding The
Horizons of
Coaching

OPEN SOURCE LEADERSHIP AND THE FUTURE OF COACHING

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The Iclif Leadership and Governance Centre



NEXTAGE

KUKA

\$ P/B 1A

09



The world is changing – fast,
but coaching isn't!

From Industry 1.0 to Industry 4.0

8 predictions for the world in 2030

1. All products will have become services
2. There is a global price on carbon
3. US dominance is over. We have a handful of global players
4. Farewell hospital, hello home-spital
5. We are eating much less meat
6. Today's Syrian refugees, 2030's CEOs
7. The values that built the West will have been tested to breaking point
8. By the 2030s, we will be ready to move humans to the red planet



Jet engine
bracket
challenge.

GRABCAD



Where did the winning entry come from?



M Arie Kurniawan, an engineer from Salatiga in Central Java, Indonesia

USD7,000 prize money

Center for the Fourth Industrial Revolution

WORLD
ECONOMIC
FORUM

COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

1. Artificial intelligence and machine learning
2. Internet of things and connected devices
3. Blockchain and distributed ledger technology
4. Autonomous and urban mobility
5. Drones and tomorrow's airspace
6. Precision medicine
7. Digital trade
8. Fourth Industrial Revolution for the Earth
9. Data Policy

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity





TECHNOLOGY

BUSINESS

MARKETING

MANAGEMENT

VISION

STRATEGY

GOALS
ENTERPRISE
PRODUCT
GROWTH

BRANDING
ADVERTISING
PRODUCT
E-COMMERCE

MOTIVATION
TEAMWORK
SYNERGY

EDUCATION
SUPPORT
DEVELOPMENT

PLANNING
RESEARCH
ANALYSIS
PROCESS

Leadership for the Open Source Era

1. Unleash Innovation

Leaders will need a start-up mindset and be prepared for transformation and metamorphosis. New leaders will need to create a delicate balance between disruption and containment.



Leadership for the Open Source Era

2. Leadership Being

Successful leaders in the open source era are "autocratic" or single-minded about their vision, mission, and purpose. They need to be resilient, revolutionary, and remarkable in their purpose, yet considerate and empathetic in building collaboration.





Leadership for the Open Source Era

3. Systems Architecting

Successful leaders of the open source era are able to conceive radically different systems of engagement of people and resources. Systems thinking, imagining, and architecting will be essential skills for new leaders.

Leadership for the Open Source Era

4. Wise decisioning

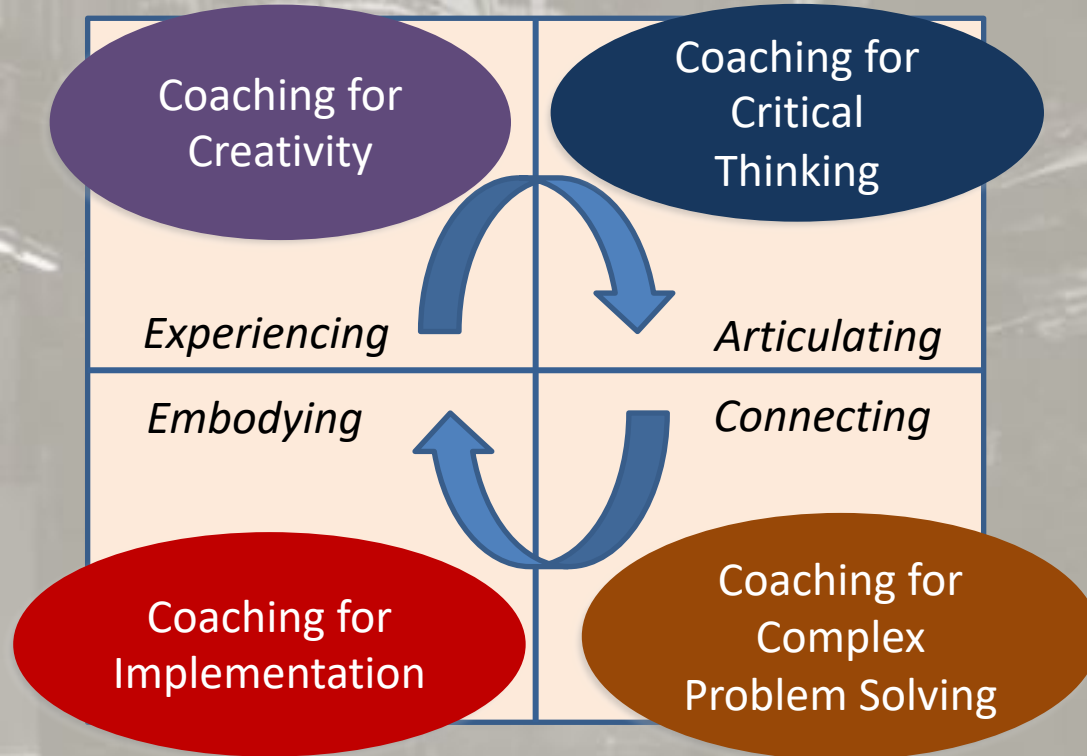
Now, more than ever, we need capable and wise leaders who will make decisions for our common good, not just the good of shareholders.



Open Source
Leaders will
need Open
Source
Coaches!



The SECI Model of Innovation





$$\frac{450,000}{72}$$

NOTE: 60%

$$60,000 + 75,000 + 35,000$$

$$76,000 + 130,000$$

$$\frac{30,000}{6,000} = 5$$

$$49,000$$

$$46,000 \text{ hcf AG} + \text{...}$$

$$36,000 + 75,000$$

500 + 600

$$\frac{600,5700}{}$$

$$\frac{80,000}{35,000}$$

$$\frac{110,000}{72}$$

$$18,000 + 47 + 45,000 + 48$$

360

$$45,670 + 75,000$$

$$55,000 + 85,000$$

$$8,000 + 72,000$$

$$72 + 850$$

$$26,000 + 75,000 = 101,000$$



$$18,000 + 47 + 45,000 + 48$$

$$96,000$$

$$49,000 + 47,000$$

$$46,000 + 51,000$$

$$45,670 + 63,000 / 70$$

$$75,000 + 85,000$$

$$36,000 + 10,560 + 54,000$$

$$13,000 + 51,700$$

$$56,700$$

$$45,670 + 63,000 / 70$$

$$75,000 + 85,000$$

500

56,000

56,000

56,000

45% Bk

$$48,000 + 30$$

$$45,000.00 + 76,000$$

$$45,000 + 75,000$$

$$62,000 + 82,000$$

$$45$$

$$56,000$$

$$100,000 \text{ m}^2/\text{year}$$

wave hr

$$56,000 + 6,000 + 5,000 + 69,000$$

$$56,000$$

$$48,000$$

$$48,000$$

$$500 + 6,000$$

$$50 + 41,000$$

$$50 + 27,700$$

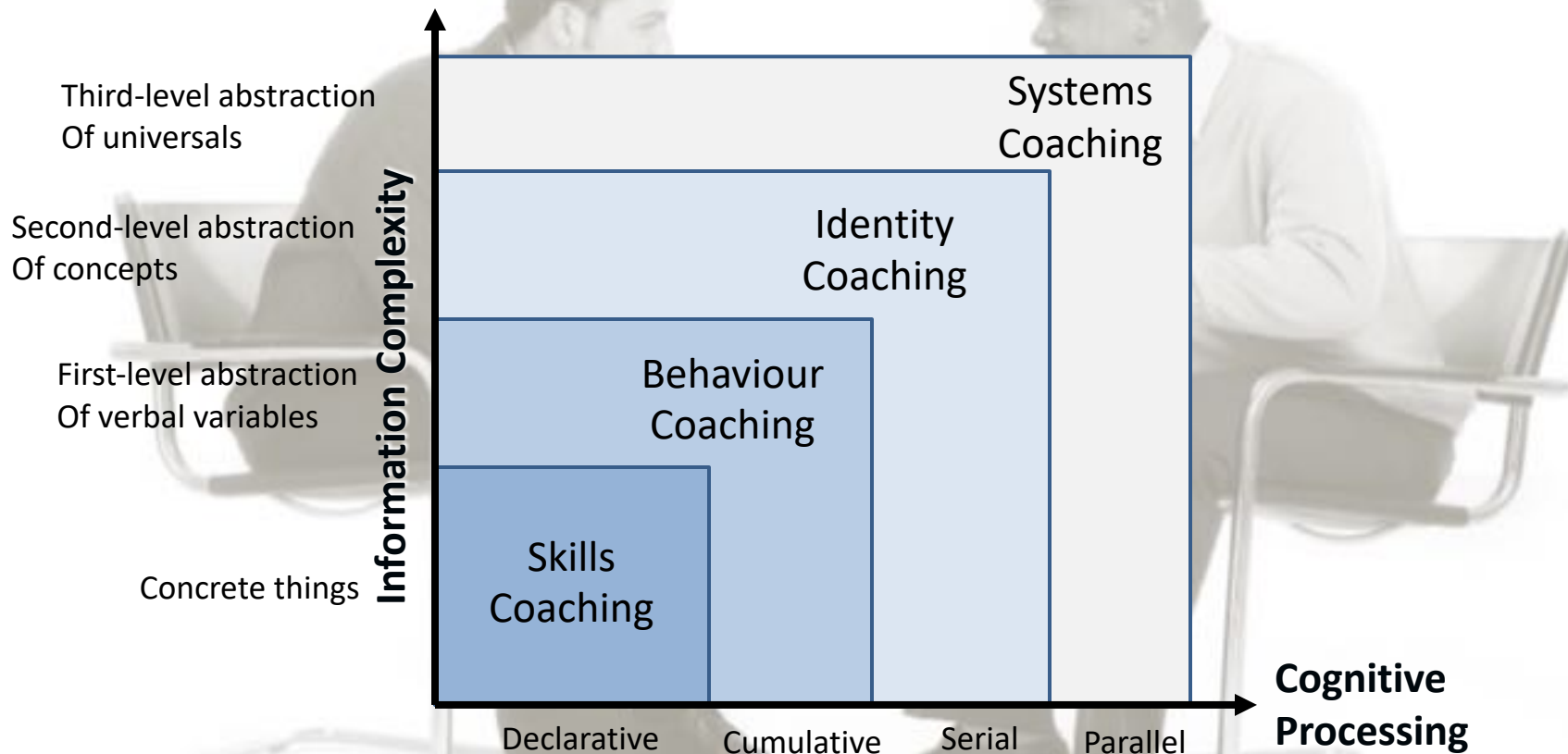


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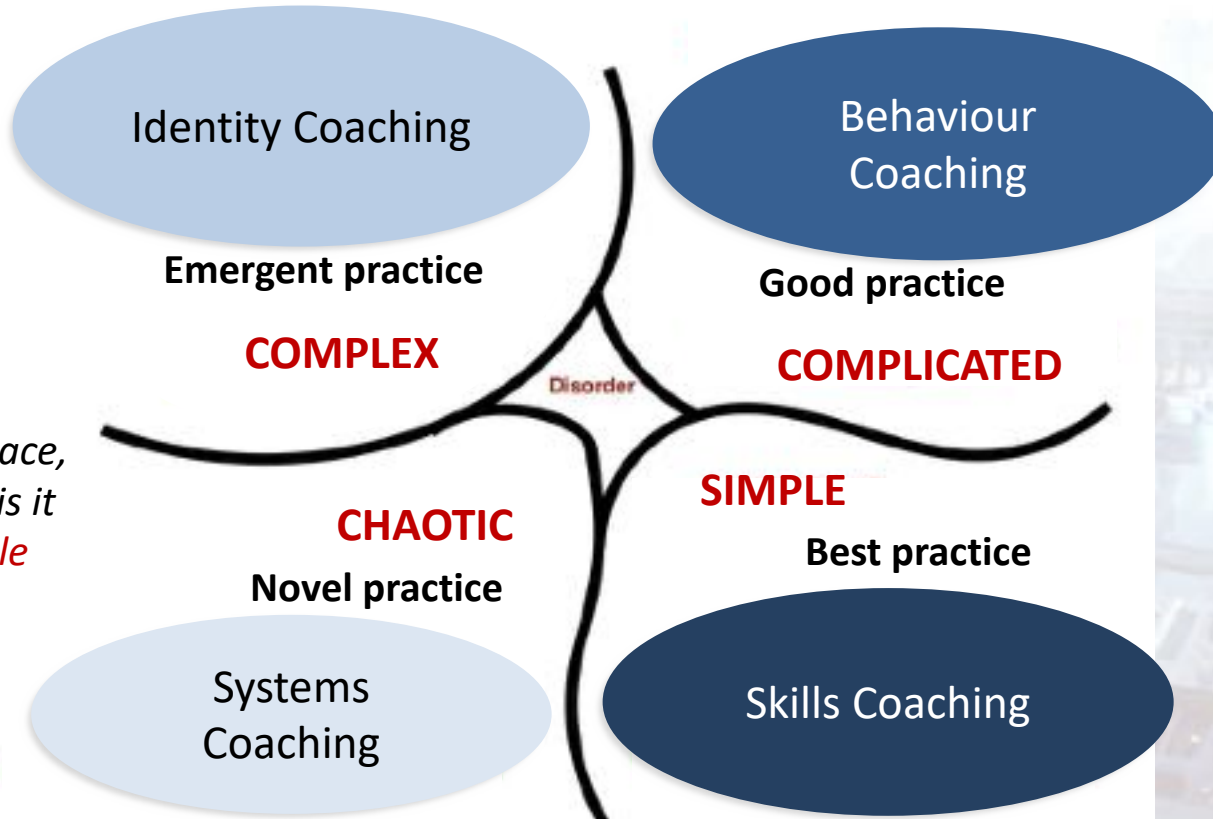
from 1st to 1st

Coaching Levels of Complexity



The Cynefin Framework

“In what ways is the issue I’m dealing with in a *predictable* space, and in what ways is it in a *non-predictable* space?”



Coaching Outcomes



ACI NSW Agency
for Clinical
Innovation

1. Goal attainment: **37.26%** increase
2. Solution-focused thinking: **8.86%** increase
3. Leadership self-efficacy: **27.04%** increase
4. Perspective taking capacity: **5.30%** increase
5. Self-insight: **10.59%** increase
6. Tolerance of ambiguity: **13.89%** increase
7. Resilience: **4.49%** increase
8. Significant *reductions* in stress: **28.34%** decrease
9. Significant *reductions* in anxiety: **41.21%** decrease



WORLD
ECONOMIC
FORUM

In a world that is full
of fault lines and rifts,
we need to build a
shared future.

Narendra Modi
Prime Minister of India



Coaching for Open Source Leadership

- Skills Coaching is self-limiting
- Behaviour Coaching is superficial
- Identity Coaching is transformational
- Systems Coaching is vital!





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