



# Leadership Academy

## NEW! Programs



## **100+ Powerful 'Whole-brain' SOLUTIONS...**

*Coaching, Change, Resilience, Agility, Influence, Motivate, Storytelling, Cultures, Presentation & Communication, Team Building, Manage Transform Mindset, Behaviors, Innovation, E-Learning & more.... Maximizing Performance!*

**BEST IN CLASS**  
**COACHING**  
**LEADERSHIP**  
**AWARDS**



Awarded  
"Hong Kong's Most  
Valuable Companies"

**101**  
**TOP GLOBAL**  
**COACHING**  
**LEADERS**



**Paradigm21**<sup>®</sup>

Leadership Development  
Coaching Specialists

www.paradigm21.com



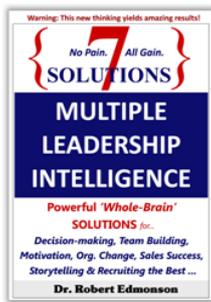
*Influence direction. Inspire change.  
Maximize performance.*

# Leadership Academy Programs

**Customized Leadership & Coaching Programs** are highly interactive, enjoyable with videos, practical tools to successfully manage business challenges.

Academy Programs are based on our popular leadership book series:

## 7 Multiple Leadership Intelligence ©



## What Great Leaders (Should) Know ©



## 8 SMART Leadership SOLUTIONS ©



## Leading & Working Across 7 Western Cultures ©



## Strategic Planning MADE Easier!! ©



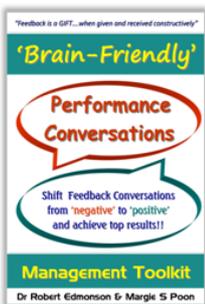
## Leading & Working Across 11 Asian Cultures ©



## 5 Stages to Recruit 'Best of the Best' ©



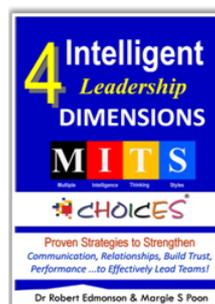
## 'Brain-Friendly' Performance Conversations ©



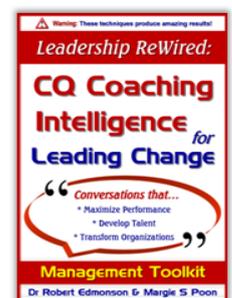
## Coaching Tools to Manage Difficult People @ Work ©



## 4 Intelligent Leadership Dimensions MITS ©



## Coaching Intelligence for Leading Change ©





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# Paradigm21 Leadership Academy Programs

- |   |                                    |                                       |
|---|------------------------------------|---------------------------------------|
| 1: CQ Coaching Intelligence for Leaders | 13: Managing Change                | 25: Asia-Western Cultures             |
| 2: Consultative Selling                 | 14: Time Management                | 26: Delegate to Motivate              |
| 3: Resilient & Agile Leadership         | 15: Presentations with Impact      | 27: Business English @ Work           |
| 4: Motivating Multi-Generations         | 16: Interviewing Skills            | 28: NLP for Business                  |
| 5: Problem-solving, Decision-making     | 17: Innovative, Creative Teams     | <b>More Leadership Programs...</b>    |
| 6: Influence with Impact                | 18: Multi-Dimensional Leadership   | ▪ E-Learning Training Series          |
| 7: 'Whole-Brain' Communication          | 19: Storytelling Skills            | ▪ Stress Management Program           |
| 8: Performance Conversations            | 20: Customer Service Coaching      | ▪ Sales & Marketing Program           |
| 9: Cultural Intelligence                | 21: Leading Teams                  | ▪ Great Leaders™ Coaching Program     |
| 10: Successful Meetings                 | 22: DiSC® Communication Skills     | ▪ 7 Multiple Leadership Intelligence™ |
| 11: EQ for Leaders                      | 23: Strategic Planning Made Easier | ▪ 8 SMART Leadership Solutions™       |
| 12: Negotiating to Win-Win              | 24: Project Management             | ▪ Meeting Facilitation Program        |
|   |                                    | ▪ Lunch & Learn Program               |
|   |                                    | ▪ Read, Learn & Lead Program          |

**And much more topics for Customization... Preview sample agendas inside....**

**How the Brain Learns:** Our training is designed around how the 'brain' learns --- embedding new thinking, mindsets and behaviors using the **P21 ACES™** 'whole-brain' learning model

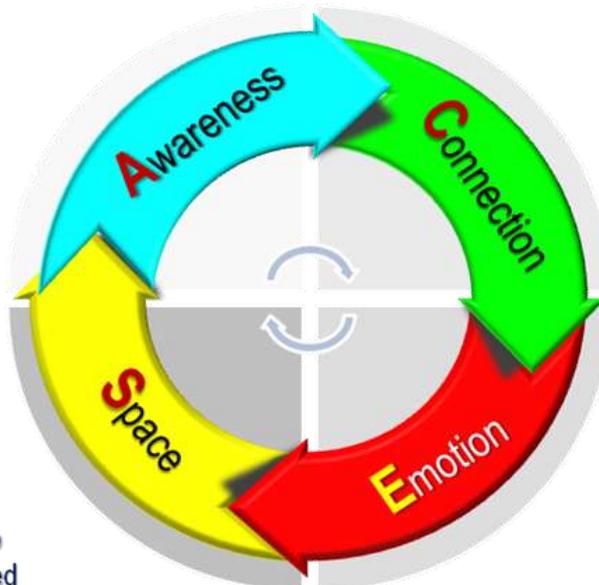
## P21 ACES Model



Participants identify 'personal' benefits, rewards & novelty attracting attention



Brain needs time to absorb learning. Modules are spaced out & reinforced to allow practicing & anchor knowledge



Self-directed learning: role plays, activities. Participants create personal situations relating to them



Personal situations & Storytelling trigger emotions, focusing attention, enhancing memory, clarifying data



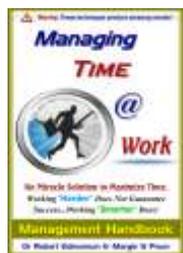
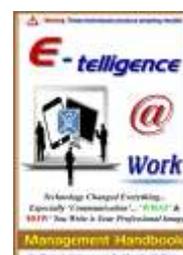
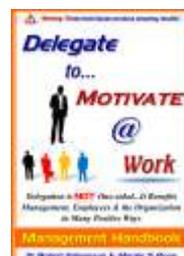
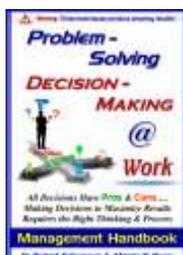
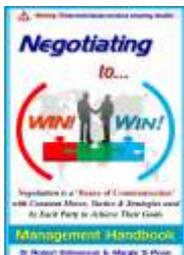
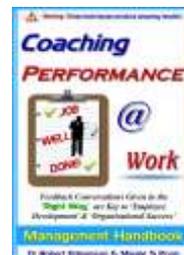
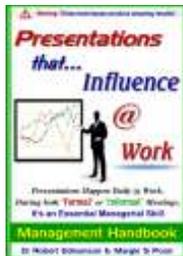
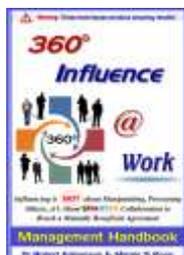
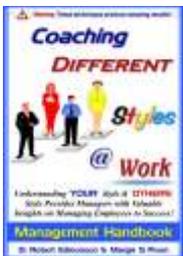
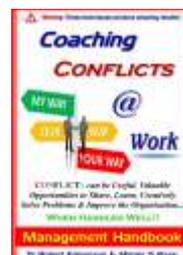
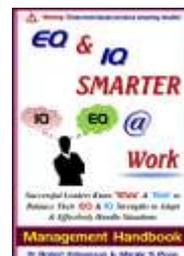
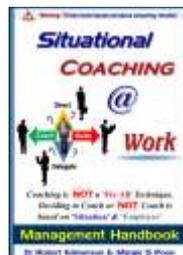
Influence direction. Inspire change. Maximize performance.

# 'Mini E-Training' Series

Each Training Session provides proven effective SOLUTIONS to use @ WORK

# The WHAT WHY HOW Of Leadership

**CONTACT US** for more details...





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# PARADIGM21 'LEADERSHIP ACADEMY'

*Developing  
Talent  
&  
Organizational  
Effectiveness*



***Organizations must constantly strengthen and leverage their key to success: PEOPLE!***

Paradigm21 is a Talent Development Consultancy established in 2006. We were awarded the distinction of "**Hong Kong's Most Valuable Companies 2011**" for coaching excellence, innovative training and delivering high value to our clients.

Our proven **LEADERSHIP ACADEMY PROGRAMS** are customized for global MNCs.

The principles of **EQ, NLP, Solution-focused thinking, Positive Psychology, Appreciative Enquiry** and current '**Neuroscience Whole-Brain**' research are integrated into each program

## **Our Difference**

### **4 Reasons**

why companies select **Paradigm21** as their talent development training partner...

**One.** Programs are innovative, interactive, experiential group activities, role plays. Reflect market trends and global thinking.

**Two.** P21 facilitators are experienced trainers with years of 'hands on' practical business experience to understand your challenges. **Languages: English, Cantonese, Mandarin & more**

**Three.** Programs are **Customized to client needs**. Workshops can be: **half-day, 1-3 days, E-Learning** or **Lunch & Learn**

**Four.** All workshops integrate the latest '**whole-brain**' neuroscience studies using our **ACES** model to embed learning.



# Programs Overview

## 1: 'Coaching for Leaders'



*Want to communicate better, change behaviors and get results faster than you ever thought possible?*

Coaching is an effective human development tool that transforms people and organizations. Enhance leadership skills by learning powerful performance-focused, 'whole-brain' techniques based on current neuroscience studies and the popular coaching book, "What Great Leaders (Should) Know".

## 2: 'Consultative' Selling



*Do you like salespeople pushing a product or service on you?*

People don't want to be sold anything --- they want to buy. Learn 'whole-brain' insight IQ & EQ selling techniques to 'help clients buy' built on trust, credibility, 'non-salesy' coaching type questions to uncover needs, & problems, offering solutions, highlighting benefits of your product/service to help them buy.

## 3: 'Resilient' & 'Agile' Leadership



*How can leaders successfully navigate through the VUCA World of constant change?*

**VUCA** World requires highly resilient & agile leaders to successfully manage constant change. Learn ways to turn **VUCA** around to a new pattern using new thinking or mindset...new ways of doing... new ways of being or personal characteristics... new ways of winning *and more...*

## 4: Motivating 'Multi-Generations'



*Want to create a workplace that attracts, inspires, motivates and retains staff?*

Learn **10 Mindset Changing Secrets** to motivate and inspire yourself, Gen 'X' & 'Y' establishing an environment reducing stress, improve morale, productivity while achieving the successes.

## 5: Problem-solving, Decision-making



*Want to make better decisions that positively impact the bottom line?*

All decisions have pros and cons. The right solution maximizes results, minimizes loss but requires the right problem-solving process. **Learn simple, non-technical, practical tips and models** based on the latest 'whole-brain' research to solve problems & make decisions.

## 6: 'Influence' with Impact



*How important is it to connect with, influence and engage others?*

Learn how to successfully influence and persuade others with confidence. Understand the human mental trigger points to discover new innovative ways to dramatically improve your communication, relationship building, persuasion and influencing skills.



## 7: Effective 'Communication'



*Want to understand why people act, think and behave the way they do?*

Learn to quickly identify other personality types in 6 seconds or less. Understand your thinking style, foundation strengths to effectively establish rapport, build relationships and adapt your style to communicate with anyone. **Use 'whole-brain' dynamics to brainstorm and leverage team members strengths.**

## 8: Performance 'Feedback'



*Want to inspire, engage employees to improve productivity and financial results?*

**People actually like feedback when it's done right.** Performance feedback is not one-off, year-end event. It is daily, ongoing casual 'brain-friendly' self-directed conversations that allow employees to rethink situations, uncover what they learned and what they can do to improve.

## 9: 'Cultural Intelligence' (CQ)



*Why are some leaders highly successful working with other cultures?*

They have refined their 'cultural intelligence' or ability to respect, appreciate, acknowledge and understand the thinking of other cultures. **Enhance your ability to effectively manage across cultures** without having to master the nuances and idiosyncrasies of each.

## 10: Successful 'Meetings'



*Think about the worst meetings you've attended. What turned you off? What turned you on?*

There are two types of meetings: those you can't wait to end and those where everyone is engaged, energized and leave motivated. Which type would you like to have? Learn the techniques to effectively organize, plan, facilitate, handle diverse personalities, disagreements and reach consensus.

## 11: 'EQ' for Leaders



*Studies show 70% of all workplace conflicts result from miscommunication.*

Reason? Poor interpersonal skills. *IQ gets you through school, EQ gets you through life.* Strengthening EQ improves self-awareness, self-management, communication, social skills the ability to motivate, engage and inspire others --- improving retention, productivity and attitudes.

## 12: 'Negotiating' Win-Win



*Want to skillfully negotiate with colleagues, clients, suppliers, staff or anyone?*

Negotiation is the art of getting others to agree because they want to. Learn the practical, proven tactics that range from preparation, collaboration strategies, reaching mutual agreement, closing the deal to knowing when to simply walk away.



### 13: 'Change' Management



75%+ of all Organizational Change programs fail? Why? People!

Learn the strategies to reshape organizational cultures to shift employee mind-sets gaining support & acceptance of new processes, structures to adapt to the VUCA World of constant change. **View more details on Organizational Change page.**

### 14: 'Time' Management



Busy working long hours -- still not achieving your goals?

There will never be enough time to get everything done. But always enough time to get the important things done!. Time management is not about managing time, but managing your behavior. Learn the techniques to better manage yourself.

### 15: Presentations with 'Impact'



Want to deliver a dynamite presentation anytime, anywhere and to anybody?

Making presentations is not easy for most people. Learn the **5 Principles** to help you build confidence to design and deliver a great PowerPoint presentation that attracts attention, stimulates the 'brain' and inspires the audience.

### 16: 'Interviewing' Skills



It's not how smart you are -- it's how you are smart!

Behavioral type interviews are 55% predictive of future behavioral performance while traditional interviews are only 10% predictive. Recognizing what you are looking for is crucial to identifying and recruiting the right individual.

### 17: 'Innovative, Creative' Teams



Thinking creatively with an innovative approach?

Learn how to focus innovative, creative energies to transform problems into opportunities. Embedding Innovative, creative thinking into the organization is key to differentiating and creating competitive advantages.

### 18: 'Multi-Dimensional' Leadership



Want to uncover the blind spots holding back your success?

Every leader has a dominate style. Successful leaders take a broader perspective beyond their primary style to successfully adapt to daily situations and challenges using a Multi-Dimensional approach. Learn your primary style, 'blind spots' and how to use broader thinking.



## 25: 'Asia' - 'Western' Cultures



*Why are some leaders highly effective working with other cultures?*

Today's global environment requires leaders to have cultural knowledge and intelligence. Learn how to effectively communicate, motivate & bridge cultural gaps with Asia - Western cultures of your choice.

## 26: 'Delegate' to Motivate



*Feeling overwhelmed, overloaded and incapable of achieving your objectives?*

One of the secrets to success is not always what 'you can do', but identifying and entrusting the 'right individual(s) to do it'. Learn **9 proven delegation methods** to build relationships, share knowledge to help you achieve even higher

## 27: 'Business English' @ Work



*Your customer don't care how much you know until they know how much you care.*

English is the language of global business. Everyone needs to be equipped with the necessary Business communication skills to communicate, present information, ideas effectively with any culture...and learn useful office vocabulary, phrases to apply to everyday work. Training focuses on communication skills, spoken or written used @ work.

## 28: 'NLP' for Business



*Want to enhance all aspects of your personal and professional life?*

Learn powerful Neuro-Linguistic Programming techniques to: boost your confidence, strengthen your relationship and communication skills, more clearly understand yourself, others and develop your leadership image and professional career.

***Even More Training Programs... such as...***

- ***E-Learning Mini-Programs***
- ***Stress Management Programs***
- ***Sales & Marketing Programs***
- ***What Great Leaders (Should) Know™ Coaching Programs***
- ***7 Multiple Leadership Intelligence™ Program***
- ***8 SMART Leadership SOLUTIONS™ Program***

***View more options on following pages...***

**Enquire Now... [success@paradigm21.com](mailto:success@paradigm21.com)  
We Will Customize for You!**



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# LEADERSHIP

## Training + Coaching PROGRAMS

### 7 Multiple Leadership Intelligence™

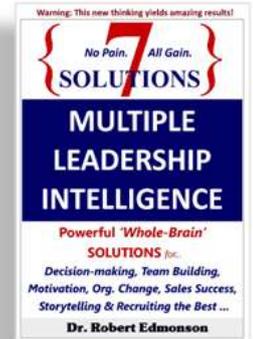
Certificate Program

**Build Teams, Strengthen Relationships, Influence, Make Decisions & Manage Change**

English & Cantonese modules

*"Paradigm21 custom designed - delivered our one-year leadership Development Program. The highly practical training and tools clearly strengthened participants behavioral and leadership competencies .... evidenced by their active application at work with tangible successes".*

A ONG, HR Regional Manager MNC



### 8 SMART Leadership Solutions™

Certificate Program

**Leading, Coaching Peak Performance, Multi-Gens & Cultures, Masterful Presentation & Negotiation Skills**

English & Cantonese modules



Enquiries: (852) 2892-7608

Program HOTLINE or WhatsApp: (852) 6336-7666



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# Sustainable Learning

Studies show getting workshop participants to remember and practice new knowledge is not easy. Our P21 **ACES™** model activates key brain areas that ensures learning is mentally embedded.

After learning, the next step is using the techniques @ work. Our **'Sustainable Learning' Coaching Programs** ensure employees actively practice new knowledge, skills, learning @ work.

*"Training followed by coaching and practice becomes a habit."*



## Post-workshop Sustainable Learning 'Coaching Programs'

Post-training Coaching is essential to success as it extends learning beyond training, by creating opportunities for employees to apply techniques, tools, knowledge learned.

Our **Sustainable Learning Program** blends training with coaching to begin building a learning culture... reinforce learning... support participants in 'actively practicing new knowledge and skills,

**Coaching Programs** are customized for each client. Here is a brief overview:

**Coaching Options:** 1:1, Group, Team Coaching & 'Shadow Coaching'

**Duration:** 3, 6, 9 and 12 month programs

**Results:** Actively practice new knowledge, skills, techniques learned which becomes mentally embedded new habits, attitudes & behaviors



# Executive Coaching



## Chaotic Times = VUCA World

In today's **VUCA World** of **V**olatility, **U**ncertainty, **C**omplexity & **A**mbiguity...Global leaders face extraordinary challenges. The turbulent business environment is constantly testing them in ways they never expected.

**VUCA** environment is causing changes in strategies, structures and designs requiring changes in leadership style...such as new ways of...

- ✓ **Thinking or mindsets**
- ✓ **Doing or new skills**
- ✓ **Being or personal characteristics**

To steer through **VUCA** turbulent times, leaders must strengthen their 'resilience' and continually 'adapt' their style to effectively navigate through rough seas.

## Delivering Value

Executive coaching is a proven, effective method to strengthen leadership skills, surfacing talent to its full potential. **Coaching is a people investment, NOT a cost.**

## Coaching Options

Our coaching programs are flexible and **designed to match client needs**... reflecting our long-term perspective and commitment to our relationship and client success.



We know executives are busy and things change quickly. So, our programs are adaptable and can be face-to-face, video conferencing and telephone as required.

**Available in popular global languages in the following optional programs...**



- ❖ ' **1:1 Executive Coaching**': 3, 6 and 12 month programs.
- ❖ '**Shadow Coaching**': observes individual, social, relational & environmental aspects. Real time, fast-paced, refines self-awareness, capabilities. Quickly implements change, strengthens skills.
- ❖ '**Group | Team**': To facilitate a specific program, theme or challenge.
- ❖ '**Coach-On-Demand**': Short notice, one-off coaching session on as needed' basis for specific situations or challenges.
- ❖ '**Transformational 360-degree Feedback**': Strengthens awareness, gains acceptance, transforms executive's thinking and behaviors. Custom designed to meet specific management level & organizational needs.

## Coaching Benefits

P21's coaching programs are proven to positively impact the performance of 'C' level, senior and emerging talent professionals to improve themselves, positively impact others and the organization to maximize results. **Coached Executives Strengthen...**



- ❖ Self-awareness of strengths and gaps;
- ❖ Team building skills;
- ❖ Approach to inspire, motivate, engage staff;
- ❖ Resilience, agility, adaptability to change;
- ❖ Communication, relationship skills;
- ❖ Staff retention levels;
- ❖ Trust, credibility levels;
- ❖ Decision-making, problem solving, delegation skills;
- ❖ Confidence & professional image;



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- ❖ Ability to manage conflicts - reduce stress levels
- ❖ Using coaching style @ work to support others development;
- ❖ Prepare staff for succession;
- ❖ Presentation skills;
- ❖ Creative, innovative thinking to increase adaptability to **VUCA** changes;
- ❖ Capability to successfully embed change programs;
- ❖ Strategic thinking skills for create sustainable competitive market advantages.

## Our Coaches

Our P21 panel of executive coaches are highly experienced business professionals. They have faced similar business challenges and learned how to strengthen their resilience and adapt to successfully handle them.



### Many P21 Coaches are also:

- ❖ Are award-winning;
- ❖ Are ICF certified, PCC credentialed, highly seasoned business professionals;
- ❖ Have years of 'hands on' experience managing multi-cultural teams with Global MNCs at various management | functional levels;
- ❖ Each coach is sensitive to the unique workplace challenges, **VUCA World** and constant change that executives face daily.

Personal biographies are provided once we understand the parameters of the situation and which coach is most suitable.



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# ORGANIZATIONAL CHANGE



**VUCA** = new norm.... of **V**olatility, **U**ncertainty, **C**omplexity, **A**mbiguity organizations must constantly remain resilient & adapt to change to maintain & increase performance.

**PEOPLE** make change happen. They must shift mindsets to support organizational transitions or the change strategies will fail.

**Change is not easy...but can be done!**

Our '**Transform Change to Positive**' 1-day Program integrates Prosci® globally recognized **ADKAR®** Model reshapes organizational cultures to engage & motivate employees. Most highly researched, widely used & proven effective model to successfully implement change.

## Program Overview

### Manager Level

Designed for Managers focusing on the '**people-side**' of change to be more resilient, agile & adaptable to change. It transforms Change initiatives to success! .... Builds awareness, defines their role, strengthens change competencies, learn proven tools & frameworks to effectively manage & drive organizational change initiatives forward while reducing or eliminating employee resistance.

### Employee Level

Designed for employees impacted by change to transform negative mindsets, create common language for change, help them clearly understand change, the personal benefits, brain reactions, process & structure for change.

### Organizational Benefits

- ✓ Managers acquire the skills & knowledge to effectively manage the 'people-side' of leading projects, introducing new systems, products, processes & strategic change
- ✓ Programs strengthen team building, change communication skills & management's ability to effectively align organizational change initiatives with everyone's thinking
- ✓ Identifying & effectively managing resistance to gain staff support
- ✓ Reinforcing change to success!

# Lunch & Learn



**Teams that 'Learn' together...  
'Work' together even better!!**

Sometimes companies feel there is 'no time' available for training staff...but studies show that not continually strengthening your most valuable asset ...**PEOPLE**...can negatively impact organizational performance.

**SOLUTION?**

Our 'Lunch & Learns' programs are a simple, brief, cost effective solution to educate, inspire and connect employees. Companies send out invitations to nominated employees.

**TOPICS?**



## Leadership book series



## Contact Us

**Tel: 2892 7608**

**WhatsApp: 6336 7666**

**success@paradigm21.com**



# MEETING MANAGEMENT & FACILITATION



When facing difficult challenges, using an external meeting facilitator can significantly improve results!

## Meeting Facilitation

**M**ost meetings are viewed as time wasters, meaningless conversations, boring, competitive, limited to no sharing, group think with negative interactions.

**W**e help organizations hold impactful meetings to result in *better, quicker decisions, agreed actions* with results meeting expectations.

**M**eetings are stimulating and highly interactive based on principles of Appreciative Inquiry, multi-dimensional thinking styles, mind mapping *and more...*

## Our Facilitators

**O**ur facilitators are experienced professionals using a combination of coach, trainer and speaker. They keep meetings on track, manage group dynamics to quickly gain group trust, resolve conflicts, ensure all opinions, ideas, perspectives are discussed, build consensus and agreed actions

## Meetings We Facilitate

**W**e can facilitate one-off events, ongoing meetings and re-energize current teams for a variety of industries. Facilitation can include:

- Strategic Planning
- Brainstorming
- Vision, Mission
- Project Planning
- Team Charter
- Focus Groups *and more...*



*People who brainstorm together...work together even better!*





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# Leadership Style Assessments



# Personal Assessment Tool



**Multiple Intelligence Thinking Styles (MITS)**

**CHOICES** tool trains participants to:

**Quickly Identify Others:**

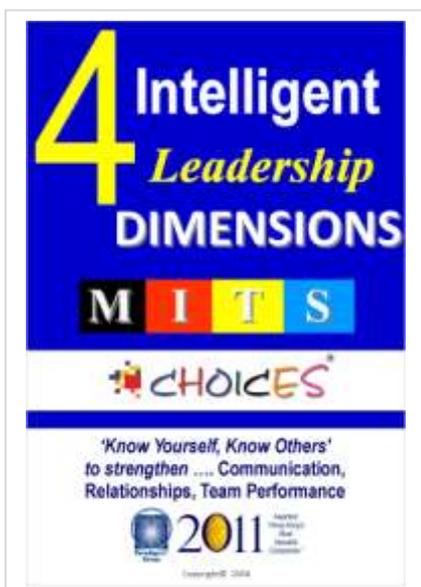
different thinking styles and personality types to quickly build rapport, strengthen communication, build relationships;

**Team Building:**

help members better understand & communicate with team mates;

**Brainstorming:**

to stretch the thinking of everyone and uncover amazing solutions to challenges, problems.





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# CQ Coaching Intelligence™ Tools

## NeuroCoaching®

## Coach-sulting ERA<sup>2</sup>®



## What 'Workshop' Clients Say...

*"Paradigm21 custom designed - delivered our one-year Leadership Development Program. The designers & facilitators clearly possessed exceptional knowledge and skills, providing effective, enlightening perspectives and insights. The highly practical training and tools clearly strengthened participants behavioral and leadership competencies .... evidenced by their active application at work with tangible successes".*

**A. Ong, HR Regional Manager, Dril-Quip**

*"Great information very well delivered with anecdotes and examples clarifying understanding. The session has given me practical skills and foundational theory to help me begin to coach others in a better way".*

**B. Fung, Chairman | CEO, AON Asia**

*"This was one of the few workshops taken that helped me understand myself and advance my career. I learned many easy to use principles that I can apply immediately to improve my leadership style".*

**F. Maury, MD, TÜV SÜD**

*"Very informative, thoughtful and positive. I found it personally inspiring. It gave me many ideas of how to deal with difficult situations and workplace challenges".*

**R. Li, CFO, Hallmark**

*"The workshop really helped me understand some critical concepts of leadership in a fun and entertaining way. Those ideas learned will definitely help me strengthen my leadership abilities and teamwork skills".*

**S. Rajotte, Exec VP, Samsung Life**



## What 'Coaching' Clients Say...

*"The coach has tremendous experience and knowledge in building strong leadership influence skills and providing practical tools to approach challenges and opportunities in various ways. He helped build my confidence and performance as an executive leader. He assisted me in team transformations, presentations skill, assessing people to identify and leverage their core competencies.*

*Every session was "just in time" to solve challenges in the moment. Having an objective listener and advisor helped me take a more holistic view to decide the best actions to improve the outcome. I am grateful for his support and will continue to use the tools provided in my future as a leader, coach and strategic innovator."*

**K. Militante, Vice President IT, Gap Group**

*"My coach was very insightful and provided effective guidance on executive presence, impactful presentation techniques and preparing interesting power point slides to captivate the target audience.*

*I would recommend engaging a Paradigm21 coach to address any personal development gaps."*

**Dr. Timothy Low, Medical Affairs Marketing  
Covidien (Medtronic)**

*"The coach is a very experienced and exceptionally gifted coach. Working with him was always a pleasure and very inspiring. He asks laser sharp and powerful questions to enable you to uncover solutions hidden within yourself. He inspires you to apply his coaching techniques not only in the workplace with your team, but also with your families and friends. It works! Be forewarned working with him will not only motivate you to change your thinking but help you to become a trusted leader."*

**A. Lachhein, Regional Sales Director,  
GlaxoSmithKline**

*"The Paradigm21 coach was terrific. He has excellent people insights. His contributions always focus on the practical, yet he is also able to provide a sound theoretical rationale for his recommendations. I appreciated his discrete yet incisive style, which proved effective for me in helping me achieve my coaching goals. I have no hesitation in recommending P21 as an executive coach for anyone."*

**R. Steel, CEO Hong Kong, Sun Life Financial**

*"The coach used highly effective empathic methods that help people challenge themselves to improve. His techniques activate IQ and EQ to improve individual performance and in turn teams and organisations. Working with him was enjoyable as well as stimulating and rewarding. He has a gift for making time together feel professional and personal."*

**G. Collins, Global Business Development  
Lenzing Fibers**

*"Paradigm21 coaching stretched me to take a more holistic perspective from different angles in a very structural way. It further enhanced my leadership skills by using a coaching style to motivate, engage and empower my team. I got many encouraging feedback from my team with the changes I made. Our time together inspired me generate creative, practical ideas to formulate a change strategy while successfully adapting to organizational changes under different constraints. Working with the coach was a thought-provoking and personally gratifying experience and strongly recommended for those in having breakthrough in leadership skill and thinking process."*

**K. Siu, Asia Technical Operations Director, FitBit**



# Some of Our Global MNC Clients...

"Coming together is a beginning Keeping together is progress. Working together is success".

- Henry Ford



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# **Talk to Us...**

## **We Listen for Your Success !!**



If you're ready to strengthen leaders skills,  
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**Contact Us Now at 2892 7608**

or

**WhatsApp: 6336 7666**

We are happy to discuss by telephone or schedule a **confidential, no obligation meeting** to discuss how we can help --- or simply **send us a quick message** to tell us your requirements at: [success@paradigm21.com](mailto:success@paradigm21.com)

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## About Paradigm21

**Paradigm21** is an award-winning HR Consultancy providing customized, innovative, practical, proven effective Leadership Development, Executive Coaching, Organizational Change programs.... integrating the latest neuroscience 'whole-brain' research --- that improves individual | team mindsets, attitudes, behaviors, strengthens competencies and develops talent --- boosting productivity, maximizing performance and financial results.

**Paradigm21** was awarded the distinction of "**Hong Kong's Most Valuable Companies**" for coaching excellence, innovative training and delivering high value to meet or exceed our clients expectations.

**Specialties:** Executive Coaching, Leadership Development Programs, Change Management, Organizational Effectiveness, Cultural Coaching, Career Transition, Talent Assessments, Sustainable Learning *and more...*



**Services Available in 45 countries by highly qualified, certified, professional Paradigm21 consultants.**



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