



@ASK Training
Attitude | Skills | Knowledge



Step Up to Leadership: The New Leader's Mindset Shift

DURATION

9.00am - 5.00pm
(inclusive of 1 hour lunch break)

COURSE DATES

<https://asktraining.com.sg/course-schedule/>

COURSE FEE

S\$817.50 (inclusive of 9% GST)

Course Code: **ASKSUL**

COURSE SYNOPSIS

Moving from a high-performing individual contributor ("Star Player") to an effective manager ("Team Captain") requires a shift in both mindset and approach to work. This course introduces the **P.A.T.H. framework**, which provides a structured approach for managers to transition from focusing on personal performance to enabling team success.

Participants will learn how to establish clear work processes, build effective working relationships across teams, manage competing demands, and address performance issues using a structured approach. The course also addresses the **"expert reflex"** — the tendency for new managers to solve problems themselves — and equips participants with practical strategies to delegate, guide, and support their teams more effectively.

By the end of the course, participants will be able to apply these concepts to build a more aligned, accountable, and high-performing team.

This is a practical and interactive workshop. Participants will analyse **real-world scenarios** to identify common leadership challenges and take part in **guided practice sessions**, including stakeholder management and performance feedback conversations.



COURSE OBJECTIVES

By the end of this course, you should be able to apply the P.A.T.H. framework to move from a “Star Player” to a “Team Captain” by:

- ✓ (P) Playbook: Systematise impact by constructing filters that shift the manager from “doing” to “defining” processes.
- ✓ (A) Alliance: Execute value swaps that turn peer friction into productive partnerships aligned with organisational KPIs.
- ✓ (T) Tactics: Gatekeep bandwidth using the 3-Bullet Pivot to protect team integrity from low-capacity demands.
- ✓ (H) Huddle: Standardise accountability by replacing subjective “fixes” with an objective, growth-driven feedback engine.
- ✓ (Synthesis): Diagnose performance bottlenecks across the P.A.T.H. spectrum to create an immediate “First Monday” action plan.



COURSE OUTLINE

Learning Unit 1: The Captain's Mindset (Opening & Introduction)

- Transitioning from "Star Player" to Team Captain
- The P.A.T.H. operating system overview

Learning Unit 2: Module P – The Playbook (Prioritisation)

- The "Expert Reflex" vs. the Captain's Playbook
- The Eisenhower Matrix: Moving from firefighting to system building.
- Case Study: The Variance Report—Building the person, not just the paper

Learning Unit 3: Module A – The Alliance (Alignment)

- Moving from "Begging" to the "Value Swap"
- Case Study: The Marketing Budget Cut—Turning a hostile mandate into a strategic partnership



COURSE OUTLINE

Learning Unit 4: Module T – Tactics (Tactical Negotiation)

- Acting as the Gatekeeper: Protecting the team's bandwidth
- Case Study: The Last-Minute Presentation—The "3-Bullet Pivot" and the "Yes, If" strategy

Learning Unit 5: Module H – The Huddle (Habits/SBI)

- Standardising accountability: The SBI Engine
- Case Study: The High-Performer's Decline—Stripping away the noise to focus on the signal of the work

Learning Unit 6: Diagnosis & Commitment

- "Diagnosing the Game": Holistic P.A.T.H. synthesis
- The Captain's Commitment: The Captain's First Monday – one immediate change