consilient

Program content and structure











The Hatta Conclave

Exclusive leadership development programs designed for **established** and **aspiring leaders** in **your** organisation

Program structure

Prior evening reception

The Hatta Conclave begins with a convivial, informal evening gathering of delegates and facilitators in a relaxing outdoor setting looking across the Hajar mountains. This complimentary event with food and drinks allows everyone to mingle and introduce themselves before the main event days.

Focus of the plenary sessions

There will be a number of plenary sessions across the main event days covering the following ten topics:

- Identifying priority areas for personal executive growth
- Executive networking and business development skills
- Strategic executive thinking
- Leadership communication skills
- Leading in times of crisis
- Executive team development and retention strategy
- Successfully leading remote and hybrid working teams
- Harnessing technology for executive development
- Building a leadership brand
- Mental health and neuroscience in executive leadership

Small group sessions

In addition to the plenary sessions, delegates will be able to join small group discussions on particular subjects of interest. These will range between 2 and 7 delegates led by our expert facilitators.

One to one sessions

Sprinkled between the plenary and small group sessions there will be flexibility for delegates to arrange individual discussions with specific mentors and coaches.

Outdoor and evening activities

Hatta is perfect for continuing discussions in the outdoors. At this time of year the weather is perfect to join a gentle hike, a mountain bike ride, a kayaking session or a more leisurely visit to Hatta Fort and its museum. All outdoor activities are entirely voluntary and will be led and organised by a professional third party.

In the evening delegates and facilitators can choose to join the rest of the group at dinner in one of the superb restaurants in the hotel or relax and dine at leisure.

Program methodology

Facilitated self-discovery

The program begins with the session “Identifying priority areas for personal executive growth”. During this session, facilitators will work with delegates to help them identify which areas of leadership and executive development are most important to and appropriate for them as individuals. This is aimed to be a period of “self-discovery” to identify both strengths which can be built upon and deficiencies to be worked upon.

This session will help delegates focus the remainder of the three days on the topics most appropriate to them and help in choosing which of the smaller group sessions are most relevant to them and which of our facilitators with whom they should seek one-to-one sessions.

Facilitator roles

Apart from when they are on their feet, facilitators will be seated at the same tables as our delegates in order to be able to stimulate the conversation, offer and develop solutions, challenge ideas and generally drive the conversation. Each of the ten sessions will have multiple facilitators contributing. These facilitators will have four roles:

- Deliver a presentation
- Facilitate the general discussion
- Facilitate smaller group discussions on specific subjects
- Engage in one-to-one conversations with individual delegates

Delegate action plans

Throughout the main sessions, delegates will be encouraged to make note of key points relevant to them as individuals to then be used in a final session which will focus on the development of an action plan to be followed over the course of the following 12 months. All our facilitators will assist delegates to develop these individual action plans.

Course follow-up

It is essential that delegates do not simply leave the event with ideas in their heads only. This is the purpose of the action plan. However, we know that once back in daily life plans can be shelved due to other demands on both business and personal life. Accordingly, there will be ongoing follow-up. This will take two forms:

- Continuing coaching and mentoring provided by facilitators (terms will need to be agreed between individual delegates and facilitators)
- A regular whole group call for all delegates facilitated by The Consilient Consultancy FZE to discuss challenges, progress and successes in plan execution

The Hatta Conclave Facilitators

Our facilitators are from diverse backgrounds and geographies and have global experience in several business sectors. What they all possess is extensive experience as executive leadership coaches and mentors. Between 2 and 7 of our facilitators will lead each of the ten sessions. All will be seated in the plenary session room alongside our delegates to stimulate discussion and exchange of ideas. They will also take part in the final eleventh session to assist delegates develop their 12-month action plans.



Alex Hayes-Griffin
Venture Partner
SNGLR
United Kingdom



Geoff Sim
Geoff Sim Coach and Mentor Limited
United Kingdom



Wissam Mattout
CEO
Triangulum LLC
United Arab Emirates



Wayne Brown
Founder and CEO
Skills 4 Executives Limited
China



Daniella Munene
Founder
Usawa Health
Kenya



Remigijus Savickas
Founder
Remaster.life
Lithuania



Dr Sipho Kabane
Managing Director
SDK Health Leadership
South Africa



Taz Rajabali
Founder and CEO
Melius Consulting
United Arab Emirates



Gemma McFall
Certified Coach and Facilitator
United Arab Emirates



Cris Van Cleemput
Co-founder
StreetwiseLeader LLC-FZ
United Arab Emirates



Chris Miller
Founder and Director
The In-Cre-Mentalist
United Arab Emirates



Eva Ferdinand
Founder & Executive Advisor
PeakPerformance Advisory
Singapore

Detailed session content

The course will consist of 9 separate sessions spread over 2 or 3 days followed by a final, tenth session in which facilitators will help delegates develop a personal, 12-month action plan to implement insights and learning

Identifying priority areas for personal executive growth

- Defining the areas
- Understanding your context
- Reviewing historical feedback
- Identifying strengths and weaknesses
- Not just the “what” but also the “why”
- Self-awareness and reflection
- Setting clear development goals
- Emotional intelligence, resilience and adaptability as critical areas for growth


Alex Hayes-Griffin


Dr Sipho Kabane


Wissam Mattout


Wayne Brown


Remigijus Savickas


Eva Ferdinand


Chris Miller


Taz Rajabali


Cris Van Cleemput


Geoff Sim


Gemma McFall

Executive networking and business development skills

- Overcoming fear of networking
- Networking for introverts
- Building rapport and the art of small talk
- What’s your brand?
- Preparation and execution of networking
- Creating business development opportunities
- Building authentic, long-term relationships both within your sector and beyond
- Strategies for maintaining and nurturing relationships over time
- Trust and mutual benefit as a basis for your network rather than transactional relationships
- Identifying key stakeholders, potential partners and influencers


Chris Miller


Dr Sipho Kabane


Wayne Brown


Geoff Sim


Gemma McFall

Detailed session content

Strategic executive thinking

- What is “strategic executive thinking”?
- Ways to improve your strategic thinking skills
- How to generate strategic options
- Analysing strategic capabilities
- Long-term vision vs. short-term execution
- Critical thinking and problem-solving
- Scenario planning and forecasting
- Data-driven decision-making
- Agility and adaptability



Leadership communication skills

- Identifying and communicating with those suffering anxiety
- Communicating in a remote working culture
- Communicating across generations
- Overcoming barriers to effective (cross cultural) communication
- Clarifying key messages
- ‘Why don’t they understand?’
- Effective questioning skills and active listening
- Dealing with tough conversations and hard truths
- High performance and confident communications
- Spoken language, tonality and body language
- Empathetic communication
- How to give and receive feedback



Detailed session content

Leading in times of crisis

- Lessons learnt from the Covid-19 pandemic
- The importance of contingency planning and preparedness
- Consistency in communicating key information
- Being proactive and taking charge
- Presence, visibility and availability
- Managing employee anxieties
- Emphasising vision, mission, objectives and standards of conduct
- Maintaining a positive mental attitude
- Managing your own emotions, physical needs and behaviour
- Managing the recovery phase


Chris Miller


Wayne Brown


Geoff Sim


Gemma McFall


Remigijus Savickas

Executive team development and retention strategy

- Avoiding bias, promoting diversity
- The importance of “Why?” in executive team development
- Lead by design or lead by example?
- Toxic vs empathetic leadership
- Preparing teams for resilience
- Succession planning and talent management
- Performance agreements and reviews
- Personal development plans


Dr Sipho Kabane


Wissam Mattout


Wayne Brown


Geoff Sim


Eva Ferdinand


Taz Rajabali


Cris Van Cleemput


Gemma McFall


Chris Miller

Detailed session content

Successfully leading remote and hybrid working teams

- Effective communication methods
- Meeting management
- Building multi-directional trust
- Addressing work-life balance
- Managing hybrid compared to fully remote teams
- Performance monitoring


Dr Sipho Kabane


Wayne Brown


Taz Rajabali


Wissam Mattout


Eva Ferdinand

Harnessing technology for executive development

- Data analysis and decision-making for executives
- Technology tools for personal development
- Technology tools for team development and management


Wissam Mattout


Alex Hayes-Griffin

Building a leadership brand

- Understanding the importance of personal branding
- Defining your leadership identity
- What's your moral compass, your values
- What motivates you
- What do you want to be known for? What is your legacy? What is your image?
- How do you behave?
- What are your skills and strengths?
- Visibility and impact of your leadership brand
- Authenticity and consistency in personal branding
- Alignment across different media platforms
- Alignment with personal and organisational values


Wissam Mattout


Geoff Sim


Gemma McFall


Remigijus Savickas


Chris Miller

Detailed session content

Mental health and neuroscience in executive leadership

- Stress management strategies including time management, delegation and avoiding burnout
- Exercises to stay calm under pressure
- Work-life balance: are boundaries needed and if so, how best to establish them?
- Making time for family, outside interests and self-care
- Mindfulness practices that enhance mental clarity and decision-making
- Incorporating mindfulness into the working day
- Resilience training
- Regulating emotional responses to enhance performance and “get in the zone”
- Applying the strategies of neuroscience from the sporting world in the executive leadership environment
- How to promote an open mental health culture and work towards reducing stigmas – hint: it starts from the top
- The power of sound in regulating brain function to perform better, sleep better and boost mental clarity/combat decision fatigue
- Technology and wellbeing – what does the future of your organisation look like? And how can you measure success?

