



Shangri-La's Hambantota Golf Resort & Spa, Sri Lanka

Sittrakala Watta, Chithragala, Ambalantota, Sri Lanka

Telephone: +94 477 888 888

Email: slht@shangri-la.com



Wednesday, January 8

Attire: Casual

Arrivals throughout the day

3:00 pm	Official Hotel Check In Time	Registration Desk
4:30 – 7:30 pm	Program Registration	SEALA Office
7:30 – 9:30 pm	Informal Dinners by Learning Groups For those arriving in time, look for invitations to join other members of your learning group and your facilitators for an informal dinner before the program begins.	
9:30 pm	Free Time for Networking	

Thursday, January 9

Attire: Business Casual

6:30 – 9:15 am	Breakfast Included at Your Leisure	
9:30 – 10:00 am	Welcome and Opening Remarks <i>Anand Sharma, Founder & CEO, Growth Advisory, LLC</i>	Ballroom
10:00 – 11:00 am	Leadership: An Inquiry <i>John King, Author, Cultural Architect, and Rogue Scholar</i> We explore the nature of leaders and leadership through an interactive, participatory discussion drawing on the collective knowledge, experience, and insights of the Academy participants. Outcomes: The emerging themes will provide a foundation and direction to the Academy and offer you new ways of seeing yourself, your role as a leader, and how you relate to those you lead and those who lead you.	Ballroom





- 11:00 – 11:30 am Refreshment Break
- 11:30 – 1:00 pm **Leadership Matters** **Ballroom**
Bill Starnes, Partner, Trammell Crow International (retired)
All of us are called upon, at various times and in different situations, to take on leadership responsibilities – be it at work, in the community or at home. Fortunately, understanding yourself and others along with various leadership skills can make you a better leader in all aspects of your life.
Outcomes: This session explains the philosophy underlying the program, provides an overview of the content, and sets expectations for the rest of the Academy.
- 1:00 – 2:00 pm Group Lunch
- 2:00 – 4:00 pm **Self-Awareness, Leadership and Performance** **Ballroom**
Anand Sharma Founder & CEO, Growth Advisory, LLC
Strong emotional intelligence and personal effectiveness begin with self-awareness. You cannot manage others if you cannot manage yourself. We all navigate our work life with an emotional “toolkit”. This “toolkit” is not our intellect, experience or values; it is our unique style and personality. There is no correct or incorrect set of tools. It matters not the tools we have, rather it is how we use them. The understanding of the fundamental differences in your personality and others personality traits can greatly enhance communications and improve team work and collaboration. Since different functional roles on a leadership team require different tools, job fit can be essential to organizational success. Getting the right people in the right seat requires patience and insight.
Outcomes: You will receive your individual Personalysis Profile based on the online assessment taken prior to the program and gain insights into your personality and the personalities of others through the Personalysis multi-dimensional framework, which provides insights into how you make decisions, relate to others, and perform at your best. You will also gain a deeper understanding of how you interact with others, new insights into the sources of interpersonal conflicts, and a better appreciation of how different personalities can actually complement each other in ways that make everyone more effective.
- 4:00 – 4:30 pm Refreshment Break
- 4:30 – 6:30 pm **Learning Group Sessions** **Assigned Rooms**
Introductions, Ground Rules, and Expectations
You will be pre-assigned to a small leadership group moderated by successful leaders who will serve as facilitators, learning coaches and mentors for the program. This session provides an opportunity for you to meet your facilitators as well as other members of your leadership group, collectively establish the ground rules for group learning, address any questions, and share your individual goals for the SEALA program.
- 6:30 – 7:30 pm Free Time for Networking



- 7:30 – 10:30 pm **Dinner and Paired Introductions**
You will be seated in pre-assigned pairs for dinner, giving you time to get to know more about your assigned colleague. After the main course, each pair of participants will briefly introduce each other to the larger group. Introductions should be limited to no more than two minutes each and should focus on things about your colleague that would be of interest to the group but are not included in their bio.

Friday, January 10

Attire: Business Casual

- 6:30 – 9:15 am Breakfast Included at Your Leisure
- 9:30 – 11:00 am **Participant Forum – Part I** **Ballroom**
Rashad Bayramov, External Affairs Mgr, BP Exploration Caspian Sea
One of the greatest resources available to you is the collective experience and wisdom of the people attending the SEALA Academy. This session offers you the opportunity to use what you learned about values-based stories to tell your organization's story - why it exists, how it operates, what it does, the challenges it faces and the future to which it aspires as well as your role in realizing that vision. You will have only three minutes, so you need to rehearse in advance. Following your presentation, there will be a short time for feedback and questions from the audience members. They are expected to be looking for possible connections, opportunities to collaborate, or ways in which they can help you professionally and even personally. At the same time, they may discover ways in which you may be able to help them as well. Finally, you will also get feedback from the faculty on your storytelling itself.
Outcomes: You will leave with a more powerful way of describing what you do and benefit from the collective wisdom and connections of your peers in SEALA.
- 11:00 – 11:30 am Refreshment Break
- 11:30 – 1:00 pm **Applying Personalisis** **Ballroom**
Anand Sharma Founder & CEO, Growth Advisory, LLC
This session applies the Personalisis framework to help you better understand yourself so that you can use your personality "toolkit" more effectively when making decisions, communicating with others, and contributing your best both professionally and personally.
Outcomes: You will gain insight into how best to apply your unique set of tools in communicating with and leading others. You will see how your style complements and conflicts with others. You will understand how diversity and job fit play a significant role in selection, retention and superior performance of your team.
- 1:00 – 2:00 pm Group Lunch
- 2:00 – 3:30 pm **Values-Based Stories** **Ballroom**



John King, Author, Cultural Architect, and Rogue Scholar

The ability to tell your story is a key element of establishing relationships, which in turn are critical to effective leadership, persuasion, team building, and negotiations. The most effective stories are often about those moments in our lives that reflect our values and define who we are.

Outcomes: In this session, you will learn the art of telling values-based stories as a way of communicating more effectively and with greater impact. You will also have the opportunity to practice this skill by sharing a defining moment from your own life in your learning group session to follow.

3:30 – 4:00 pm Refreshment Break

4:00 – 6:30 pm **Learning Group Sessions** **Assigned Rooms**

Telling Your “Defining Moment” Story

Our experiences help to define who we are and what we value most in life. Sometimes defining moments are the result of important events in our lives. In other cases, it might be a person who had a strong influence on our lives - a parent, friend, teacher, instructor, boss - or even a brief or distant encounter with someone who inspired us at a crucial moment. For some, it happens at an early age; while for others it may be a gradual realization. You will have the opportunity to share a personal story with your learning group about a defining moment in your past that shaped your character, crystallized your values, and influenced your future leadership choices.

Outcomes: Through the insights from your own story and those of others, you will acquire a deeper appreciation of the values that make you “you.”

6:30 – 7:30 pm Free Time for Networking

7:30 – 9:00 pm Dining Card

**To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar)*

**The value is \$30 net per card*

**Additional expense will be settled by the guest’s own account*

**Dining cards cannot be replaced if lost*

**Amount on the card is not interchangeable for cash*

**Balance on the card is non-refundable*

9:00 pm Free Time for Networking

Saturday, January 11

Attire: Business Casual

6:30 – 9:15 am Breakfast Included at Your Leisure



9:30 – 11:00 am	Participant Forum – Part II <i>Rashad Bayramov, External Affairs Mgr, BP Exploration Caspian Sea</i> This session continues with the participants sharing the stories of their organizations with feedback from the faculty and audience.	Ballroom
11:00 – 11:30 am	Refreshment Break	
11:30 – 1:00 pm	Special Guest Speaker <i>To be announced at the Academy</i>	Ballroom
1:00 – 2:00 pm	Group Lunch	
2:00 – 3:30 pm	Understanding Life and Leadership <i>Michael Kouly, President, Cambridge Institute for Global Leadership</i> In order to succeed in life and as a leader, one must understand oneself, others, systems, authority and leadership skills. This session will provide a general philosophy of life and leadership. Outcomes: You will understand yourself in new ways and gain insights into the role you play as part of the various systems that evolve around and overlap in your professional and personal life.	Ballroom
3:30 – 4:00 pm	Refreshment Break	
4:00 – 4:45 pm	The Leadership Lifeline Exercise <i>Bill Starnes, Former Partner, Trammell Crow International (retired)</i> Prior to coming to the Academy, you will have received instructions to make a list of your major life experiences. You will need to bring that list with you to this session where you will use it to create your Leadership Lifeline in preparation for the Learning Group Session that follows. Outcomes: You will construct a Lifeline to use as a tool in the following Learning Group session to explore various themes, worldviews, and default behaviors from your life experience.	Ballroom
4:45 – 6:30 pm	Learning Group Sessions <i>The Lifeline Exercise</i> This session uses the results of the Lifeline Exercise from the prior session as a tool for exploring themes from your life's experience. Participants need to bring their Lifeline with them to this session. Outcomes: You will gain insights into the people and events that have played a role in the formation of your character, values, and leadership style. You will better appreciate how you assert, respond to, and negotiate with authority. You will also understand your default ways of achieving success, handling adversity, and the environments best suited for you to reach your full potential.	Assigned Rooms
6:30 – 7:30 pm	Prepare for Cultural Exchange	



7:30 – 9:00 pm Dining Card
**To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar)
 *The value is \$30 net per card
 *Additional expense will be settled by the guest's own account
 *Dining cards cannot be replaced if lost
 *Amount on the card is not interchangeable for cash
 Balance on the card is non-refundable

9:00 pm Free Time to Prepare for the Cultural Exchange

Sunday, January 12

Attire: Business Casual during the day

Traditional wear or other appropriate attire for the Cultural Exchange in the evening

6:30 – 9:15 am Breakfast Included at Your Leisure

9:30 – 11:00 am **The Three Ps of Leadership** **Ballroom**
Michael Kouly, President, Cambridge Institute for Global Leadership
 While understanding and being aware in the moment of yourself, others, systems, and authority are all vital, they are not always enough. This session explores the importance of purpose, process and participation in achieving the results that you are seeking in any given context, be it working on your own, as part of a team, during a meeting, managing a project, or negotiating a deal.
Outcome: You will be more effective in getting the results you seek by keeping your purpose in mind, adopting an appropriate process for achieving that purpose, and understanding when and how you should best participate in the chosen process. You will understand that process often overtakes purpose when the purpose is not clear or is overlooked.

11:00 – 11:30 am Refreshment Break

11:30 – 1:00 pm **How We Really Make Decisions** **Ballroom**
Michael Kouly, President, Cambridge Institute for Global Leadership
 Like the organization where you work, you are a complex system of competing values and interests, preferences and tendencies, aspirations and fears. When confronted with a decision, you often experience conflicts among your various interests and loyalties. This session delves into a deeper understanding of the feelings of obligation to your colleagues, community, and important figures from your past that affect your decision-making process.
Outcomes: You will gain insights into the complex forces influencing your behavior, allowing you to make more responsible and effective decisions for yourself, your family, and your organization.





1:00 – 2:00 pm Group Lunch

2:00 – 3:30 pm **Purpose** **Ballroom**
Michael Kouly, President, Cambridge Institute for Global Leadership
Leadership, and ultimately life, is about purpose. Finding your purpose is a key element in understanding yourself and achieving success in life. Understanding your purpose allows you to set priorities, make decisions, and allocate your time. It serves as a reminder of where you are going as a leader and why.
Outcomes: Get in touch with your purpose – that thing that is so important to you that you would be willing to put yourself in peril to serve it!

3:30 – 4:00 pm Refreshment Break

4:00 – 6:30 pm **Learning Group Sessions** **Assigned Rooms**
Where are you?
You will have the opportunity to share in a small group setting your thoughts, questions and reflections on what you have learned so far in the Academy and how that relates to what you are currently facing in your personal life, career, and organization.
Outcomes: You will receive valuable feedback and insights from your peers.

6:30 – 7:30 pm Free Time to Prepare for the Cultural Exchange

7:30 – 11:00 pm **Dinner and Cultural Exchange** **Danang**
Traditional Wear or Other Appropriate Attire
After dinner, participants from each country will take turns – approximately 5 to 10 minutes each – sharing aspects of their respective cultures with the group through their choice of music, dance, poetry readings, re-enactments, skits, ceremonial demonstrations, etc. Where possible, attendees from each country should communicate with each other before the Academy about what they want to do for the Cultural Exchange and bring appropriate traditional wear, audio/visuals, and props with them to the Academy as needed.



Monday, January 13

Attire: Business Casual

6:30 – 9:15 am Breakfast Included at Your Leisure



- 9:30 – 11:00 am **Understanding Human Nature** **Ballroom**
Bill Starnes, Former Partner, Trammell Crow International (retired)
Human beings have developed sophisticated ways for surviving and growing in an increasingly complex world. For the most part, the mental shortcuts and rules of thumb that we use to deal with the massive amount of information that constantly confronts us are both efficient and effective – until they are not! This session will explore insights from the fields of psychology, behavioral economics, and neuroscience into the ways that we perceive the world around us, draw conclusions, and make decisions as well as how they can mislead us. The insights from this session have applications in all aspects of our lives – professional and personal.
Outcomes: Being more aware of human nature will allow you to see, correct for and mitigate the consequent biases that can result when we use mental shortcuts and rules of thumb inappropriately.
- 11:00 – 11:30 am Refreshment Break
- 11:30 – 1:00 pm **Cultural Architecture and Tribal Leadership** **Ballroom**
John King, Author, Cultural Architect, and Rogue Scholar
It is our nature as human beings to form tribes. Tribes are the basic building block of any large human effort, company or organization. A tribe consists of between 20 and 150 people; and, as such, their influence is greater than that of teams, entire companies, and even superstar CEOs. In any organization, it is the tribes that decide how much work gets done, and of what quality. They determine whether a new leader is going to flourish or get taken out. Furthermore, tribal culture exists in stages, going from undermining to egocentric to history making.
Outcomes: You will understand your organization's current tribal culture and how to apply an understanding of Cultural Architecture and Tribal Leadership to design and build your tribe to operate at the highest levels.
- 1:00 – 2:00 pm Group Lunch
- 2:00 – 2:45 pm **Strengths, Purpose and the Lifeline Exercise** **Ballroom**
Bill Starnes, Former Partner, Trammell Crow International (retired)
Prior to coming to the Academy, you will have taken the VIA Character Strengths Survey. This session will prepare you to use what you learned about your top five character strengths along with what you have learned about yourself in the course of the program to explore your Lifeline for insights on what makes you unique along with a purpose that allows you to put your uniqueness in the service of others in a way that creates meaning in your life and brings hope, peace and joy to those around you.
Outcomes: You will gain insights into your purpose in life.
- 2:45 – 4:30 pm **Learning Group Sessions** **Assigned Rooms**
Strengths, Purpose and the Lifeline Exercise



This session uses what you have learned so far in the program to explore your Lifeline for insights on what makes you unique along with a purpose that allows you to put your uniqueness in the service of others in a way that creates meaning in your life and brings hope, peace and joy to those around you. Participants need to bring their Lifeline with them to this session.

Outcomes: You will gain insights into your purpose in life.

4:30 – 5:00 pm

Refreshment Break

5:00 – 6:30 pm

The Role & Evolution of Management and Leadership

Ballroom

Anand Sharma, Founder & CEO, Growth Advisory, LLC

We trace the history and evolution of the management process from the industrial revolution to the modern day. Much has changed over the past century and the pace of change is accelerating with each decade at an ever-increasing rate. However, many businesses are still using 20th century practices in a 21st century world. Nonetheless, a totally new paradigm is emerging which is significantly altering the role of leadership. Today's leaders must have a crisp and compelling vision and a passionate communication style. They must be comfortable with the dualities of being humble and ambitious; nurturing and demanding; and embracing both disciplined execution and the uncertainty of innovation - all at the same time.



Outcomes: You will learn about a new model for effective leadership that helps you prepare your organization for perpetual growth in the face of economic and political turmoil and intensifying global competition.

6:30 – 7:30 pm

Free Time for Networking

7:30 – 9:00 pm

Dining Card

**To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar)*

**The value is \$30 net per card*

**Additional expense will be settled by the guest's own account.*

**Dining cards cannot be replaced if lost.*

**Amount on the card is not interchangeable for cash*

**Balance on the card is non-refundable*

9:00 – 11:00 pm

Reflections on Life, Leadership and Purpose

Ballroom

Michael Kouly, President, Cambridge Institute for Global Leadership

This session offers an opportunity to reflect on, explore and consolidate the insights that you have gained about yourself, life, leadership and purpose.

Tuesday, January 14

Attire: Business Casual



- 6:30 – 9:15 am Breakfast Included at Your Leisure
- 9:30 – 11:00 am **Disciplined Execution & Strategy Deployment: Rapid Execution with Certainty** **Ballroom**
Anand Sharma, Founder & CEO, Growth Advisory, LLC
A majority of businesses have a strategy of some kind - from poor to really outstanding. However, regardless of the quality of strategy, only less than one third execute their strategy successfully and on a timely basis. Superior and rapid strategy execution requires alignment and buy-in throughout the organization and a disciplined process with regular reviews. No matter how good your plans are, you are going to get off track. You can use these hurdles to justify poor execution or you can treat them as an opportunity to make your process robust by using root cause analysis and countermeasures discipline.
Outcomes: You will learn about a deceptively simple and proven tool to execute your strategy with amazing certainty. Business leaders around the globe have used this tool for more than two decades with a success rate in excess of 95%. You can use it in any size and type of organization for rapid execution of major initiatives with certainty.
- 11:00 – 11:30 am Refreshment Break
- 11:30 – 1:00 pm **Value Innovation** **Ballroom**
Anand Sharma, Founder & CEO, Growth Advisory, LLC
Innovation is about being comfortable with uncertainty and the agility to adapt to the changing needs of customers. Technological innovations are highly unpredictable, expensive and out of reach of even large corporations due to their desire for self-preservation. Value innovation, on the other hand, is available to all and requires customer intimacy and capturing stated as well as unarticulated needs through keen observations. It is a disciplined process that can help you win customer loyalty while at the same time increasing profitability.
Outcomes: You will learn about a simple but powerful process to develop unique insights that have the potential to wow your customers. It does not matter if you are a manufacturer or service provider, value innovation can be used with similar impact, which will be illustrated through many examples.
- 1:00 – 2:00 pm Group Lunch
- 2:00 – 4:00 pm **Learning Group Sessions** **Assigned Rooms**
Future Aspirations
You will participate in an exercise that will guide you through a process of imagining your aspirations for the future then working backwards in time to create a realistic path for achieving those aspirations. You will set specific personal and professional goals and develop timelines for achieving them with a focus on ways in which other SEALA members can



support you and hold you accountable for achieving your aspirations.

Outcomes: You will have an opportunity to share your future aspirations with the members of your Learning Group who have gotten to know you over the course of the Academy, understand you, want to see you succeed, and are willing to hold you accountable for realizing your full potential – not only as a leader but also as a human being.

4:00 – 4:30 pm

Refreshment Break

4:30 – 6:30 pm

Y-Strategy Model

Saigon Room

John King, Author, Cultural Architect, and Rogue Scholar

You will learn to use the Y-Strategy Model, a highly practical and very effective tool for achieving your goals, by applying it to a current challenge that you face in your career, organization, or community. Once you have developed your plan using the Y-Strategy Model, you will learn how to present the plan to others for their feedback and potentially to enlist their support and involvement

Outcomes: Your ability to achieve will be greatly enhanced by your ability not only to plan, but also to engage others in supporting and assisting you with your plan.

6:30 – 7:30 pm

Free Time for Networking

7:30 – 9:00 pm

Dining Card

**To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar)*

**The value is \$30 net per card*

**Additional expense will be settled by the guest's own account.*

**Dining cards cannot be replaced if lost.*

**Amount on the card is not interchangeable for cash*

**Balance on the card is non-refundable*

9:00 – 10:30 pm

Introducing the Capstone Projects & Presentations

Ballroom

Bill Starnes, Partner, Trammell Crow International (retired)

This session introduces the Capstone Project, which challenges you to work together as a team to analyze a project of your choosing, prepare a strategy, and present your recommendations. It requires you to use all the capabilities that you have been practicing during the entire SEALA program – leadership, personality profiles, purpose, team building, accountability, strategy, negotiations, etc. You will do so under the watchful eyes of successful business leaders serving as teaching coaches who will provide valuable feedback at critical stages along the way. In the process, you will learn just how good you are at leading other leaders.

Wednesday, January 15

Attire: Business Casual

6:30 – 9:15 am

Breakfast Included at Your Leisure



- 9:30 – 11:00 am **Special Guest Speaker** **Ballroom**
Do Thi Thu Ha - Senior Partner - KPMG in Vietnam
Ha Do is the Senior Partner leading KPMG Hanoi office
- 11:00 – 11:30 am Refreshment Break
- 11:30 – 1:00 pm **Negotiation** **Ballroom**
Mark Young, President, Rational Games, Inc.
Negotiation is definitely not a game. Typically, serious interests and identity concerns are at stake, especially when the powerless must hold their own against those who have the upper hand. Nonetheless, games can teach us the value in finding common ground and collective identity as well as suggest strategies for doing so.
- 1:00 – 2:00 pm Group Lunch
- 2:15 pm Meet in the Hotel Lobby
- 2:30 – 10:30 pm Depart for an Excursion to Include Offsite Dinner
Details of the excursion to be announced during the program.

Thursday, January 16

Attire: Business Casual

- 6:30 – 9:15 am Breakfast Included at Your Leisure
- 9:30 – 11:30 am **Negotiation Exercise** **Ballroom**
Mark Young, President, Rational Games, Inc.
This exercise provides a metaphor for different strategies for approaching a negotiation and demonstrates the value of finding common ground and collective identity, both with the other party to the negotiation as well as within your own team.
Outcomes: Participants will glean valuable lessons from this dynamic, competitive, multi-round negotiation exercise.
- 
- 11:30 – 12:00 pm Refreshment Break
- 12:00 – 1:00 pm **Negotiation Exercise Debrief** **Ballroom**
Mark Young, President, Rational Games, Inc.
Outcomes: You will gain insights into real-life negotiations from the negotiation exercise.
- 1:00 – 2:00 pm Group Lunch
- 2:00 – 5:00 pm **Negotiation Case Study** **Ballroom**
Mark Young, President, Rational Games, Inc.
Marc Kloubert, Co-Founder & Designer, g31; Lecturer at HS Düsseldorf
- 5:00 – 5:30 pm Refreshment Break



5:30 – 7:00 pm	Negotiation - Concluded <i>Mark Young, President, Rational Games, Inc.</i>	Ballroom
7:00 – 7:30 pm	Free Time for Networking	
7:30 – 9:00 pm	Dining Card <i>*To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar) *The value is \$30 net per card *Additional expense will be settled by the guest's own account *Dining cards cannot be replaced if lost *Amount on the card is not interchangeable for cash *Balance on the card is non-refundable</i>	
9:00 – 10:30 pm	Selection of the Capstone Projects & Teams <i>Bill Starnes, Partner, Trammell Crow International (retired)</i> Participants who wish to present their ideas to the group for possible selection as a Capstone Project will have an opportunity to sign up prior to the start of this session. During the session, they will have 5 minutes to present their idea to the group. When all the ideas have been presented, participants will get to vote individually for their top six topics. Once the top six topics have been announced, the participants will form Capstone Project Teams around the selected topics in order to prepare for the Capstone Presentations on Friday.	Ballroom

Friday, January 17

Attire: Business Casual

6:30 – 9:15 am	Breakfast Included at Your Leisure	
9:30 – 11:00 am	Working Session: Capstone Projects Teams work on their presentations.	Informal Venues
11:00 – 11:30 am	Refreshments Available	
11:30 – 1:00 pm	Working Session: Capstone Projects Teams complete and rehearse their presentations.	Informal Venues
1:00 – 2:00 pm	Working Lunch	
2:00 – 4:00 pm	Capstone Project Presentations The Project Teams reassemble in plenary to make their presentations for the Capstone Project. Each Project Team should plan on a ten to twelve-minute presentation followed by five minutes of audience Q&A and feedback from the Project Team facilitators.	Ballroom
4:00 – 5:00 pm	Capstone Project Team Debriefs <i>Project Team Facilitators</i> This session offers an opportunity for an “after action report” on how your Project Team performed, including feedback from your Project Team	Ballroom



Facilitators. Questions for discussion might include the following: How were decisions made? How were the team members' roles determined? Was there a clear purpose? What was the process? How did each of the team members participate? What worked well? How could you have improved on what you did? What might you do differently when you face similar situations in the future?

5:00 – 5:30 pm

Refreshment Break

5:30 – 7:00 pm

Small Group Working Sessions *Informal Venues to be Announced*

You can participate in a small group working session with your peers on a topic of your choice led by knowledgeable business leaders who have personal and professional experience in successfully managing the areas covered in each discussion. Topics to be announced. **Outcomes:** Specific and detailed insights to take your leadership to the next level from practitioners who have personal and professional experience in successfully teaching the areas covered in each working session.

7:00 – 7:30 pm

Free Time for Networking

7:30 – 9:00 pm

Dining Card

**To be used at all F&B outlets at the hotel (3 Spoons, Stellar Steakhouse, Deli Counter, Hive Lounge and Q Bar)*

**The value is \$30 net per card*

**Additional expense will be settled by the guest's own account*

**Dining cards cannot be replaced if lost*

**Amount on the card is not interchangeable for cash*

**Balance on the card is non-refundable*

Saturday, January 18

Attire: Business attire during the day and cocktail or traditional wear for the evening

6:30 – 8:45 am

Breakfast Included at Your Leisure

9:00 – 10:00 am

Guest Speaker

Narong Prangcharoen – Thai Music Composer

Ballroom

10:00 – 10:30 am

Refreshment Break

10:30 – 12:00 pm

Understanding the Power of SEALA

Ballroom

As an effective leader, you have the ability to shape the future; and SEALA can play a powerful role in that process. Having completed the SEALA program, you automatically become a member of the SEALA network. With an understanding of the SEALA concept, you will realize the potential power of the network for helping you shape the future, as well as the responsibilities of being a member of the SEALA network. You will also learn that the power of SEALA is multiplied by its affiliation





with similar, parallel networks, including SIBF, a US-based network of experienced international business leaders founded in 1981; CELA, a network of leaders from business, government, and civil society in Central Asia and the Caucasus, formed in partnership with SIBF in 2002; and MELA, a similar network for the Arab speaking countries in the Middle East formed by SIBF in 2011.

12:00 – 1:10 pm Group Lunch

1:00 – 3:00 pm **Learning Group Sessions** **Assigned Rooms**
Review & Wrap-Up
You and your colleagues will have an opportunity to consolidate what you have learned, solidify newly formed relationships, and commit to leveraging your skills and relationships to solve the specific challenges you will face in your organizations, communities, and countries as current and future leaders from the region.

3:00 – 3:30 pm Refreshment Break

3:30 – 5:30 pm **Graduation and Induction Ceremonies** **Ballroom**
You will be individually recognized, awarded a certificate of completion for the SEALA program, and officially inducted into the SEALA network.

5:30 – 6:30 pm Free Time for Networking

6:30 – 11:00 pm **Grand Finale Reception and Dinner** **Ballroom**

Sunday, January 19

Departures Throughout the Day

SEALA 7 Participants, extending their stay to attend the SEALA Reunion, please refer to the SEALA 2020 Reunion Agenda

6:30 – 9:15 am Breakfast Included at Your Leisure

12:00 pm Official Hotel Check Out Time



3 Spoons Restaurant