

AMBIDEXTROUS LEADERSHIP: THE DUAL MINDSET LEADERSHIP

 **In-Class Training (16 Hours 2 Days)**

Menjawab Masalah Apa?

Di era yang penuh perubahan dan kompleksitas, para pemimpin menghadapi tantangan besar untuk menjalankan dua peran yang sering kali bertentangan: menjaga stabilitas dan efisiensi operasional (eksploitasi) sambil mendorong inovasi dan adaptasi terhadap peluang baru (eksplorasi). Kemampuan untuk menyeimbangkan kedua peran ini, yang dikenal sebagai *ambidextrous leadership*, menjadi kunci bagi organisasi yang ingin tetap relevan, kompetitif, dan berkelanjutan di tengah dinamika pasar yang cepat berubah. Namun, tidak semua pemimpin memiliki kemampuan untuk secara efektif mengartikulasikan sasaran berbeda untuk kedua agenda tersebut dan menetapkan ukuran keberhasilan yang tepat bagi masing-masing tujuan.

Pelatihan *Ambidextrous Leadership: The Dual Mindset Leadership* dirancang untuk membantu para pemimpin mengembangkan pola pikir ganda (*dual mindset*) yang mampu mengintegrasikan disiplin dalam mengelola eksploitasi dengan fleksibilitas untuk eksplorasi. Melalui pendekatan praktis dan interaktif, peserta akan diajak untuk membuat keputusan pemanfaatan sumber daya secara efisien, mempraktikkan komunikasi adaptif, serta menjembatani perbedaan persepsi dalam organisasi. Dengan keterampilan ini, para pemimpin diharapkan dapat membawa organisasi menuju keberhasilan operasional sekaligus inovasi berkelanjutan.

Manfaat Apa yang Anda Peroleh?

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Mengartikulasikan sasaran yang berbeda bagi agenda yang bersifat eksploitasi dan eksploratif; menetapkan ukuran keberhasilan yang berbeda bagi masing-masing tujuan.
- Membuat keputusan pemanfaatan sumber daya secara efektif dan efisien untuk pencapaian target sekaligus untuk meningkatkan inovasi.
- Mempraktikkan pola pikir yang berimbang antara disiplin pengelolaan kegiatan eksploitasi dan fleksibilitas dalam kegiatan eksploratif.
- Memanfaatkan komunikasi berimbang dan adaptif untuk dapat menjembatani perbedaan persepsi dan kepentingan tentang maksud dan tujuan organisasi.

Problems to be addressed?

In an era marked by rapid change and complexity, leaders face the significant challenge of balancing two often conflicting roles: maintaining operational stability and efficiency (exploitation) while driving innovation and adapting to new opportunities (exploration). The ability to harmonize these roles, known as ambidextrous leadership, has become essential for organizations striving to remain relevant, competitive, and sustainable amidst dynamic market conditions. However, not all leaders possess the capability to clearly articulate distinct objectives for these dual agendas or establish appropriate success metrics for each.

The Ambidextrous Leadership: The Dual Mindset Leadership training program is designed to equip leaders with a dual mindset, enabling them to integrate disciplined management of exploitation activities with the flexibility required for exploration efforts. Through practical and interactive approaches, participants will learn to make efficient resource allocation decisions, practice adaptive communication, and bridge differences in organizational perceptions. With these skills, leaders are expected to guide their organizations toward achieving operational success while fostering continuous innovation.

What goals will be achieved?

After completing this program, participants are expected to be able to:

- *Articulating distinct objectives for exploitative and explorative agendas, while establishing specific success metrics for each goal.*
- *Making effective and efficient resource utilization decisions to achieve targets while fostering innovation.*
- *Practicing a balanced mindset that combines discipline in managing exploitative activities with flexibility in explorative efforts.*
- *Leveraging balanced and adaptive communication to bridge differences in perceptions and interests regarding the organization's purposes and goals.*

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Apa Saja yang Dibahas?

- **FUNDAMENTAL KNOWLEDGE & GENERAL PERSPECTIVE**
Readings
 - *Digital Transformation & Ambidextrous Organization*
 - *The Full Range of Leadership**Assignments*
 - *Personal Discovery on Dual-mindset Leadership*
 - *Uncover Your Paradoxical Challenge*
- **DEVELOP MINDSET & PRACTICING NEW BEHAVIOR**
In-Class Experiential Learning
 - *The Mindset Challenge - Leading with a contextual approach; challenge the status quo**Personal Coaching Session*
 - *Develop Paradoxical Mindset;*
 - *Practicing Autonomy, Initiative, Risk-Taking, and Openness;*
 - *Balancing Distribution Information and Constructing Reality In Internal Communication.*

Siapa yang Perlu Ikut

- Direktur
- Manajer Senior

Program Terkait

- Finance for Executives
- The Essential of Corporate Governance

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Who should attend

- Director
- Senior Manager

Related Programs

- Finance for Executives
- The Essential of Corporate Governance



IDR 8,500,000

In-Class Training