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MID YEAR
PRIMER

Manila Execon Group, Inc.

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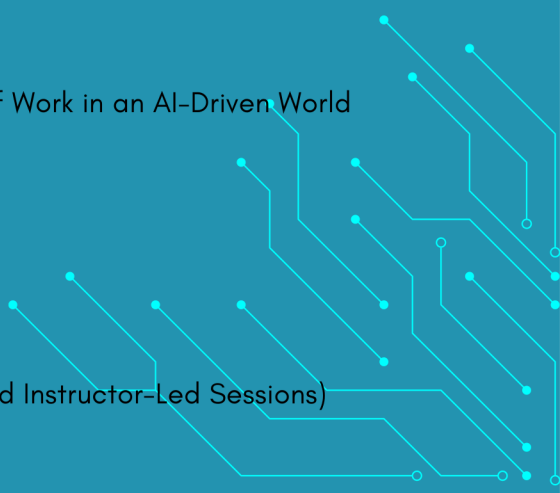
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ARTIFICIAL INTELLIGENCE, HUMAN INTELLIGENCE, AND COLLECTIVE INTELLIGENCE

In the rapidly evolving landscape of training and development, understanding the interplay between Artificial Intelligence (AI), Human Intelligence (HI), and Collective Intelligence (CI) is crucial. Each form of intelligence brings unique capabilities and benefits, enhancing learning experiences and outcomes.

AI refers to the simulation of human intelligence processes by machines, especially computer systems. These processes include learning (acquiring information and rules for using it), reasoning (using rules to reach approximate or definite conclusions), and self-correction.

Human Intelligence encompasses the cognitive capabilities of humans, including reasoning, problem-solving, learning, and understanding language.

Collective Intelligence refers to the shared or group intelligence that emerges from collaboration and collective efforts of individuals.

Understanding and leveraging AI, HI, and CI in training and development can lead to more effective, engaging, and personalized learning experiences. By integrating these forms of intelligence, organizations can build training programs that not only impart knowledge but also foster creativity, collaboration, and continuous improvement.

THERE'S NO TURNING BACK.

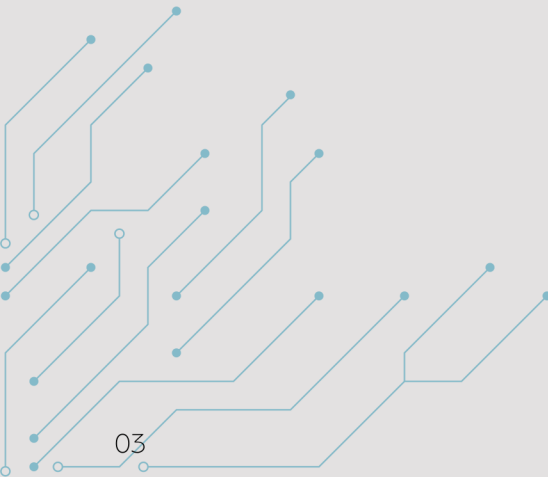
As we navigate a world of uncertainty, now is our chance to regain control and seize momentum by leveraging AI in training. Harnessing the power of AI can revolutionize learning, equipping individuals and organizations with the tools needed to adapt, innovate, and thrive in an ever-changing landscape.

We at Manila Execon Group, Inc. continue to traverse the unpredictable new work scape by supporting you to recalibrate and elevate your organization through premier consultancy and premier learning programs to reskill and upskill your professionals at every level of the organization.

We continuously strive to nurture the leaders of today and tomorrow with future-ready skills to adapt to constant changes and rise above challenges.

Together we will elevate one another and reach greater heights. Let us help you get started with learning and unfold limitless possibilities by growing your transformative organization.

At Manila Execon Group, Inc., we take pleasure in seeking out the most promising learning programs and providing them to you. We are optimistic that we can position you on a world-class level by equipping your professionals with excellent learning solutions as we capitalize on your current skill and hone it further.



LEARNING
FROM THE
FINEST AND
FROM YOU
ENABLES US
TO BECOME
BETTER.

OUR PARTNERS FOR LEARNING

achieve+forum™
NOW PART OF KORN FERRY

AchieveForum, now a part of Korn Ferry, enables learners to cultivate leadership and strategies at all levels of the organization. It empowers them to lead from where they are and instills confidence which enables them to turn their big visions into reality.

Communispond™

Communispond recognizes that communication is a crucial skill to learn; however, it is oftentimes overlooked. Communispond helps learners exude confidence and improve the way they communicate and connect with others — allowing them to cultivate credibility and create better relationships.

 Discover

Discover enables organizations to unlock their employees' ultimate potential by providing a host of psychometric profiling solutions. With the power of Psychology, we facilitate recruiters to make smart hiring and development decisions.

 **KT**
Kepner-Tregoe

Kepner-Tregoe invites learners to dig deeper and understand the situations around them better through a set of tried and tested processes. These untangle confusion and remove roadblocks that usually hinder us from seeing the whole picture, delaying us from resolving our concerns.

Farrel-Novita

Farrell-Novita encourages entrepreneurs to create and grow their businesses in the 21st century. Learners will recognize a sense of purpose, focus on customer and product, apply proven learnings, and get inspiration from the unique grounding basics of entrepreneurial enterprise.

7 WAYS TO ENSURE TRAINING TRANSLATES TO BUSINESS PERFORMANCE

As demands build for the constant upskilling of an evolving workforce, training costs are escalating. According to the ATD (Association for Talent Development), the average annual learning expenditure per employee is roughly \$1,300. That doesn't include costs associated with pulling employees away from their regular duties for training.

Then, there is "the new workplace normal." The COVID-19 pandemic forced vast numbers of employees to work remotely from home. Both trainers (internal and external) and learners had to make a hard pivot to online solutions, opening up new challenges – and opportunities – to ensure training is as effective as possible. In this environment, the pressure has never been greater for Learning & Development to demonstrate that training is an investment rather than a cost center.

In order to evaluate the effectiveness of training, organizations need to create a skills development framework that brings employees from training to knowledge retention to sustained behavioral changes. Once you know your training initiatives are framed in this way, it's easier to measure the true business impact.

THE KEPNER-TREGOE ROI FRAMEWORK

- **Learning** – Concerned mainly with the training experience itself and making sure the content is relevant to learners
- **Knowledge** – Focuses on how much knowledge has been retained and can be applied based on mostly theoretical scenarios and questions, like an exam or a case study
- **Behavior** – The demonstration and documentation of actual, sustained behavior
- **Results** – The impact of training on hard metrics (KPIs)

The point of having a framework is to identify gaps and opportunities for improvement. Knowing that a progression is required in turning training into "hard results" is an important realization. Results will not appear out of thin air just because someone receives training.



01

LEADERS MUST SUPPORT
TRAINING - BEFORE,
DURING AND AFTER

02

MAKE TRAINING RELEVANT
AND ACCESSIBLE TO
LEARNERS

03

PROVIDE OPPORTUNITIES
TO DEEPEN NEW SKILLS

04

SUPPORT SUCCESS WITH
COACHING AND FEEDBACK

05

OBSERVE AND DOCUMENT
ONGOING USE OF NEW
SKILLS

06

EMBED NEW SKILLS INTO
EXISTING PROCESSES

07

CONSIDER INITIAL IMPACTS
TO LEARNERS THAT CAN
DERAIL SUCCESS

Published by



<https://kepner-tregoe.com/whitepapers/7-ways-to-ensure-training-results-translate-to-business-performance/>



OUR LEARNING SOLUTIONS

achieve+forum™
NOW PART OF KORN FERRY

DRIVE PERFORMANCE
AT EVERY LEVEL

- Accelerating Strategic Initiatives
- Activating Change™: Individual Contributor
- Activating Change™: Manager Version
- Adapting to Constant Change
- Bridging Strategies to Outcomes
- Building Commitment to Results
- Building Team Pride and Purpose™
- Building Trust Under Pressure: The Basic Principles™
- Clarifying Performance Expectations®
- Conducting Performance Reviews™
- Connecting People to Strategy
- Correcting Performance Problems™
- Creating Clarity and Focus
- Delegating for Shared Success™
- Developing Team Agility: Day-to-Day Tools™
- Developing Your Leadership Presence
- Dilemma Management
- Establishing Credibility
- Generations in the Workplace
- Giving Needs-Based Feedback™
- Guiding Collaborative Discussion
- Identifying Work Priorities and Setting Verifiable Goals: Individual Contributor
- Identifying Work Priorities and Setting Verifiable Goals: Managers Version
- Influencing Outcomes Through Others
- Leading Change
- Leading for Resilience
- Leading Innovation: From Concept to Value Leading Through Transitions
- Leading Virtually: A Framework for Success Leading with Influence
- Making Collaborative Decisions
- Managing Your Priorities
- Offering Rewards and Recognition™
- Planning for Performance Discussions™
- Problem-Solving Results™: Solutions, Improvements, and Innovations
- Profiles in Genuine Leadership
- Realizing Talent in Others™
- Resolving Conflict with your Peers
- Shaping a Motivational Workplace™
- Skillful Conversations
- Storytelling in Business
- The Hallmarks of Supervisory Success™



PROMOTE CLEAR-THINKING
AND REVITALIZE PROCESSES

- Analytic Troubleshooting
- Frontline Simulation
- Problem Analysis
- Project Management
- Problem Solving and Decision Making
- Troubleshooting Simulation

OUR LEARNING SOLUTIONS

Communispond™

IMPROVE COMMUNICATION
AND RELATIONSHIPS

- Executive Presentation Skills®
- Executive Presentation Skills Anywhere®
- Virtual Meeting Skills™
- Virtual Presentation Skills™
- Delivering Memorable Presentations™
- Creating Memorable Presentations™
- Virtual and In-Person Presentation Skills™

Discover

TALENT IDENTIFICATION
AND DEVELOPMENT

- Astro
- Discover Assessments
** interactive gamified assessments that are highly customizable*

Farrel-Novita

ENTREPRENEURIAL
FOUNDATION AND TECHNIQUES

- Getting Entrepreneurial
- Creating Entrepreneurial Economies
- The Entrepreneurial Organization
** asynchronous online program*

MANILA EXECON GROUP INCORPORATED

BRING OUT THE BEST IN
PEOPLE AND ORGANIZATIONS

- Assertive Communication at Work
- Building Strong Organizational Skills
- Communicate with Impact
- Critical Thinking for Team Excellence
- Discovering Your True Leadership
- Elevating Employee Experiences
- Influencing for the 21st Century
- Leadership Webinar
 - 1 Agile Learning and Future-Proof Career
 - 2 Everyday Innovation at Work
 - 3 Fine-Tuning Your Presentation Skills
 - 4 Inspire and Lead with Stories
 - 5 Optimize Productivity in Hybrid Settings
 - 6 Problem Solving Beyond the Symptoms
 - 7 Shifting from Silos to Team-Centric Thinking
- Managing Stakeholders with Confidence and Ease
- Navigating Change with Resilience
- Negotiation for Shared Success (8 Hours version)
- Negotiation for Shared Success (16 Hours version)
- Sinking Silos. Building Bridges.

MEGINC
CAPABILITIES BROCHURE
2024



FOUR INGREDIENTS OF A MEMORABLE PRESENTATION

Published by
Communispond™

Think back to the last professional conference you attended. Out of all the sessions, which was the most memorable? Chances are that only one or two come to mind, and it's probably a safe bet that the reason you remember that presentation is not because the topic was the most compelling.

Captivating speakers give memorable presentations. It's not easy to be memorable in a good way, but it's not rocket science either, and it doesn't take raw, natural talent. That's right, you don't have to be a natural orator to captivate your audience. What you do need are skills and preparation.

Let's assume that you prepared a thoroughly researched presentation, and your visuals follow best practices for business presentations. The venue is comfortable, the sound system top-notch, the coffee fresh roasted. It's all up to you now.

REMEMBER TO:



Make eye contact



Smile



Enjoy yourself



**Speak in an
Energetic Voice**

ABOUT COMUNISPPOND



FIVE WAYS EMPLOYEE ASSESSMENTS CAN IMPROVE YOUR BUSINESS

Published by



Though candidate resumes, CVs and screening questions can offer basic information, they often fail to give a deeper understanding of their attitudes, personalities, and skillset. This increases manifolds since it is not a surprise that a significant number of resumes contain misleading information. Furthermore, even screening interviews, especially the unstructured ones, fail to serve the purpose due to the lack of bias-free judgement and high subjectivity. This leads to bad hires, which reduces your organization's overall productivity.

This is exactly where employee assessments come into the picture. These tools help collect information on candidates systematically and objectively during the hiring process. A professionally prepared and certified assessment is a quick and accurate way to learn about a candidate's abilities and personality.

In addition, depending on the sort of test utilized, these tests may provide useful information about a job candidate's ability to function in the workplace. As a result, companies that hire the best people may reap significant benefits from employee evaluation. Moreover, companies may better manage the huge pool of persons seeking available employment by incorporating these assessments into the candidate screening process.

HERE ARE SOME BENEFITS OF CONDUCTING EMPLOYEE ASSESSMENTS:

- Provides a great deal of objectivity
- Streamlines the hiring process
- Reduces the hiring time
- Saves the cost of bad hires
- Reduces turnover rates

ABOUT DISCOVER



HUMANS STILL WANTED: THE FUTURE OF WORK IN AN AI-DRIVEN WORLD

Published by



In today's world, artificial intelligence (AI) stands as an important catalyst for change, transforming the landscape of business operations and the future of work. An increasing number of CEOs are recognizing the potential of AI to drive internal productivity and operational efficiency. Though the AI market is relatively young, it is on a growth trajectory that promises a paradigm shift in business models and strategies. However, within this transformation, humans continue to play a critical role.

As with any emerging technology, AI is a disruption that will, in many ways, upend the market. But one thing remains the same: the difference between success and irrelevance is an organization's ability to adapt to change. So, to better understand how leaders are preparing for the AI shift, Korn Ferry surveyed over 240 CEOs and senior executives, representing medium to large-sized companies from around the world. Through their answers, we now not only have a clearer picture of AI's impact on the future of work, but also whether organizations are ready for the changes to come. More importantly, we were able to gain insights into how AI will impact human capital—will people still matter or will they be automated out of a job?

LET'S EXPLORE WHAT
THESE LEADERS HAD TO
SAY.



<https://www.kornferry.com/institute/humans-still-wanted-the-future-of-work-in-an-ai-driven-world>



THE ENTREPRENEURIAL ORGANIZATION

Published by
Farrel-Novita

Our rationale is that creating and growing a business is very different from “managing” a business. Therefore, The Entrepreneurial Organization offer participants a unique grounding in the fundamentals of high growth enterprise – and a roadmap for creating a more entrepreneurial organization.

Those high growth fundamental practices of the world’s great entrepreneurs are:

SENSE OF MISSION

The Entrepreneurial Way To Deliver Product/Market Winners

CUSTOMER/PRODUCT VISION

Creating Entrepreneurial Passion To Produce Continuous Growth

HIGH-SPEED INNOVATION

The Entrepreneurs Secret Weapon For Beating The Competition

SELF-INSPIRED BEHAVIOR

The Power Of Loving What You Do & Getting Very Good At Doing It

The Entrepreneurial Organization Seminar gives you the secrets of the world’s great entrepreneurs, plus the thirteen essential application exercises to instill them across your own department and company. The program has two goals: you will learn the entrepreneurial basics which propel all high growth enterprise, and you will leave the program with your own set of “The Entrepreneurial Organization Applications” for reinstilling those basics across your company. >>>>

ABOUT GETTING ENTREPRENEURIAL



ABOUT THE ENTREPRENEURIAL ORGANIZATION



2024 PUBLIC WORKSHOPS

PROGRAM

DESCRIPTION

DATES

Project Management

Virtual Instructor Led Training (VILT)

Duration per schedule: 4 half days*
Time: 8:00AM - 12:00NN

*inclusive of breaks

Equip project leaders with practical, scalable solutions to define, plan and implement any type of project—regardless of size or scope.

VILT

- January 16-19
- April 16-19
- July 2-5
- October 22-25

Problem Solving and Decision Making

Virtual Instructor Led Training (VILT)

Duration per schedule: 4 half days*
Time: 8:00AM - 12:00NN

*inclusive of breaks

Learn a step-by-step process for successfully solving problems, prioritizing issues, making good decisions, and analyzing potential risks and opportunities.

VILT

- March 19-22
- May 21-24
- September 3-6
- November 19-22

Executive Presentation Skills

Instructor Led Training (ILT)

Duration per schedule: 2 days*
Time: 8:00AM - 5:00PM

*inclusive of breaks

Learn steps and tips to deliver effective presentations in face-to-face and virtual environments.

ILT

- February 8-9
- April 4-5
- June 6-7
- August 8-9
- October 10-11



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