

**MGA** | Manaf Gardner  
Associates

An Associate | Designed Learning Series



An MGA Training Programme

# ACING THE INNER LEADERSHIP GAME

## PROGRAMME DESCRIPTION

The Inner Game of Leadership is built on the foundation of Positive Intelligence (PQ), a framework that helps leaders build the mental strength to stay clear, focused and resilient under pressure rather than with fear, stress or frustration.

Through the lens of PQ, leaders learn to quiet their inner critics and strengthen their positive mental capacities-enabling them to respond with calm and constructive thinking. With these tools, leaders can turn setbacks into opportunities, handle challenges with curiosity, and lead with authenticity and purpose.

This 1-day programme moves beyond theory to provide leaders with the tools to nurture psychological safety and steer their organisations with clarity and conviction in an ever-changing environment.

## LEARNING OUTCOMES

By the end of the programme, participants will be able to:

- Explain how Positive Intelligence (PQ) strengthens mental fitness, supports emotional regulation, and enhances leadership presence
- Apply at least two practical PQ-based techniques to recognise unhelpful thought patterns and redirect them into constructive, solution-focused responses
- Design a personalised self-leadership plan grounded in PQ principles to improve resilience, clarity, and performance

## COURSE OUTLINE

### Module 1: Exploring PQ

- What Positive Intelligence (PQ) is and its impact
- How mental fitness strengthens leaderships and decision-making
- The link between mindset, emotions, and performances
- Common barriers leaders face under pressure

### Module 2: Discovering Your Saboteurs

- Understanding "saboteurs" - the negative voices that hold leaders back
- The Judge (main saboteur) and 9 accomplice saboteurs
- How saboteurs affect thoughts, emotions, and relationships
- Self-assessment to identify your dominant saboteurs
- Leadership examples of saboteur-driven mistakes

### Module 3: Unveiling the Sage

- The "Sage" mindset as a source of wisdom and creativity
- The five sage powers: Empathise, Explore, Innovate, Navigate, Activate
- How to use these powers to overcome challenges
- Case studies of leaders applying sage powers
- Exercises to shift from Saboteur to Sage

#### Module 4: Strengthening Your Inner Self

- How to stop saboteur thoughts in real time
- Building focus and self-command
- Daily PQ practices to build resilience
- Designing a personal action plan
- Embedding PQ habits into daily leadership
- Peer sharing and feedback

#### Capstone: Applying PQ in leadership

- Creating your personal leadership blueprint
- Using PQ to manage complexity and improve team results
- Building trust and psychological safety
- Setting goals for growth and improvement

### LEARNING METHODOLOGY

Trainer-led presentations, case studies, break-out discussions, quizzes, and online questionnaires to ensure practical application and active participant engagement.

### PARTICIPANT PROFILE

This programme is designed for HR managers, department heads, divisional directors, and country managers who lead teams, drive organisational performance, and shape workplace culture.

### PROGRAMME FACULTY

#### Norhaliza Ibrahim

HR Leader, Certified Coach and Accredited HRD Corp Trainer



Norhaliza has over 36 years of international experience in human capital development, leadership coaching, and organisational transformation. Her global outlook is further strengthened by her coaching role in London and her proven ability to thrive in multicultural environments, working with diverse international talents.

Her value proposition lies in partnering with leaders to overcome limiting belief, strengthen their leadership identity and drive results with clarity, confidence, and purpose.

She is an Accredited Solution-Focused Coach, with additional certifications in Ontological, Health, and Positive Intelligence Coaching. Combining structured methodology with a calm, empathetic presence, she creates psychologically safe spaces for growth.

Norhaliza holds an MSc in Organisational and Business Psychology from Kent University (UK), and MBA from Bradley University (USA), and a BBA in Finance from Doane University (USA). She now leverages her expertise in psychology, coaching, and global HR leadership to design transformative, learner-centered experiences that shape resilient, future-ready leaders.

## FEES AND FURTHER DETAILS

**Date** : Thursday, 23 April 2026  
**Time** : 9:00 am – 5:00 pm  
**Venue** : Q Sentral Kuala Lumpur  
**Fee** : RM 1,750 per person

*The cost of the programme includes lunch and other refreshments, as well as programme materials for one participant. It is not inclusive of any applicable taxes.*

**This programme can be delivered in-house for your organisation.**

**To register and for more information, please contact:**

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## ABOUT MANAF GARDNER ASSOCIATES

Manaf Gardner Associates (MGA) is a premier consulting firm specialising in Human Capital and Executive Education. Established in 2025 by Datuk (Dr) Nora Manaf and Professor Dr Colyn Gardner, MGA brings unparalleled expertise to the evolving landscape of talent management and professional development.

Our founders bring with them extensive industry experience and their combined leadership ensure MGA remains at the forefront of executive education and human capital strategy. Most recently, Datuk Nora served as the Chief Human Capital Officer of Maybank, Malaysia's largest financial institution, for 16 years, while Professor Colyn led the Asian Banking School for nearly a decade, transforming it into ASEAN's largest provider of specialised banking training programmes.

At MGA, we empower organisations to mitigate risks and capitalise on growth opportunities through knowledge enhancement and strategic innovation. By offering a cohesive and comprehensive approach to talent management, we provide expert solutions through our Human Capital Advisory Services and leading-edge Learning and Development Programmes that include our exclusive Executive Education programmes with some of the best business schools in the world.

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**Manaf Gardner Associates Sdn. Bhd.**  
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