

RE-ORGANISATION

TEAM DEVELOPMENT PROGRAMS

Metro Bike Newsletter Vol. 2

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Downsizing Workforce

Companies maintain efficiency to achieve success through sustainable consolidation of their operations incorporating reorganisation and downsizing exercises whenever a need arises.

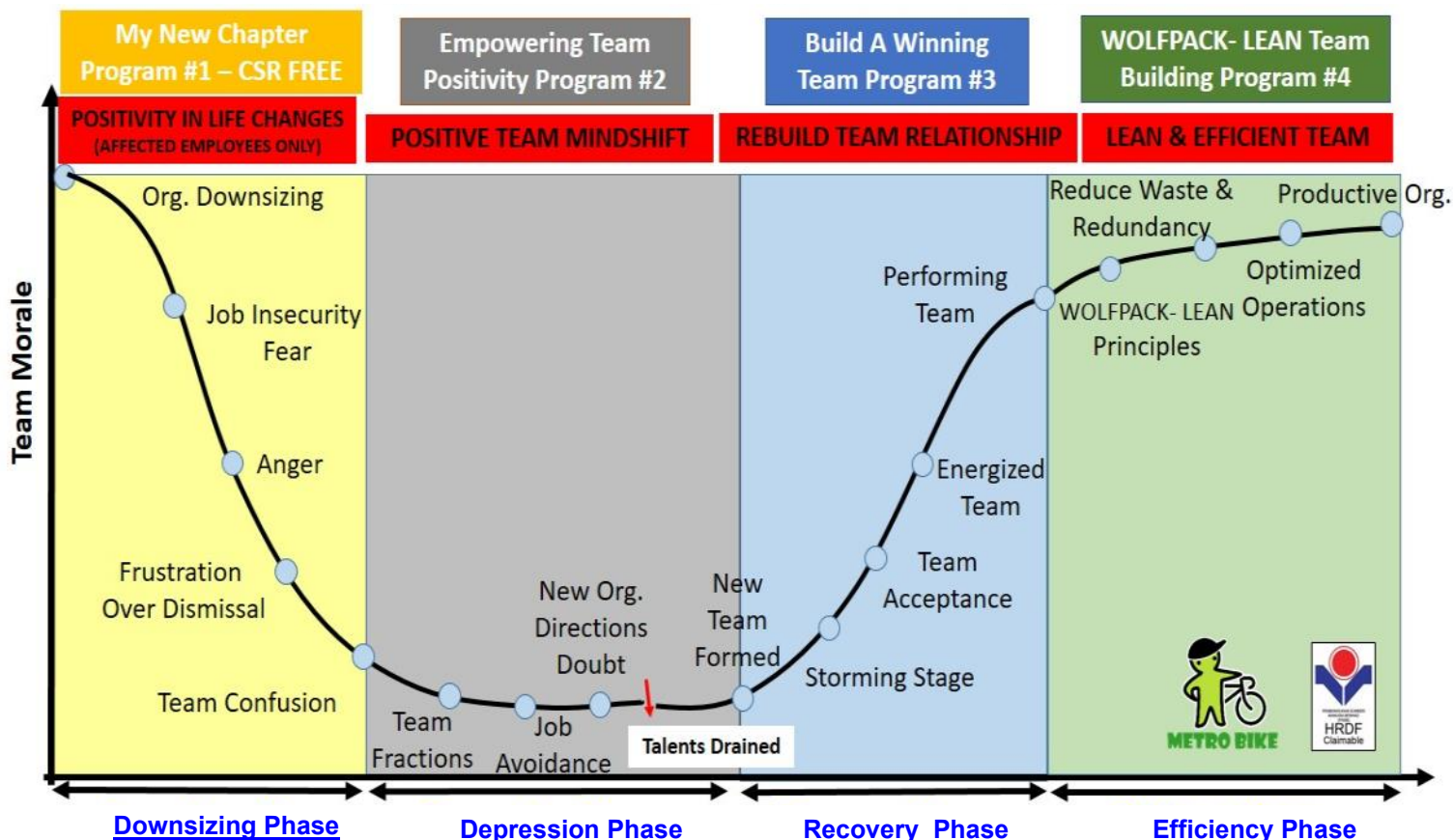
In the past couple of decades, reorganisation and downsizing exercises are being carried out quite significantly. It is with this in mind, **Metro Bike** has drawn up this comprehensive program to assist affected companies which are undergoing changes and instability periods.

Employees will go through programs to understand and accept organisational changes and be ready to work on the company new strategies and goals. The Program will also provide assistance to affected employees who are going through emotional upheavals and stress.

In This Issue

- How to address the emotional distress of employees?
- How to regain team confidence towards new organization directions?
- How to rebuild team trust & relations?
- How can organization stay lean & efficient after re-org process?

Re-organization & Team Rejuvenation Programs





New Career & New Life ChangesBegins With My New Chapter

Downsizing Phase—Program #1

My New Chapter

Positivity in Life Changes



Targeted Audience : VSS, retrenched & retiring employees.

Course Fees: FOC

Metro Bike's CSR Objectives:

- To assist retrenched or affected employees to overcome psychological fears & anxieties of uncertainties that lie ahead; and
- To create awareness of survival skills to support domestic challenges and to explore multi-source income opportunities.

Downsizing Phase Actions:

- Help to allay frustrations, fears and confusion;
- Have face to face openness and discussions;
- Learn and incorporate positive MINDSHIFT techniques to embrace new endeavours;
- Share similar experiences ie psychological changes, domestic challenges and soul searching;
- Understand basic survival skills and techniques to engage in new endeavours (ie employment or self-employment);
- Create awareness of 'income opportunity' avenues; and
- Coaching & mentoring support

Speaker's Profile



KEN KHOR

**METRO GREEN ADVENTURE
SDN. BHD.
Managing Director**

A Will and A Way. I Found My Way!

Ken Khor walked away from the corporate world to pursue his 'entrepreneur' passion.

Geared with 15 years of vast managerial experience, he went on head-strong to pursue his dream, started his own company, Metro Green Adventure Sdn Bhd in 2012, focusing on eco-friendly initiatives like bicycle tours to boost Penang Tourism & MICE Industry.

Today, another feather added to his cap, he is successfully serving Corporates both far and near with his self-designed team building programs. A personal dream achieved and gratified.

His next pursuit and CSR for the corporate world and the community is sharing his valuable, real life's experiences.

Positive “MINDSHIFT” Techniques



Positivity empowers you to operate life to be fullest. It can transform the culture of a team and drive energy towards attaining an organization’s goals.

Program Activities

- Team-based activities and case studies to reinforce learning
- Sharing of stories to drive impact

Outcome

- Participants will leave the workshop energised and in a positive state of mind – ready to apply the new techniques and principles they have learnt in their daily work and challenges.
- Positivity is a critical factor in building high performance teams that will help your organization achieve its goals.



POSITIVE MINDSHIFT & TEAM DEVELOPMENT

Depression Phase—Program #2

Empowering Team Positivity



Targeted Audience :

1. Organisations intending to build ‘self confidence’ in their employees to encourage them to take on organisation’s new directions and strategies, new roles, new projects, new challenges and accept new leadership.
2. Organisations intending to boost the morale of their employees in the light of reorganisation or restructuring.

Objective: Instil individual confidence to gain trust and positive outlook towards organization’s new directions.

Depression Phase Actions:

- Self-reflections – begin with end in mind;
- Learn the positive MINDSHIFT techniques to remove negativity & anxiety incorporating ‘The Energy Bus’ to remove negativity;
- Adopting positive transformation through stages (i.e. dependency, independency & inter-dependency);
- Putting together new directions and setting new team vision; and
- Building positive team energy with “4C – Positive Team Ladder”





Build A Winning Team

We



Trust



Team-work



Together

Recovery Phase—Program #3

Build A Winning Team Program

Targeted Audience : .Corporate Employees

Objective: Identify and remove team behavioural issues at workplace. Rebuilding team relationships.

Recovery Phase Actions:

- Trigger team behavioural issues at workplace;
- Acknowledge team weaknesses; and
- Team development activities – 4 stages
 - Team forming
 - Team storming
 - Team norming (i.e acceptance to work together)
 - Team performing (i.e. high team spirit)



Consultant's Profile



CM WONG

LEAN Coach & Consultant

CM Wong graduated in 2001 with a BSc in Food Studies (UPM), he joined a coffee creamer facility (Kerry Ingredients). After 4 years, he left for a local pharmaceutical plant (Hovid) where he practised Lean and deployed organizational wide improvement projects over the next 10 years.

Bringing along 14 years of manufacturing experience, he joined a consulting firm (LSS Academy), deploying Lean Six Sigma projects locally and abroad.

CM Wong is an expert in conducting post-reorganization hands-on experience implementing Wolfpack-Lean principles with a powerful team that stay focused and always ready to aggressively protect and ensure business survival. Continuously optimized people resources from the production floor up to management level bearing positive changes to the organizational culture and bottom line.



Efficient To Survive

Efficiency Phase—Program #4

WOLFPACK-LEAN Team Building

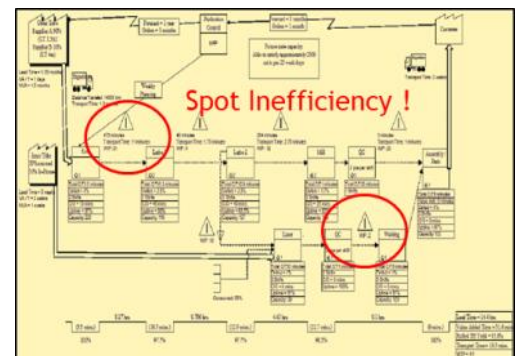


Targeted Audience : Corporate employees

Objective: To optimize business and operational processes with a rejuvenated team.

Efficiency Phase Actions:

- In nature wolf hunts in packs, they are very tactical creatures given their small size. They need to be efficient and effective to get survival.
- Wolfpack—Lean principles with a powerful team that stay focussed and
- Always ready to aggressively protect and ensure business survival;
- Reduce waste and redundancy;



TEAMBUILDING ACTIVITIES

“Team building” has become a buzzword in recent years, and has many connotations. In terms of corporate development, team-building exercises are important not only for the immediate experience of the activities performed by the team, but also for the group skills, communication and bonding that result after effective events and activities.



These events include various exciting activities which involve resolving of problems through group discussion, planning of resources, coordination, delegation and time management to achieve an ultimate goal. This goal can solely be attained through teamwork, working hand in hand.

Contact Us

Give us a call for more information about our services and programs

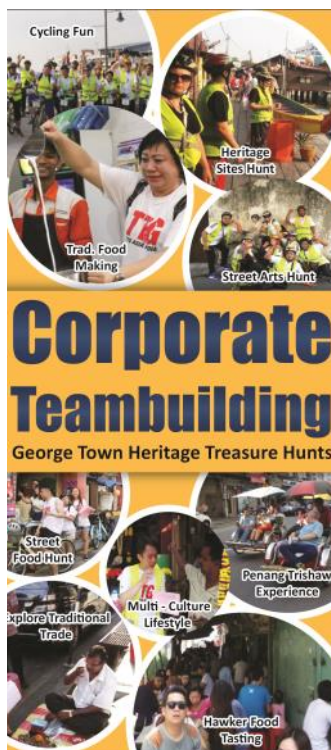
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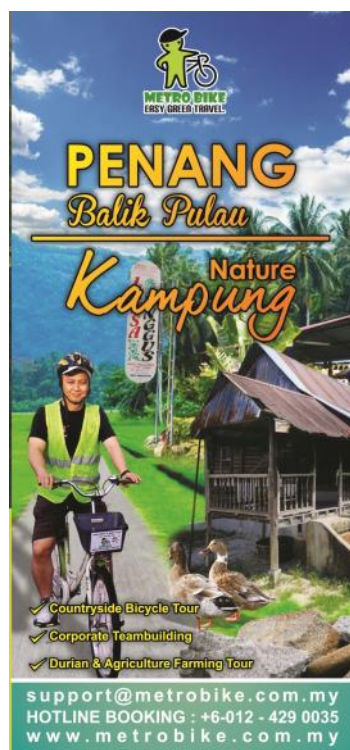
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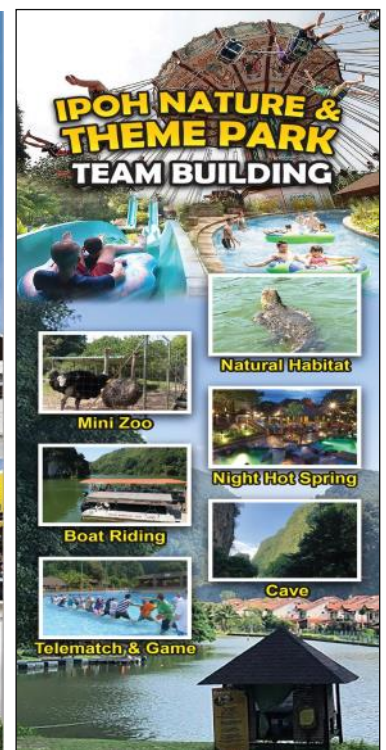
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