

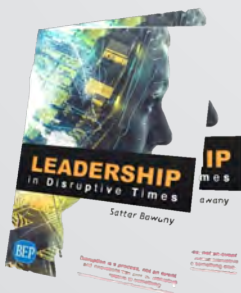
Testimonials for Webinars, Keynotes & Disruptive Leadership 4.0 Masterclass

Transforming Next Generation of Leaders Towards Meeting the Organizational and Leadership Challenges in the Disruptive & Digital-Driven Era of the Fourth Industrial Revolution (Industry 4.0)

LEADERSHIP

in Disruptive Times (2020)

Beyond Disruption 2020



Centre for Executive Education (CEE)
Disruptive Leadership Institute (DLI)

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December 11th, 2020

Prof Sattar Bawany, CMEC
Disruptive Leadership Institute (DLI)

Dear Professor Bawany,

I wanted to thank you for serving as a speaker for the DBU Tech Symposium. When planning an event such as this, it is imperative to gain the participation of experts in the field. Your willingness to share your time and expertise in the area of "Leadership in Disruptive Times" was critical to the success of this event.

We were fortunate to have a wide range of speakers from all area of technology, leadership, and business. The two-day symposium was not meant to be a single event, but a starting point for the work that must be done to enhance leadership during disruptive times, especially now during the long year of pandemic.

The Disruptive Leadership Institute is an excellent organization, and we appreciate you personally taking time to provide us with the timely information that you shared. The positive responses to the symposium reflect The Disruptive Leadership Institute's acceptance and credibility at the international level. The attendees' opinions about your presentation were all in agreement: You definitely met our expectations. Here are a few of the comments that attendees shared:

- "I so enjoyed my time with Professor Sattar Bawany recently interacting with him on his ideas on Leadership in Disruptive Times. This new book, by the same name, is thought provoking and timely, as we have not lived through more disruptive times in recent generations. Professor Bawany is a warm and entertaining speaker and writer and I would highly recommend this work"
- "His presentation gave insight on the timely topic of disruptive leadership. His material was useful to our current business needs. His presentation style was engaging"
- "He was friendly, focused, exceptionally knowledgeable, and relaxed"

Once again, thank you for making the DBU Tech Symposium successful, and we appreciate your ongoing and continued support.

Best Regards,

A handwritten signature in black ink, appearing to read "Jeffrey Johnson", is written over a horizontal line. Below the signature, the text "Jeffrey Johnson, Ph.D." is printed in a black, sans-serif font.

Jeffrey Johnson, Ph.D.



30th November 2020

Prof Sattar Bawany, CMEC
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI)
CENTRE FOR EXECUTIVE EDUCATION (CEE)
259 Tampines Central
Singapore 915209

Dear Prof Bawany,

DISRUPTIVE DIGITAL LEADERSHIP 4.0 MASTERCLASS, VIETNAM - 14 NOVEMBER 2020

We at Vietstar Training and Consulting JSC is pleased to partner with the Disruptive Leadership Institute (DLI) and the Centre of Executive Education (CEE) in offering the latest Disruptive Leadership 4.0 Masterclass to our clients in Vietnam.

The inaugural workshop was successfully delivered virtually on 14th November 2020 to the illustrious group participants who are CEOs and business leaders from organizations across diverse industries in Vietnam. The feedback we have received from them is that the new '**Disruptive Digital Leadership**' model of high-performing leader incorporates the latest best practice research on agile, digital, and transformational leadership competencies as published in the latest book, "**Leadership in Disruptive Times**" (2020), that are necessary to lead and engage their teams to success in a highly disruptive and digital-driven post-pandemic era of a changing workplace of the future.

The extensive case studies of global leading organizations including **Microsoft, Netflix, Starbucks and DBS Digital Banking** highlights the importance of the participants' role as strategic leaders in both **creative disruption and disruptive innovation** through the creation new source of sustainable competitive advantage by connecting resources and people adeptly to build an innovation-driven and customer-centric culture to develop and implement digital transformation agendas within their organization.

The **Action Learning Workplace Project** as part of the Post-Workshop Assignment enables the participants to implement the newly acquired leadership skills and tools at a rapid pace within their organization and, crucially, to adapt quickly to change by adopting a '**disruptive digital mindset**' and lead the disruption of their organization again and again to ensure their sustainability in the highly competitive era of the Fourth Industrial Revolution (Industry 4.0).

We look forward to strengthening the strategic partnership with both DLI & CEE in 2021 and beyond.

Yours sincerely,

Mrs Pham Thi Thu Hang
Chief Executive Officer
VietStar Training and Consulting JSC



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7 December 2020

Prof Sattar Bawany, CMEC
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI)
CENTRE FOR EXECUTIVE EDUCATION (CEE)
259 Tampines Central
Singapore 915209

Dear Prof Bawany,

DISRUPTIVE DIGITAL LEADERSHIP 4.0 MASTERCLASS SERIES

I'd like to extend my sincere appreciation for your open sharing and commitment to the development of every participant in the **Advanced Johor Corporation Leadership Programme (AJLP)**. It has delivered actionable learning and invaluable tools and insights much needed to excel in today's volatile environment.

The practical case studies and important lessons you impart across the intensive modules; together with the systematic and fact-based approach of the programme, allow for a deep understanding of the best practices and the pertinent leadership practices that can be immediately applied to our daily work. The learnings are not just critical to our organisation's digital transformation needs, but also to each participants' professional and personal leadership development.

I would recommend **CEE** and **DLI** for any organization looking to develop their senior leadership team. The lessons are practical and the learnings profound. The programme has put us in good stead to deliver on our responsibilities as leaders; as we push forward through challenges and embrace new opportunities that the digitally charged era of industry 4.0 offers us.

Thank you once again and I wish you every success.

Yours sincerely,

Angelina Villanueva
Chief Marketing Officer, KFC Malaysia

6 November 2020

Prof Sattar Bawany, CMEC
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI)
CENTRE FOR EXECUTIVE EDUCATION (CEE)
259 Tampines Central
Singapore 915209

Dear Prof Bawany

DISRUPTIVE DIGITAL LEADERSHIP 4.0 MASTERCLASS SERIES

The **Advanced Johor Corporation Leadership Programme (AJLP)** is offered to nominated high potential management staff who has been identified for future senior leadership roles across the various strategic business units (SBUs) of **Johor Corporation (JCorp)**.

As a result of a thorough evaluation and selection process of several international executive education training providers, the **Centre for Executive Education (CEE)** was engaged to deliver a series of six leadership development modules based on the "**Disruptive Digital Leadership 4.0 Masterclass Series**" programme that was developed in collaboration with the **Disruptive Leadership Institute (DLI)**.

The said programme was designed to prompt deep introspection and actionable learning as well as equipping the participants with powerful insights about themselves and their leadership capabilities that would be critical in the implementation and achievement of the **JCorp 3.0 strategic objectives**.

The **Action Learning-based Workplace Project**, where the participants were required to work on specifically designed project teams, have been found by them to be extremely useful as they were able to immediately apply newly-acquired leadership practices for multidimensional problem-solving to important challenges and opportunities facing their organizations.

The participants also valued the series of contemporary and practical case studies that were introduced throughout the programme which were relevant to their circumstances. The programme curriculum includes breakthrough academic research from the latest book, "**Leadership in Disruptive Times**" (2020), which the participants have found to be critical in developing their agility in navigating the complexity of leading in an era of the highly disruptive and digital-driven workplace.

We would highly recommend **CEE** and **DLI** for any organization which intends to develop their leadership team's readiness in meeting the near-insurmountable challenges in the disruptive and digital-driven workplace.

Yours sincerely

JOHOR CORPORATION



Amran Bin Zakaria
General Manager, Group Human Resource Management

MEMBINA & MEMBELA



TABUNG HAJI
حي على الفلاح

Prof Sattar Bawany
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE
259 Tampines Central
Singapore 915209

Our Ref : JSM.BPP 429/104/3 (88)

Date : 24 November 2020

Assalamua'laikum wbt

Dear Prof Sattar Bawany,

LUNCHEON TALK ON "LEADERSHIP DURING TIMES OF CRISIS & DISRUPTION HELD ON 2nd NOVEMBER 2020

We refer to the above matter.

2. We would like to congratulate you for the excellent presentation and knowledge sharing during the above session which was held on 2 November 2020 with Lembaga Tabung Haji's group of leaders.
3. The excerpts from the book had provide further insights on how much the disruption issues could give impact to business and organization.
4. Thus, we would highly recommend Disruptive Leadership Institute for any organization which intend to develop their leadership team in addressing the challenges during this disruptive time and new norm.

Yours sincerely

DATUK NIK MOHD HASYUDEEN BIN YUSOFF
Group Managing Director
And Chief Executive Officer
LEMBAGA TABUNG HAJI

13 November 2020

Prof Sattar Bawany, CMEC
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI)
259 Tampines Central
Singapore 915209

Dear Professor Bawany,

WEBINAR ON LEADING DURING TIMES OF CRISIS – 28 April 2020

I would like to extend my sincere appreciation for being one of our guest speakers on the topic of **“Leading During Times of Crisis”** at our lunch webinar on 28 April 2020.

Thank you for your brilliant presentation which has given us great insight on importance of ‘disruptive leadership’ practices and skills required to lead the organisation during times of crisis.

The primary take-away from the session is how to prepare for a prolonged adjustment to the current COVID-19 crisis and how leaders must be prepared to make the necessary shift in the manner they are leading and engaging the team in the “new normal” of the post-pandemic workplace.

The participants highly valued the various case studies and examples of responsible, thoughtful leaders who have made a significant shift in their operational priorities and leadership style have made a real difference in this extraordinary and unprecedented crisis which can quickly expose a leader’s hidden strengths and core weaknesses. It can show the world if the leader has what it takes to function effectively when the heat is on.

The best practice and practical **“C.R.I.S.I.S.”** leadership model by the Disruptive Leadership Institute (DLI) that you have shared during the event allow a leader to be more prepared to contain the crisis, regain control of the situation, ensure the minimum amount of damage is done to the organization, and effectively prevent, defuse, and reduce the duration of these extremely difficult leadership situations.

We are delighted that many of the participants who are practising leaders all along the organizational chain found many of the ideas presented during the session, not just for their daily managerial tasks in preparing for the post-pandemic “new normal” but also for their personal leadership development.

It is always a pleasure to hear from you and looking forward to greater collaboration with you in the near future.

Yours sincerely,



Roger Wang
President, Marketing Institute of Singapore



15th November 2020

Prof Sattar Bawany,
CMEC Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI))
259 Tampines Central Singapore 915209

Dear Professor Bawany,

Greetings from Aventis and thank you for your insightful sharing on the topic of Leadership in Disruptive Times.

On behalf of Aventis and our students and alumni, we would like to extend our sincere appreciation for your sharing in our lunch and learn event on the 13th Aug (Thursday). This talk "Leadership in Disruptive Times" is highly relevant and thought provoking, it was extremely well received by our students and alumni, many whom are business leaders and head of departments. The Q & A sessions was dynamic and intense. I am certain that our alumni and students have benefited tremendously from this sharing.

We very much appreciated your sharing of insights of how to resolve the disruptive leadership challenge; particularly important during the currently very challenging times of the COVID-19 pandemic.

It was a pleasure working with you and we look forward to more successful collaboration. Once again. Thank you for taking the time out of your busy schedule to conduct this wonderful talk.

Yours Sincerely

A handwritten signature in black ink, appearing to read "Samuel Teo".

Samuel Teo (Mr)
General Manager
Aventis Learning Group





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06th November 2020

Professor Sattar Bawany
Chief Executive Officer
Disruptive Leadership Institute (DLI)
259 Tampines Central
Singapore 915209

Dear Professor Bawany,

**RE: BOARD ESSENTIALS FOR NOW TRAINING PROGRAM
WEDNESDAY 4TH- FRIDAY 6TH NOVEMBER 2020**

The College of Human Resource Management (CHRM) would like to express our sincere gratitude to you for your excellent facilitation at the Board Essentials Program as referenced above.

Your presentation on **‘Leading the Board through Times of Disruption and Crisis’** was highly informative, exciting, engaging and truly enlightening. You were able to use relatable case studies that the trainees will apply relevance to, in their professional endeavors. Your Training method accompanied by your enthusiastic and energetic approach provided a perfect learning environment during this session.

We are grateful for your time and we can confidently say that you delivered beyond our expectations and we will not hesitate to work with you on similar trainings in future.

We wish you success in all your engagements.

Yours Sincerely

CHRP MARGARET K. KINYANJUI
PRINCIPAL-CHRM

November 10, 2020
Prof. Sattar Bawany
Chief Executive Officer

Disruptive Leadership Institute (DLI)
259 Tampines Central Singapore 915209

Resource Speaker for Virtual Class on Agility For SAGE Scholars

Dear Prof. Bawany,

Thank you for gracing our special webinar series that we organized for our recently launched School of Agility, Grit, and Entrepreneurship (or SAGE) last October 12, 2020, on the topic of "Developing Transformational Leaders for A Disruptive Digital World". SAGE is targeted for fresh graduates, start-up entrepreneurs, young professionals, and MSMEs who are seeking to develop their agility and grit to become successful entrepreneurs and startup founders. Your interactive discussion on the topic truly inspired and made an impact with our participants.

Our team in RxR Capital Pte. Ltd. reaffirms that your vast experience in disruptive and transformational leadership created value that will continue to inspire our young and eager audience of future entrepreneurial talents in the ASEAN region. We look forward to greater cooperation with you in the future.

Best regards,



Roger Collantes
CEO and Co-Founder
School of Agility Grit and Entrepreneurship

30 October 2020

Professor Sattar Bawany, CMEC
Chief Executive Officer
Disruptive Leadership Institute (DLI)
259 Tampines Central
Singapore 915209

Dear Professor Bawany,

On behalf of President Dinesh and all members of the Rotary Club of Singapore, I would like to extend our sincere appreciation for being our speaker at the Club's weekly meeting on the 12th of August, 2020.

The topic of "Leadership in Disruptive Times" was spot on and members very much appreciated your sharing of insights of how to resolve the disruptive leadership challenge; particularly important during the currently very challenging times of the COVID-19 pandemic.

Thank you for taking the time out of your busy schedule!

Kindest regards,



Brigitte Holtschneider
Honorary Secretary Rotary Year 2020/2021

30 April 2020

Professor Sattar Bawany
Chief Executive Officer
Centre for Executive Education (CEE)

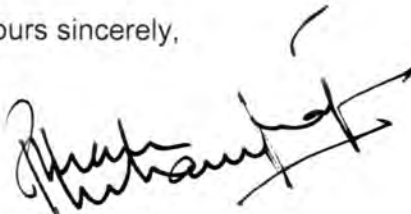
Dear Professor Sattar,

Thank you for your enlightening presentation at our in-house seminar entitled "VUCA Environmental Awareness Initiative: Leadership in the COVID-19 Crisis".

Your presentation has given us a deep insight into the leadership qualities required for businesses and organisations during this crisis. Your energetic presentation was well-received by our colleagues.

It is always a pleasure to work with you and we look forward to working with you again.

Yours sincerely,



AZMAN JAAFAR
Managing Partner

20 July 2020

Prof Sattar Bawany
Chief Executive Officer
DISRUPTIVE LEADERSHIP INSTITUTE (DLI)
259 Tampines Central
Singapore 915209

Dear Prof Bawany

Presentation to iGroup employees on “Leading Through COVID-19 Crisis” on 19 April 2020

Thank you for your brilliant presentation held during the above webinar with my iGroup colleagues. You expounded on how COVID-19 had quickly decimated economies, jobs and disrupted lives and the potential fallout scenarios.

You have shared practical frameworks including VUCA (volatile, uncertain, complex and ambiguous) to describe the devastating characteristics of the impact of the pandemic which could help leaders systematically understand and prepare their responses to the unprecedented crisis.

Furthermore, your recommendations on the 10 critical leadership qualities that leaders should embrace during the crisis are also highly relevant for the development of ‘disruptive digital leaders’ for the fast-changing highly disruptive and digital-driven workplace of the Fourth Industrial Revolution (Industry 4.0 or IR4.0) era.

The overall feedback from my colleagues on your webinar was a resounding success, with high-energy engagements experienced throughout the session.

We look forward to greater cooperation with you in the near future.

Thank you.

Best regards

A handwritten signature in blue ink, appearing to read 'Pote Lee'.

Pote Lee
CEO iGroup Asia Ltd

1 July 2020

Prof Sattar Bawany
Chief Executive Officer
CENTRE FOR EXECUTIVE EDUCATION
DISRUPTIVE LEADERSHIP INSTITUTE
259 Tampines Central
Singapore 915209

Dear Prof Bawany,

APPOINTMENT AS PROFESSOR OF PRACTICE WITH IPE MANAGEMENT SCHOOL PARIS

We would like to thank you for your commitment and service during the tenure of your appointment as our Adjunct Professor of Leadership for the past 2 years (1 June 2018 to 30 June 2020).

We have currently reviewed our Faculty resources and we are pleased to inform you we are renewing your tenure as Professor of Practice for Leadership & Organisational Behaviour for a term of 4 years from 1 July 2020 to 30 June 2024.

This appointment reflects the is undertaking with an emphasis on practice. Our range of programmes that we offer must emphasise the practical perspectives of business and management. Your current and past professional experiences underscores and aligns with our learning objectives for our range of management programmes.

In this new role, as a senior member of our Faculty of Business, you will be involved in the design, development and facilitating our newly launched Executive MBA with Specialisation in Digital Transformation.

We acknowledge your authorship of internationally published articles on the theme of strategic leadership as well as widely adopted books entitled "Leadership in Disruptive Times" and "Transforming the Next Generation of Leaders for Industry 4.0

We look forward to your continuing contributions to the development of IPE Management School Paris and our Executive MBA Programme.

Yours sincerely



Michael Wooi
Dean, IPE Management School Paris



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11 June 2020

Prof. Sattar Bawany
259 Tampines Central
Singapore 915209

Dear Prof. Bawany,

ENDORSEMENT OF BOOK ON ‘LEADERSHIP IN DISRUPTIVE TIMES’

Congratulations for successfully completing your second book. It is an honour for me to be given the opportunity to review and endorse your latest work and I hope these few words would motivate you further to continue doing your good work:

All of a sudden, a deadly pandemic is at the centre of unprecedented worldwide disruptions. Inadvertently, the Covid-19 has left organisations with little or no choice but to take the big leap towards digitalisation.

Prof. Sattar Bawany’s latest book on *‘Leadership in Disruptive Times’* is a timely sequel to his first publication, *‘Transforming the Next Generation of Leaders: Developing Future Leaders for a Disruptive, Digital-Driven Era of the Fourth Industrial Revolution (Industry 4.0)’*.

In his latest offering, Prof. Bawany recognised the need for organisations to include digital leadership competencies for them to successfully implement transformative initiatives in a highly disruptive environment.

He also examines the attributes and competencies of disruptive leadership as they manoeuvre through the disruptions caused by the Covid-19, and the post-pandemic digital transformation in meeting the needs of new normal.

In developing successful organisational leadership in the new world order, this book provides valuable guidance and direction on the future way forward.

Thank you,

Yours truly,

MALAYSIAN EMPLOYERS FEDERATION



Datuk Hj. Shamsuddin Bardan
Executive Director

19th June 2020

Dear Sir / Madam

Professor Sattar Bawany

I've known Professor Sattar Bawany for over 20 years. He is a visionary leader and brilliant scholar in leadership. He has the uniquely brilliant ability to translate complex and seemingly chaotic issues into simple, clear and logical explanations. This, I am sure, is partly due to his enquiring mind, rich experiences and his own excellent leadership quality; and this is why he is very much admired and respected by academics and practitioners.

My congratulations to Professor Bawany for his new books, *Leadership in Disruptive Times*. This is a significant book, and its theme is overdue, particularly when severe disruptions are brought about by the recent Covid-19 pandemic. When times are good, solutions often come easy and straight-forward. However, when rapid changes brought about by unexpected disruption, it is not clear if a solution even exists, let alone a good one. It takes an exceptional leader who have experienced disruptive times before to offer us insights and visions to move forward, and quality to be effective leader. Readers will benefit enormously from Professor Bawany's new book, and it is my firm belief that this pioneer book will be acknowledged as classic textbook/reference in leadership in disruptive times.

Sincerely,



Roger Wang
President
Marketing Institute of Singapore