



2023 ANNUAL DIRECTORY

TRAINING & PROFESSIONAL DEVELOPMENT



IRS TRAINING

**LISTING OF
TRAINING PROGRAMMES**
BUILD KNOWLEDGE.
POLISH SKILLS.





Design Thinking & Innovation (DTI) Series

Listing Of Training Programmes

Design Thinking & Innovation (DTI) Series

- Creative Thinking & Innovation
- Design Thinking Workshop
- Gamestorming & Visual Meeting for Innovation and Change
- Creative Thinking Organisation
- Creativity & FourSight® for Corporate Managers, Executive, Frontliners
- Multiple Intelligences & Leadership
- Problem Solving Skills
- Systems Thinking



Creative Thinking & Innovation

Introduction

It could be time to adopt a new strategy if you find your company or organisation in a rut and unable to develop or adapt to changes in your industry or client expectations. You may come up with better answers to the issues your firm confronts by using new tactics. One such strategy is creative problem solving, a divergent thinking-focused practise.

A technique called Creative Problem Solving (CPS) helps your participants to develop fresh viewpoints and original solutions. By examining the issue differently, conventional thinking is resisted.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Describe the key principles of creative thinking.
- Transform the staff into a creative thinking workforce with focus on customers.
- Apply the various creativity tools and strategies in generating ideas and lead teams in problem solving through the Creative Problem Solving (CPS) model.
- Use the divergent tools to generate creative ideas in solving strategic problems.
- Use the convergent tools in defining the real problem and selecting the right decisions.
- Establish the key elements in inspiring and develop others in the practice of creative thinking.
- Evaluating creative ideas in the business process.

Duration

3 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

*For the complete course content and quotation, please reach out to us at
info@irs-training.com or kavitha@irs-training.com .

Design Thinking Workshop

Introduction

A breakthrough innovation is changes to an existing product, service, or process that has a significant impact on the business. Whereas a disruptive innovation is an innovation that creates a new market and value network and eventually disrupts an existing market and value network, displacing established market leaders and alliances. As innovation's terrain expands to encompass human-centered processes and services as well as products, companies are adopting design thinking as a process and attitude to design and innovation projects that can solve complex problems, while always putting the user at the center of that process.

The objective of this programme is to learn the practical tools to help the participants to understand customers, design better value propositions and find the right business model. In breakthrough and disruptive product or service innovation, the minimum viable product (MVP) is a product or service which allows a team to collect the maximum amount of validated learning about customers with the least effort.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Define what is Breakthrough and Disruptive Innovation.
- Use the Design Thinking process from idea generation to value creation.
- Explain the framework for developing 'Lean Scalable Businesses'.
- Elaborate the 'Lean Start-Up': Developing Minimum Viable Product (MVP).
- Achieve innovation through Business Model Generation 1 (Business Model Canvas).
- Achieve innovation through Business Model Generation II (Value Proposition Design).
- Design Roadmaps and Scenarios for 'Blue Ocean' and New Opportunities.

Duration

3 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

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Gamestorming & Visual Meeting for Innovation and Change

Introduction

Gamestorming is about following a whole set of different methods and techniques to create and deliver sessions, workshops, meetings and training programmes that achieve actionable outcomes.

Games allow us to create a special space where we follow a set of rules and where we enter a shared world. Games are about setting certain boundaries and developing rules for interaction. Games can use physical artefacts and can be strung together in a whole series of activities that lead towards the end goal. To that, the purpose of a visual workplace is to take the physical reference to embed the details of your operations into the living landscape of work through visual devices and visual systems

Key Learning Outcomes

By the end of the course, participants should be able to:

- Frame questions in the right way so that you make use of opening questions, navigating questions, and experimental questions.
- Create the right space for Gamestorming.
- Use visual language to communicate effectively in meetings.
- Apply improvisation to respond to the unexpected by creating variations to the theme.
- Upgrade ways of thinking by becoming conscious of all the ways representing how to think about the world to ourselves and to others through visual meetings.

Duration

2 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

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Creative Thinking Organisation

Introduction

Organisations are facing increasing intense competitions, new challenges and changes. In the marketplace, most of the changes are due to high customer expectations, product and service competitions. Henceforth, to survive and to outperform your competitors, you need to take the lead to design the future. You need to find ways from breaking out of the box, adopt productive patterns and designing better and more profitable ways of doing business. Organisations should harness the creativity potential of all employees in order to transform it into innovative and creative organisations.

This course focuses on how to transform your organization workforce, develop individual & team thinking, creativity and the use of creativity in the organizational context.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Describe the key elements in teaching organization to think.
- Identify the various creativity tools and strategies available in teaching organization to think - Lateral Thinking Applications, Syntectics, Creative Problem Solving and more.
- Apply creative thinking in continuous improvement, problem solving, creative project and human capital development.
- Develop personal and individual creative thinking.
- Facilitate team creativity.
- Introduce thinking and creativity into their organization.
- Handle all the blocks to build thinking organisation culture.

Duration

2 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

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Creativity & FourSight® for Corporate Managers, Executive, Frontliners

Introduction

Creativity is the mother of all new ideas and innovation. People need a mindset change in the new norm and new way of doing things. Through this course referring to the FourSight®'s system and tools, organisations can transform participants into a workforce developed with individual and team thinking, creativity and use creativity to solve problems in an organizational context. Thus, this course benefits all leaders and teams with a motivation to develop creativity and innovation skills to think outside the box and come up with solutions to new strategies in this challenging time.

Participants who attend this workshop will be able to develop and implement their work duties in a creative, solution-based, and innovative manner to contribute at higher productivity level.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Discuss the foundation of thinking.
- Perform creative thinking skills for a practical approach in understanding a challenge in order to arrive at solutions.
- Address everyday problem-solving scenarios as well as global challenges.
- Select and apply the appropriate creative tools and techniques based on the opportunity to seize or the problem to tackle.
- Identify and build on individual thinking preferences* (*FourSight® Profiling only)

Duration

3 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

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Multiple Intelligences & Leadership

Introduction

A psychological theory concerning the mind is the theory of multiple intelligences. It challenges the idea that we are all born with a single IQ that psychologists can test and that cannot be altered. It is based on extensive scientific research in disciplines including biology, anthropology, and psychology. The majority of other intelligence hypotheses are based on test correlations, however this one is not. There are allegedly at least eight distinct types of human intelligence. There are other intelligences, but language and reasoning are the two that are typically tested. The remaining six are naturalist, melodic, spatial, bodily/kinesthetic, interpersonal, and intrapersonal. Knowing about this theory is initially crucial for classroom teachers. The same theory is found to support leaders developing their people more thoroughly and effectively by focusing on the needs of each individual and group. Additionally, having a general understanding of multiple intelligences helps leaders, instructors, and employees understand how to maximise the ability to continuously learning in a fast paced environment, which raises achievement.

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Key Learning Outcomes

By the end of the course, participants should be able to:

- Describe the ideas, outlook, and uses of multiple intelligences at work.
- Explain and give an example of how to lead team that takes into account many intelligences.
- Explain and distinguish between the various intelligences.
- Describe the connection between the individual and the many intelligences.
- Make communication outcomes that are beneficial for various learning types.
- Adapt leadership methods to the needs of each individual team members.

Duration

2 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Officers, Administrators, and staff members

Problem Solving Skills

Introduction

The ability to solve problems and make wise decisions is crucial in today's fast-paced and constantly evolving workplace. To meet the business issues of today, both call for a methodical but inventive approach. The overall process of problem identification, generation of viable solutions, application of decision-making styles, and implementation and evaluation of those solutions will be covered in this course. Through this procedure, you will develop your confidence in accurately identifying challenges, choosing the best decision-making strategies for the given circumstance, making team decisions, and gauging the effectiveness of the solution's implementation.

Effective Problem Solving course is one of the competency-based training programmes that are specially designed to develop your skills in the area of problem solving and decision-making.

Key Learning Outcomes

By the end of the course, participants should be able to:

- State the Continuous Improvement Model and differentiate between problems and opportunities.
- Identify a problem's dimensions and the possible causes that lead to it.
- Develop skills of solving daily operation problems and making decisions.
- Plan the implementation of the decision made.

Duration

2 Days

Target Participants

Senior Leaders, Senior Managers, Managers, Senior Executives, Executives, Supervisors or Line Leaders, Officers, Administrators, Operation staff, and staff members

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Systems Thinking

Introduction

In numerous circumstances during our daily lives, we all have the capacity to act and think systemically without ever realising it. Understanding these thinking qualities will allow us to put them to use in an effort to address workplace difficulties as well. Understanding the fundamental traits of complex systems and the consequences these traits have for how we interact with them is the first step in putting systems thinking into practise.

The purpose of this programme is to incorporate systems thinking into your thinking processes in order to get you to think more differently about what you are doing and how you might use planning and reflection tools to conceptualise, carry out, and modify your continuing work.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Clarify why systems thinking is important to you/the group.
- Explore how you already use skills of systems thinking and what you would like to learn more about in that regard.
- Identify experience first-hand the complexity of systems thinking

Duration

3 Days

Target Participants

Management Teams – Middle and Senior Managers, Team Leaders, Supervisors, Senior Executives, Executives, Officers, Administrators, and staff members

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CONSULTING SOLUTIONS

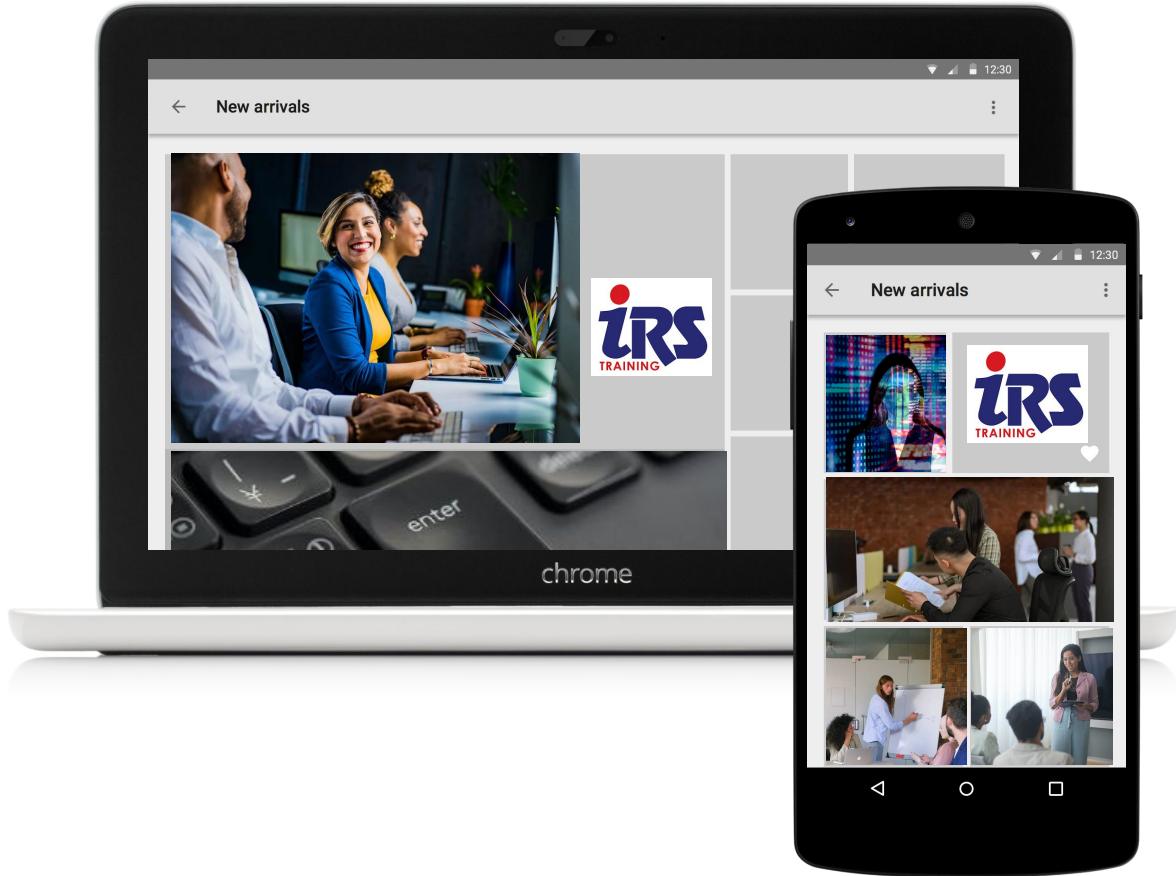
We offer consultancy services such as

- *Training Needs Analysis (TNA) -HRD CORP **
- *Web-based assessment service of Creative Process Inventory (CPI)*
- *Organisational Creativity (OC)*
- *FourSight® Creative Thinking System*
- *Talent Acceleration Centre (TAC)*

Note: *Subject to final approval by HRD Corp

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Our Contact



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