



THE EXECUTIVE

Bahrain Management Society e-Newsletter

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Next Publication:

March 2019

Special issue for The Annual International Leadership Conference 2019

Under the patronage of His Excellency Dr. Abdul Hussain Bin Ali Mirza, Minister of Electricity & Water Affairs, Bahrain Management Society cordially announces the **Annual International Leadership Conference 2019**, which will be held on the 5th and 6th of February 2019 at the Bahrain Conference Center, Crowne Plaza Hotel, Kingdom of Bahrain.

The conference theme is “**Leadership Excellence in the Digital Transformation Era**”, and will present the digitalization challenges that leaders and managers will be facing in 2019 and beyond. See page 2.

Leadership Comic



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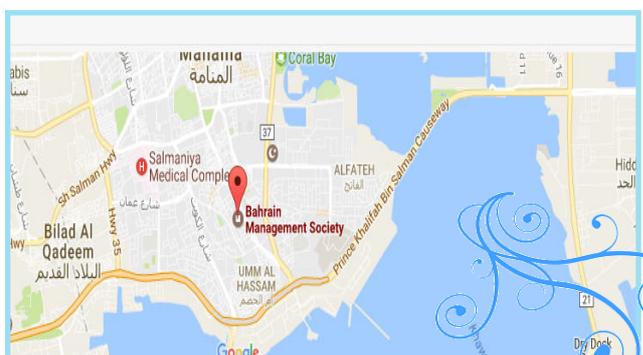
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How to find us



Interview With a Member (s)

AN INTERVIEW WITH THE ILC 2019 TEAM

In preparation for the coming **Annual International Leadership Conference 2019**, the following interview was made with the conference organization team formed by the Bahrain Management Society

Q1: When is the ILC 2019 planned for?

The ILC 2019 will be held under the patronage of **His Excellency Dr. Abdul Hussain Bin Ali Mirza, Minister of Electricity & Water Affairs**, Bahrain Management Society cordially announces the **Annual International Leadership Conference 2019**, which will be held on the **5th and 6th of February 2019** at the Bahrain Conference Center, Crowne Plaza Hotel, Kingdom of Bahrain.

Q2: What are the Objectives of the ILC 2019 Conference?

The conference objectives are:

1. The impact of digitalization on today's leadership practices.
2. Developing leaders to drive digitalized industries.
3. Redefining leadership in the digital evolution.
4. Key management, economic and social challenges for coping with digital transformation.
5. Digital leadership competencies: The requirements of the new workforce.
6. Preparing and empowering women and youth for the digital era.
7. Women leaders and social impacts of digitalization.
8. Intelligent systems vs. Leadership: Integrating or superseding.
9. Leading Islamic Finance in the digitalization era.

Q3: What will be the theme this time?

The conference theme is **“Leadership Excellence in the Digital Transformation Era”**, and will present the digitalization challenges that leaders and managers will be facing in 2019 and beyond. It will also discuss the roles and responses of leaders to meet these challenges and cope with the fast pace of environmental and organizational changes. Moreover, this event will create awareness among the management community in the industry with relation to the technological revolution. Furthermore, speakers and delegates will share their knowledge, expertise and create a network where they can share their success stories on how to confront the technology revolution locally and internationally.

Q4: Tell Us More About the Event? Your Expectations, and More...

We are expecting about 200+ participants from top senior and middle management as well as individuals and professionals to attend this unique and dynamic event. The conference will feature a guest speaker, keynote address, panel discussion, and training workshop(s).

The participants in this conference will also acquire a valuable opportunity to gain experience and knowledge from the conference sessions, presented by leaders and qualified practitioners, aiming to promote **Leadership Excellence in the Digital Transformation Era**.

For further sponsorship privileges details and speakers paper submission, please kindly contact the conference event manager Golden Trust on +973 17644955 or +973 33991881, +973 36199000 or email ilc2019@bms-bh.org



PRIMAL LEADERSHIP

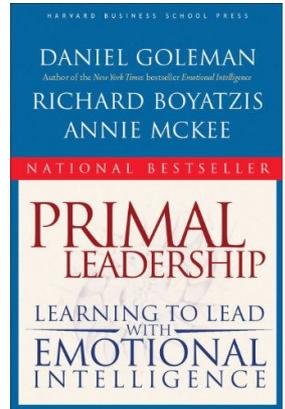
Reviewed by:

Yousif Amin

By Daniel Goleman, Richard Boyatzis and Annie McKee

The *Primal Leadership*, was published in 2004 but still considered as an important guide for leadership styles. It describes six (6) styles of leading that have different effects on the emotions of the target followers.

Remember, these are styles, NOT types. Any leader can use any style, and a good mix that is customized to the situation is generally the most effective approach and most of those styles have positive impact on the climate.



1. The Visionary Leader

The Visionary Leader moves people towards a shared vision, telling them where to go but not how to get there - thus motivating them to struggle forwards. They openly share information, hence giving knowledge power to others. They can fail when trying to motivate more experienced experts or peers.

This style is best when a new direction is needed.

2. The Coaching Leader

The Coaching Leader connects to organizational goals, holding long conversations that reach beyond the workplace, helping people find strengths and weaknesses and tying these to career aspirations and actions. They are good at delegating challenging assignments, demonstrating faith that demands justification and which leads to high levels of loyalty.

Done badly, this style looks like micromanaging. It is best used when individuals need to build long-term capabilities.

3. The Affiliative Leader

The Affiliative Leader creates people connections and thus harmony within the organization. It is a very collaborative style which focuses on emotional needs over work needs. When done badly, it avoids emotionally distressing situations such as negative feedback. Done well, it is often used alongside visionary leadership. It is best used for healing rifts and getting through stressful situations.

4. The Democratic Leader

The Democratic Leader acts to value inputs and commitment via participation, listening to both the bad and the good news. When done badly, it looks like lots of listening but very little effective action. It is best used to gain buy-in or when simple inputs are needed (when you are uncertain).

5. The Pace-setting Leader

The Pace-setting Leader builds challenge and exciting goals for people, expecting excellence and often exemplifying it themselves. They identify poor performers and demand more of them. If necessary, they will roll up their sleeves and rescue the situation themselves.

They tend to be low on guidance, expecting people to know what to do. They get short term results but over the long term this style can lead to exhaustion and decline. Done badly, it lacks Emotional Intelligence, especially self-management. A classic problem happens when the 'star techie' gets promoted. It is best used for results from a motivated and competent team.

It often has a very negative effect on climate (because it is often poorly done).

6. The Commanding Leader

The Commanding Leader soothes fears and gives clear directions by his or her powerful stance, commanding and expecting full compliance (agreement is not needed). They need emotional self-control for success and can seem cold and distant. This approach is best in times of crisis when you need unquestioned rapid action and with problem employees who do not respond to other methods.



Featured Events

MANAGEMENT SEMINAR



**Dear Members,
Bahrain Management Society is cordially invites you to attend a Seminar on "Managing and Engaging Generational Differences"**

**Presented by
Dr. Azman Shah Dato Aziz, CEO Performance Development Consultants, Malaysia**

On Tuesday 13th November 2018 at 7:00 pm @ Wyndham Grand Hotel

Your Participation is highly appreciated

BMS Board of Directors

PHOTOGRID

Photo Contribution by **Yousif Amin** **Dr. Lulwa AlMutlaq**



MANAGEMENT SEMINAR



Dear BMS Members,
Bahrain Management Society is cordially invites you to attend a Seminar on "Success: More than Providing Product or services"

Presented by
Dr. Richard L. Weinberger, CEO
Association of Accredited Small Business Consultants, USA

On Wednesday 28th November 2018 at 7:00 pm @ BIBF
Your Participation is highly appreciated

BMS Board of Directors

PHOTOGRID

Photo Contribution by Yousif Amin Dr. Lulua Al Mutlaq



Members are most welcome with their contributions to the Newsletter for the next planned issue in March 2019