

Critical Thinking & Collaborative Leadership for Supervisors & Managers

THINK SMARTER. LEAD BETTER. TRANSFORM YOUR TEAM.

 **30 October 2026 (Friday)**
9:30am - 5:30pm
CPD Hours: 7

 **HKIHRM**

ENROLL NOW



 **Cantonese**
(with materials in English)

\$ **Member** **New Member**
HK\$2,500 **HK\$3,745**

The AI Landscape: Why This Program Now

AI is transforming how we work—enhancing analysis, generating options, and supporting coordination. But here's the catch: AI cannot build trust, create psychological safety, or navigate the values and trade-offs behind wise decisions.

In a world where AI changes the game, human skills—critical thinking, analytical power, and collaborative leadership—win it.

This program equips you with both: sharper personal thinking and stronger team leadership.

Three Questions That Create the Need

Are you solving symptoms or root causes?

Sharpen your analytical power to diagnose problems accurately—not just treat the loudest symptom.

How do you challenge your team's thinking without crushing their motivation?

Lead with psychological safety while pushing for sharper, more rigorous thinking.

What if your greatest value as a leader isn't having all the answers—but unlocking the thinking of everyone around you?

Multiply your impact by developing the analytical and collaborative capabilities of your team.

Two Focus Areas

1 Enhance Your Own Analytical & Critical Thinking

Sharpen your ability to question assumptions, evaluate evidence, break down complex problems, and make sound decisions with clarity and rigour.

2 Practice Collaborative Leadership to Develop Your Team

Apply collaborative leadership principles to build trust, create psychological safety, facilitate dialogue, and develop your team members' competence—so they think better and solve problems together.

By the end of this workshop, you will be able to:

For Yourself:

- Apply critical thinking frameworks to question assumptions, evaluate evidence, and make reasoned judgments.
- Use analytical problem-solving techniques to break down complex problems, identify root causes, and structure solutions systematically.
- Generate creative solutions beyond conventional approaches.

For Your Team:

- Apply Collaborative Leadership Principles to support team learning and co-creation.
- Build a Team Learning Culture that encourages reflection, experimentation, and continuous improvement.
- Recognize and express emotions constructively to strengthen trust and connection.
- Use non-judgmental communication to give feedback, facilitate discussions, and solve problems collectively.

Key Content

- For You **(Thinking)** For Your Team **(Leading)**
- Questioning assumptions & evaluating evidence Building psychological safety & team learning culture
- Breaking down complex problems & root cause analysis Strengthening relational intelligence & trust
- Separating signal from noise in decision-making Synthesizing diverse perspectives
- Generating creative solutions Giving feedback & facilitating without judgment

Methodology

Highly experiential—combining exercises, reflective practices, real-world application, and guided peer coaching.

Your Facilitators

Dr. Chester Tsang – EdD, MBA, PCC, F.I.H.R.M., CGMT

- 30+ years experience
- ATD BEST Award (1st in Asia, 2nd Worldwide)
- 3-time HKMA Gold Prize winner
- ICF Professional Certified Coach
- Co-author of My Dear, Be a Happy Leader

Mr. Kelvin Ng – MSc (HRM & Training), M.I.H.R.M.

- 25+ years experience
- Certified Facilitator (ATD, Hogan, MBTI, LEGO® SERIOUS PLAY®)
- HKMA T&D Awards Committee member
- GILD Asia Facilitator & Coach