

LEADING WITH COLORED BRAIN COMMUNICATION



DATE 4th - 5th
FEBRUARY 2026
(Wednesday & Thursday)

VENUE Concorde
Hotel
Kuala Lumpur

Today’s leaders need a unique set of skills beyond those of traditional leadership. How they interact with and support their teams has a profound impact on **company culture, employee engagement, retention,** and the ability to **attract top talent**—all of which directly influence an **organization’s productivity and profitability.**

The modern workforce is increasingly seeking leaders who embody empathy, flexibility, and a strong sense of purpose. To stay relevant in this evolving landscape, organizations must adapt their leadership approach. This requires leaders to cultivate self-awareness, emotional intelligence, and a deep respect for diverse cultures and behaviors.

This programme provides a solid foundation in effective leadership. Participants will gain essential insights into how their actions shape workplace dynamics and learn practical strategies to enhance communication, teamwork, and overall influence. By making small yet meaningful adjustments, leaders can foster stronger relationships, drive performance, and confidently navigate the challenges of today’s professional world.

Learning Objectives

This programme is designed to empower participants to:



Recognize Thinking Diversity:

Discover how people process information differently—and how this affects communication, decision-making, and collaboration at work.



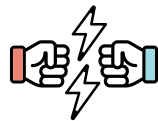
Create Engaged, Inclusive Teams:

Leverage Colored Brain insights to build a culture where every team member feels supported, heard, and aligned with shared goals.



Align Motivation with Performance:

Decode individual drivers and align personal motivation with organizational objectives to inspire commitment and accountability.



Anticipate and Manage Conflict Proactively:

Identify potential communication frictions within team and apply tools to influence, harmonize, and build stronger team dynamics.



Maximize Team Strengths:

Recognize the unique communication patterns of team members—and turn that awareness into higher productivity and better collaboration.

Who Should Attend?

This program is ideal for:

Head of Departments and Managers

Those seeking to strengthen communication, inspire diverse teams, and minimize unnecessary conflict in the workplace.

HR and L&D Practitioners

Individuals looking for practical tools to foster team cohesion, elevate emotional intelligence, and cultivate psychological safety across teams.

Supervisors and Team Leaders

Leaders who want to enhance their influence and gain deeper insights into thinking preferences and communication dynamics.

Project Managers

Executives responsible for aligning cross-functional teams and optimizing collaboration to drive high-impact results.

Anyone in a Leadership Role

Decision-makers and leaders accountable for people development, facilitating collaboration, and delivering consistent outcomes.

Methodology

Conducted using Directive Communication methodology and Accelerated Learning Technology which incorporate a series of tools and experiential learning technique, the delivery of the session will be combination of classroom instruction, self-reflection, figurative expression, group discussion and video presentation.



Modules

MODULE 1 FUNDAMENTAL OF DIRECTIVE COMMUNICATION

- How your Environment affects you?
- The Barriers to Communication
- Perception: RAS and Encoded Assumption
- Circle of Tolerance

MODULE 2 THE COLORED BRAIN COMMUNICATION

- The Colored Glass Syndrome
- Colored Brain Communication Inventory
- Communication Dynamics
- The Colors of Leadership

MODULE 3 HUMAN DRIVE AND MOTIVATION

- The Pyramid of Commitment
- Ice Berg Perception
- Circle of Communication Resistance
- The Eight Emotional Drivers

MODULE 4 INFLUENCING BEHAVIOUR FOR HIGH PERFORMANCE

- Environment Effects on Motivation
- Seeking Emotional Gratification
- Predictive Behaviour
- Managing Emotional Currency

Tentative

Day 1

8.30 am	Registration
9.00 am	Ice Breaking
9.30 am	Fundamental of Directive Communication
10.30 am	Break
10.45 am	Understanding Colored Brain
1.00 pm	Lunch Break
2.00 pm	Communication Dynamics
3.30 pm	Break
3.45 pm	The Colors of Leaders
5.00 pm	Session End

Day 2

9.00 am	Review of Day 1
9.30 am	The Pyramid of Commitment
10.30 am	Break
10.45 am	8 Emotional Drives
1.00 pm	Lunch
2.00 pm	Predictive Behaviour
3.30 pm	Break
3.45 pm	Managing Emotional Currency
5.00 pm	Session End

Programme Facilitator

JOHAN IRWAN BIN KAMARUZAMAN, CSP

Johan Irwan is the founder of Leap Leadership Academy, and a Certified Speaking Professional (CSP). With an engineering background and extensive experience in manufacturing, education, and business development, Johan offers a unique combination of structure and empathy in his training approach. He is a certified Directive Communication Trainer and the author of *Komunikasi Warna*, a book that explores how thinking styles influence communication and leadership.

Johan has worked with organisations such as Telekom Malaysia, Tenaga Nasional Berhad, DRB-HICOM, and the Sarawak Civil Service—delivering practical tools that help teams improve collaboration and leadership through Colored Brain Communication. He is the Past President of the Malaysian Association of Professional Speakers (MAPS) and currently serves as a Board Representative to the Global Speakers Federation (GSF).

His insights on communication using the Colored Brain methodology have been featured on various national media platforms, including Astro Awani, TV1, TV Alhijrah, and Bernama Radio. In 2021, he received the Asia HRD Award for his contribution to the HR community and was also named one of Malaysia's 100 Most Inspirational LinkedIn Icons.



“

Interesting training to get to know how our brain work in communicating, to understand why people react differently when being given the same scenario. A very good program to be introduced to all managerial levels in organisations.

”

Aminah Abdullah

*Head, Compliance & Sustainability,
Edaran Otomobil Nasional Berhad (EON)*

“

The Colored Brain Communication training was insightful and practical. It helped me understand how different people process information and how to adapt my communication style accordingly. I now feel more confident in managing misunderstandings and working more effectively with others. A great tool for improving teamwork and collaboration

”

Kartini Marzuki

*Human Resources
Sarawak Information Systems Sdn.Bhd. (SAINS)*

“

I feel very satisfied to be able to follow this course because it can provide new knowledge that can help in daily affairs. The knowledge learned can be used in dealing with various personalities

”

Roslan Bin Ahmad Tajuddin

*Ketua Penolong Pengarah (Kewangan)
Jabatan Kesihatan Negeri Kelantan*

“

While I came with an open mind, I had no expectations about the training. Johan converted me with the materials, especially towards day 2 where the dots are connected. I will be able to apply the theories to my daily life and work.

”

Wong Chong Ee

*Family and Civil Litigation Lawyer
Malaysian International Mediation Centre*

In-house programme available upon request.

Colored Brain Communication is HRDCORP Claimable.



Organized By

LEAP
leadership academy

Leap Leadership Academy Sdn. Bhd.

(1102714-A)

BP-1-18, Block B, Jalan BPD 1,
D'Alpinia Business Park,
47100, Puchong Selangor

Contact us for more details

tel: 012-237 7905
email: info@leap.com.my
website: www.leap.com.my



Register Now! Limited Seats Available.