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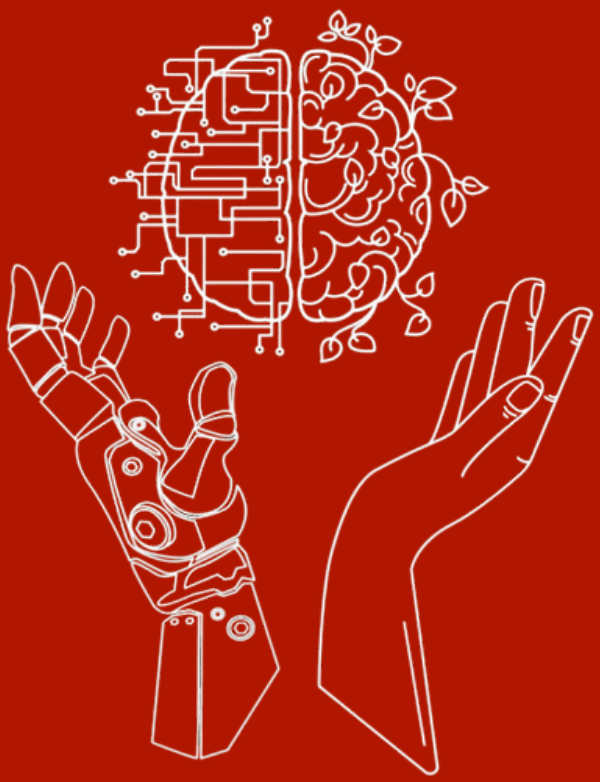
NextGen Leaders Programme



Because a new kind of world calls for a new kind of leaders

FEB 2027

Where leaders make leaders.

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Purpose

Prepare high-potential leaders stepping into enterprise-wide roles to lead with advanced leadership skills vital for tomorrow: AI transformation, cross-functional leadership, organizational scale, fluid intelligence and ecosystem advantage.

A New Kind of World Calls For A New Kind of Leaders

Today's leaders, stepping into enterprise-wide responsibility, are being asked to rise to something highly challenging—broader scope, greater ambiguity, dramatic AI transformation, a wider circle of stakeholders and the imperative to drive strategic change. Tomorrow's leaders will need strategic foresight, ambidexterity, fluid intelligence and ecosystem thinking.

The NextGen Leaders Programme (NXLP) is an intensive five-day programme held at HCLI to equip experienced leaders with the strategic acuity, adaptive thinking, and executive presence required to lead at the next level. The inaugural programme runs in February 2027.

Leaders for tomorrow must be able to:

- Leverage AI for exceptional impact, transcending productivity gains
- Manage multiple, cross-functional talent and teams at scale
- Navigate diverse markets, frameworks and business models
- Lead through change, ambiguity and disruption with clarity
- Convene, connect and lead across ecosystems

What Leaders Develop

The programme architecture is built on a developmental progression. Each day addresses a larger unit of leadership, building capability from team-level performance to enterprise-level judgement.

01 Lead High-Performance Teams

Create teams that challenge, experiment and solve problems by harnessing everyone's strengths including AI. Sustain performance and ownership.

02 Lead Through Leaders

Develop managers, distribute judgement and build succession capability. Create leadership capacity at scale.

03 Lead the Enterprise

Make strategic choices and trade-offs for enterprise value, not local optimisation. Ensure decisions serve the whole organisation.

04 Lead via Ecosystems

Influence across boundaries, develop synergistic partnerships, and create the conditions for sustained adoption. Lead stakeholder systems.

05 Exercise Judgement

Develop a higher order to exercise judgement for strategic options in new, unfamiliar situations. Spot relationships and draw inferences making use of strategic foresight powered by AI.

Five-Day Programme Structure

1

Day 1
Innovation

From Performance Driver to Capability Multiplier.
High-Performance Culture. Map the leadership challenge. Harness human-AI teams that enable innovation, judgement, problem-solving and ownership.

2

Day 2
Human-Centred

Scaling Impact Through Other Leaders
Scaling Leadership. Multiply leadership in the age of AI. Build the leadership bench through talent, succession and collective capability.

3

Day 3
Adaptive Thinking

Thinking and Acting for the Enterprise
Enterprise Thinking. See the whole and act for the enterprise. Make strategic decisions amid disruption through prioritisation and trade-offs.

4

Day 4
Ecosystem Advantage

Mobilising the Organisation
Organisational Leadership. Influence beyond authority. Lead transformation from change initiative to lasting organisational movement.

5

Day 5
Fluid Intelligence

Executive Judgement with Strategic Foresight
AI-powered strategic foresight. Learn to lead when the answer isn't clear, and turn judgement into a strategic action plan that combines enterprise impact, character and action.

Why NXLP?

Intensive Five-Day Programme

This is not a lecture series. Each day combines strategic content, peer dialogue, case application, and individual reflection. Content adapts to the cohort's sector and business realities.

Leadership Dialogues throughout the week provide unstructured time for peer learning and relationship-building among this cohort of accomplished leaders.

Individual Action Planning

On Day 5, you develop a personal action plan to translate learning into leadership impact in your own organization.

Peer Community

You join an exclusive network of experienced leaders navigating similar enterprise-level transitions. This cohort becomes your peer advisors and strategic partners.

Learn From Those Who‘ve Led at the Top

ARNOUD DE MEYER
- Professor Emeritus, Singapore Management University

MICHAEL MORRIS
- Professor of Leadership, Columbia University

KEVYN YONG
- CEO, Human Capital Leadership Institute

DEREK ARISS
- Head of Innovation Education, INNOVENTIEM

SRIRAM IYER
- Principal, Novellus Advisors

This programme is led by accomplished facilitators and strategists with proven track records in developing enterprise leaders. t.

Start your journey

Programme Date

22 – 26 Feb 2027 · Human Capital Leadership Institute

Programme Fee

SGD 12,000 per participant (before GST)

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Who It Is For

This programme is designed for leaders already effective in their current roles who are preparing for significantly broader responsibilities over the next 5–10 years. This is not a first-time manager programme. It is for experienced leaders stepping into enterprise leadership. Ideal participants include:

- Senior leaders preparing for enterprise-wide roles
- Directors and heads positioned for C-suite advancement
- Leaders managing multiple business units, functions or markets
- Those with 10–15+ years of professional leadership experience

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