



THE  ACTIVE  
EMPLOYEE





# In today's fast-paced tech-driven business landscape, your most significant advantage isn't the tech itself, it's the **ACTIVE** employee

In an environment where technological tools are readily available to all, the true differentiator lies in the mindset and activeness of your workforce. Gone are the days when organizations could get by on a passive workforce that just follows directives and adheres to static job descriptions.

To thrive in this VUCA environment, companies now require a majority of individuals who go beyond, those who proactively seek opportunities, innovate solutions, and adapt swiftly to change.

The need for active employees has never been more evident, as they are the catalysts for driving growth, staying competitive, and ensuring an organization's long-term sustainability.



The Active Employee is an **Intrepeneur**, one who behaves like an entrepreneur within the framework and objectives of the organization they serve



# Learning Outcomes

**Enhanced appreciation for collaboration across teams & culture of support**

Cultivate and foster a working culture of collaboration and positive support by understanding the power of the whole as well as simple and practical approaches to working in teams within frameworks.

**Higher awareness of self's role as leaders and responsibility to be active**

Develop higher self-awareness for improved leadership and followership and the ability to think critically and creatively as individuals and teams.

**Understanding of sustainability concepts and ecosystem thinking**

Deepen understanding of sustainability's triple bottom line (People, Profit, Planet) and integrate sustainable practices into decision-making, contributing to a responsible, future-oriented business landscape.

## How To Participate



### As an Organisation

Select different people from different departments of the organization to be part of this program and start breaking down silos.



### As a Team

Gather all members of your team and experience the simulation together to build a common experience and strengthen team dynamics



### As an Individual

Register for one of our scheduled public programs and explore your individual operating mode to attain greater self awareness

# Leveraging from Academia

The program draws inspiration from a simulation game based on the principles of System Dynamics and Systems Thinking originating from the **Massachusetts Institute of Technology (MIT)**.

The **Active Employee Framework** is based on academic research and publications of Prof Michael Frese, a leading academic in the field of psychology and business from the Leuphana University of Luneberg, Germany.



## Program Content

Time	Module
0830 – 1000	<b>Culture by Systems Dynamics</b>
1000 – 1030	<b>SAMUDERA: The Systems Dynamics Management Simulation Game</b> <ul style="list-style-type: none"><li>• Introduction &amp; Player Roles</li><li>• How to win!</li></ul>
1030 – 1215	SAMUDERA!
1215 - 1300	<b>SAMUDERA: Data Breakdown</b> The Importance of Data & Sustainability
1300 – 1430	Lunch break
1430 – 1530	<b>SAMUDERA Debrief Session</b> <ul style="list-style-type: none"><li>• Game Performance</li><li>• Team Reflections</li><li>• Active sharing</li></ul>
1530 – 1615	<b>The Active Employee Framework*</b>
1615 – 1700	<b>Defining Success &amp; Next Steps</b>

AMRACE ACADEMY programs are purposely designed to be 1-day in duration. Our motto is **maximum impact in minimal time** as we understand that longer programs pose a challenge to gather and align participants' schedules. However, if your organization is able or wants longer-form programs, we can expand the depth of the modules or add in additional modules to the design.



# Participants Testimonials

“This workshop provides us a very good opportunity to get to know co-workers better. I love the activity in the ‘game’. It gives me a better understanding of myself in making decisions and being a collaborator. The process of negotiation was a lot of fun, it revealed our real personality and way of thinking. It’s a very good workshop indeed”

“Was Great!  
Fun game and it was really good to spend time in reflection and discover more on ourselves as individuals and teams”

“Really good presentation, well done! It’s an eye-opener to solving the challenges that we face in our workplace”

“Thank you very much for the informative session. I enjoyed myself through out the session. I liked the atmosphere!”

“Excellent content, activities and delivery. Applicable for developing our life goals and in-line with the company’s vision”

“The workshop is very beneficial for the participants and also for the department. At first as a junior clerk here, I felt humbled to participate, but the presenter taught us not to follow ranks and speak up which made me very comfortable.”

“Thank you for such an enlightening session. I really enjoyed the simulation and had a lot of fun learning about human behavior and reflecting on myself. I have a better awareness of how I am a part of a larger ecosystem and what I do matters and will affect others.”

“Awesome, insightful content!”

“The course was very interesting and intriguing! looking forward to attending more courses organized by AMRACE Academy especially conducted by both Sayf & Rain”

**Participants from organizations touched by us >>**

- **Petronas**
- **Permodalan Nasional Berhad**
- **Tenaga Nasional Berhad**
- **UDA Holdings Berhad**

- **Aafiyat Group**
- **Immigration Department of Malaysia**
- **National Registration Department**
- **University Malaya**



The program is delivered by **Sayf Ismail**.

Sayf has more than 20 years of experience in multiple roles and multiple industries with the most recent in Executive Education, focused on Leadership, Management, and ESG. His most previous corporate position was as the Director of Corporate Development at the Asia School of Business (ASB), a world-class Business School set up in partnership with the globally renowned MIT Sloan School of Management.

At ASB, he was part of the Senior Management team that oversaw the development of one of the world's most innovative MBA programs as well as the setting up and delivery of high-level executive education programs for C-suites and executives.

Prior to his time at ASB, Sayf has been a global business developer and networker, curator of global conferences, brand and marketing practitioner, professional copywriter, and techno-preneur. Sayf now focuses on professional executive education on leadership, management, and ESG via experiential and emotional experiences such that learning outcomes are cemented and long-lasting.

## Sayf Ismail

**Managing Director, AMRACE Academy**  
Adjunct Professor, Universiti Malaya



## Rain Zaharin





**Program Manager**

Rain is the course anchor, data analyst, and technical specialist. Rain has more than 5 years of experience in managing complex projects, high-level conference management as well as supporting training and simulations.

She has worked with some of the top professors and speakers in the world to make sure that sessions are delivered to the highest standards.

# ACTIVATE Your Employee. ELEVATE Your Organisation.

Contact us for individual/group registration.  
This program is customizable to tailor to a variety of people cultures and business needs.

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WHERE  
**Academia**  
MEETS  
**Industry**

**At AMRACE Academy**, our why is to empower individuals to thrive in their careers by championing SMART (soft) skills and personal development.

*We believe that success in today's dynamic workforce relies not only on technical expertise but also on the ability to effectively navigate interpersonal relationships, communicate with impact, and adapt to changing environments.*

*All information is accurate at the time of production. Subject to change without prior notice.*