

Strategic Collaboration Between

RO コンサルティング グループ

**RO CONSULTING
GROUP**

Malaysia, ASEAN

人と組織に「協創力」を。

/// LEADCREATE

Tokyo, Japan

The KYOSO Leadership Programme

Based on the Japanese Philosophy of
Co-Creation (KYOSO)

Also Known in Japan as
**The Symphony Leadership
Assessment Programme**



The Kyoso Leadership Programme is offered in partnership with Lead Create Inc. Japan, which has a strong foundation in Japan in providing core talent solutions to organizations.

‘Kyoso’ (in Japanese) means co-creation and this Japanese philosophy has driven the success of Japanese business for centuries.

This Programme seeks to support companies and organizations to identify and develop co-creative leaders. A Co-creative leader is a person who creates new value and innovation with their team that drives organizational growth.

By discovering and nurturing their next generation of co-creative leaders, this will ensure a strong succession pipeline for the organization.

This is done through behaviour-based Assessments, Interview and Diagnosis. All the exercises are designed based on behavioural science and conducted by trained Assessors. The evaluation process emphasizes the observation of soft skills such as decision making, real-time dialogue and empathy.

Additionally, the trained Assessors provide interactive and practical insights through one-one-one coaching with participants.

A comprehensive report of the participants with recommendations are shared with the client (organization) at the end of the Program. The results provide objective insight that can support promotion decisions and leadership development.

Middle Managers Shape the Future of the Organization

Middle managers play a critical role in turning strategy into action, translating management direction into priorities that teams can understand and act on. As organizations develop their next generation of leaders, knowing who is ready to take on greater responsibility becomes increasingly important.

Day-to-day performance provides valuable insight, but it does not always show how someone will lead beyond their current role. Behavior in the workplace is shaped by experience, organizational culture, and workplace relationships. Seeing leadership potential more clearly requires a setting where participants can step outside that familiar context and demonstrate how they respond to new challenges.

Symphony is a leadership assessment built around realistic business simulation exercises. Participants face situations that require judgment, action, and working with others, while trained assessors observe their behavior across the program. This makes it possible to clarify leadership readiness, strengths, and areas for development based on demonstrated behavior.

These insights help organizations make more informed talent decisions and bring greater clarity to leadership development. For participants, they offer a better understanding of how their leadership appears in action and a stronger foundation for future growth.

The Ideal Leader Profile

Profile	Co-creative Leader A person who creates new value with their team and drives organizational growth.					
Roles	Promote the Business Addressing key challenges and building a path to creating value.			Activate the Organization Developing individual and team potential to strengthen performance.		
Practical Abilities	Innovation Creating new value that drives future growth		Influence Inspiring members to take initiative			
	Problem Solving Implementing effective solutions		Partnership Creating strong, supportive connections			
	Drive Fulfilling roles and responsibilities		Accountability Setting the standard for the organization			
Core Competencies	Attitude		Thinking		Interpersonal	
	Initiative	Taking responsibility and acting proactively	Sense of Purpose	Understanding and working toward long-term outcomes	Communication	Fostering open and meaningful dialogue
	Challenge	Taking on uncertainty to create new value	Situational Awareness	Reading situations and visualizing the bigger picture	Persuasion	Inspiring and motivating by sharing ideas and intentions
	Fortitude	Staying committed and pushing through obstacles	Logical Thinking	Identifying causes and reaching conclusions	Empathy	Recognizing emotions and responding with empathy
	Integrity	Acting with integrity and consistency guided by ethics	Conceptual Thinking	Anticipating future trends and shaping a vision	Inclusivity	Valuing and engaging with diverse perspectives

Learning Outcomes

By the end of this Programme, participants will be able to:

1. Demonstrate their ability and behaviour in Decision Making exercise.
2. Demonstrate their ability and behaviour in Policy Making exercise.
3. Demonstrate their ability and behaviour in conducting one-on-one discussion with a team member facing a specific issue.
4. Demonstrate their ability and behaviour in working with a group through group discussion exercise.
5. Reflect and evaluate on their own competencies.
6. Formulate actions for their own growth, from peer and assessor feedback.

Duration

2 Days (Equivalent to 14hours)

Capacity

20 Participant (Maximum)

Target Participants

1. Middle Managers who need to understand their leadership capability
2. Promotion candidates being considered for management roles
3. Emerging leaders preparing for future management responsibility

Learning Methodologies

Individual and group assessment exercises using realistic business simulations such as decision-making, policy making, group discussion and, interview.

Trained assessors will observe how the participants respond in practice in all the exercises in real-time and provide review and individual feedback using coaching approach.

Sample Program Schedule

	Day 1		Day 2
9:00 a.m.	1. Orientation - Program overview - Self-evaluation 2. In-Basket Decision-Making Exercise - Instructions - Individual work	9:00 a.m.	7. Orientation 8. In-Basket Exercise Review - Instructions - Group discussion - Presentations 9. Group Discussion Exercise Review - Video review - Peer feedback
	4. In-Basket Policy-Making Exercise - Instructions - Individual work 5. Group Discussion Exercise - Instructions - Preparation - Self-introductions - Discussion 6. Wrap-up		10. Interview Exercise Review - Video review - Peer feedback 11. Reflection - Instructions - Group discussion - Self-evaluation 12. Peer Feedback 14. Wrap-up
5:00 p.m.		5:30 p.m.	



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Contact Us:

For inquiries or to register for The KYOSO Leadership Programme, please contact us at: info@rocg.org or visit us at:

www.rocg.org/thekyosoleadershipprogramme
<https://en.jp-leadcreate.com/service/symphony/>



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