NAKHODA

PROGRAMME OVERVIEW · A NAKHODA EXPERIENCE

The 4Cs of Collaborative Culture

Is your team collaborating, or just friendly in the same building?

A two-day Nakhoda Experience that gets your teams speaking up, sharing ideas and collaborating across departments. Built on one simple idea: **when people feel safe to speak up, collaboration and innovation follow.**



Run 50+ times | Rated 4.5/5 or higher | Fully HRD Corp claimable | MNCs, GLCs, financial institutions & government

THE PROBLEM

Is this your organisation?

- Departments work hard, but rarely with each other.
- Meetings end in polite agreement, followed by more meetings.
- Problems surface late, because no one wanted to raise them.
- Good ideas stay with the people who had them.
- It's easier to work with outside partners than with the department next door.

THE SOLUTION

The 4Cs

Collaborative
Work across silos, not only up and down them.

Communicative
Say what needs saying, to whoever needs to hear it.

Cognizant
See the whole system, not just your part of it.

Challenging
Question the course when the course is wrong.

HOW IT WORKS

Two days. Six sessions.

DAY 1

The simulation and the system

1. Deconstructing silos
2. The NAKHODA simulation
3. After-action review

DAY 2

The toolkit and the commitment

4. The deep-dive debrief
5. The collaboration toolkit
6. From lab to workplace



OUTCOMES

After the programme, your people will:

I **See the whole system:** how their decisions, and their silence, affect others.

II **Speak up with respect:** raise issues early and challenge ideas without damaging relationships.

III **Work across boundaries:** practical tools to collaborate beyond their own department.

IV **Turn insight into action:** personal and team commitments to apply at work.

THE DETAILS

- ✓ **Two-day** core programme
- ✓ 1-day version if time is limited
- ✓ **16 to 40** participants
- ✓ English, Bahasa Malaysia or both
- ✓ In-house, at a venue of your choice
- ✓ **Fully HRD Corp claimable**

Best with a mix of participants from all levels and departments of your organisation.

> "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."
>
> Programme participant, Universiti Malaya

EXPERIENCED BY TEAMS FROM

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Created and facilitated by Sayf Ismail, Nakhoda & Lead Navigator, Nakhoda Action Lab · Adjunct Professor, Universiti Malaya. Inspired by his time at Asia School of Business and MIT, and adapted for how Malaysian teams actually work.

Book a discovery call

Tell us about your organisation and we'll come back with a proposal.

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nakhoda.me/4cs-of-collaborative-culture

BERANI JADI NAKHODA!