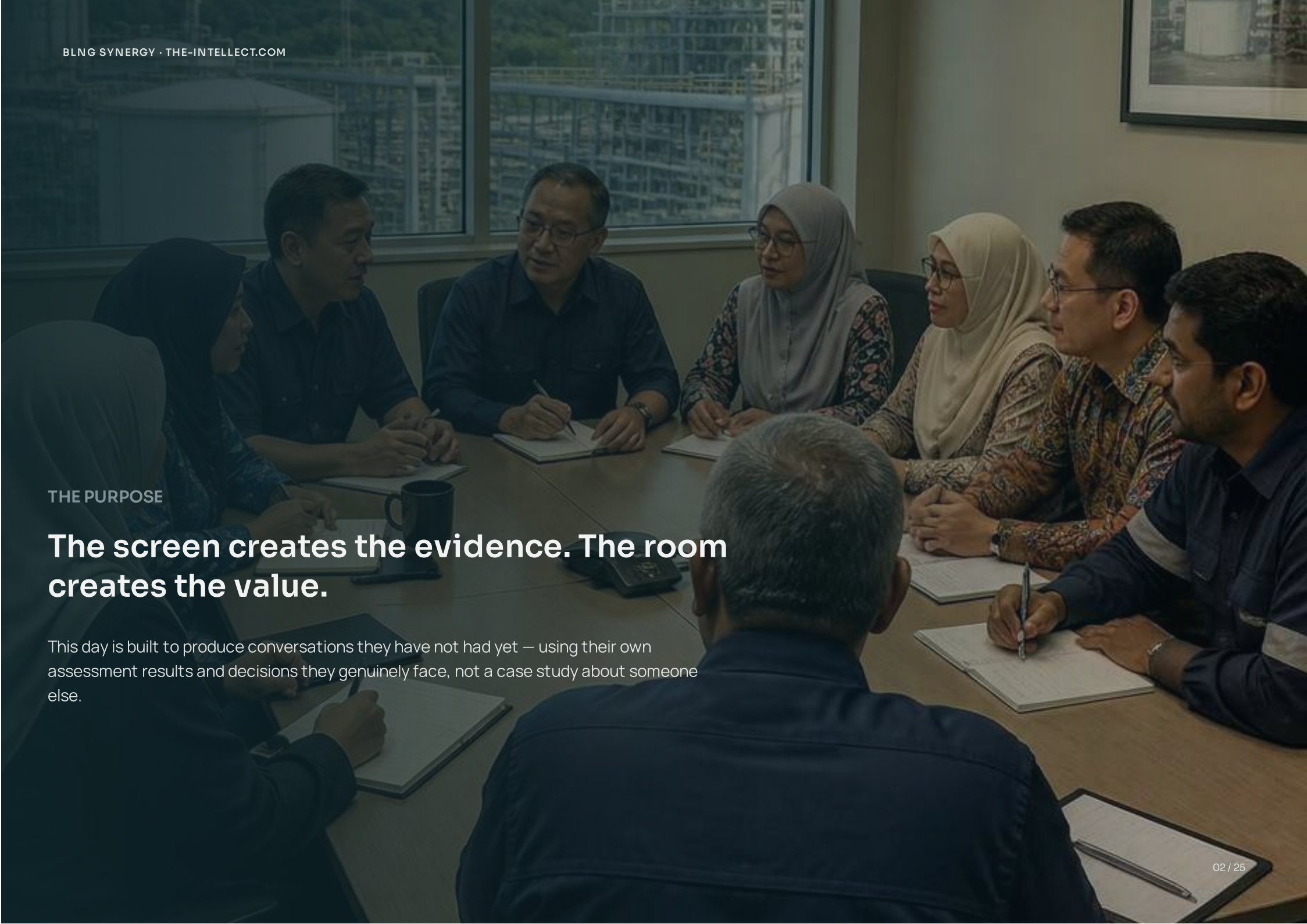
WORKSHOP PROPOSAL · SEPTEMBER 2026

The BLNG leadership journey

One day where nine leaders move from understanding their own strengths to seeing how the whole organisation experiences their decisions.



FOR	WHEN	WHERE	FACILITATED BY
Nine executives at an LNG plant	09:00–17:00 · lunch at 12:30	Brunei LNG, Brunei	The-Intellect.com · A3 Partners Pte Ltd



THE PURPOSE

The screen creates the evidence. The room creates the value.

This day is built to produce conversations they have not had yet — using their own assessment results and decisions they genuinely face, not a case study about someone else.

CONTENTS

What is in this proposal

What each leader moves through 04

01 · Self awareness 06

02 · Others awareness 08

03 · Partnerships 10

04 · Team DNA 12

05 · Decisions under pressure 14

06 · Commitment 16

What BLNG gains 18

The boundaries 19

The day, 09:00 to 17:00 20

What the room actually does 21

How the room is set 23

Ready for the room 24

The next step 25

Every sample profile, grid and decision split in this document uses fictional Bruneian names over genuine rank patterns. Nothing here reports on a real person.

ONE CONNECTED EXPERIENCE

What each leader moves through

Each stage opens a different conversation. Every output comes from reports, choices and words the participants have confirmed themselves.

1 Self awareness

09:20 – 10:20 (60 min, after a 20 min opening)

Helps each leader make sense of their own report before asking them to interpret anybody else. The person confirms, corrects, or sets aside every reading.

2 Others awareness

10:35 – 11:15 (40 min)

Teaches leaders to read another person's report as a set of questions, then gives the report-holder the first and final word on what fits.

3 Partnerships

11:15 – 12:30 (75 min, before lunch)

Pairs people deliberately and gives each pair possible accelerators, inhibitors, needs, and one practical question to test face to face.

4 Team DNA

13:15 – 14:15 (60 min)

Brings the nine confirmed profiles together and lets the group read its own pattern before offering any interpretation.

5 Decisions under pressure

14:15 – 15:30 (75 min, including the Org DNA lens)

Runs a real decision, closes and reveals the anonymous split separately, then tests possible strengths-based explanations against what people actually said. Only then does the frame widen to the 300-person Org DNA.

6 Commitment

15:45 – 17:00 (75 min, including reflection)

Leads a reflection on what actually happened, including where the strengths reading was wrong, then holds the room to three behaviours it will carry.

THE EXPERIENCE, MADE VISIBLE

From my report to how we lead together

The following sample uses genuine CliftonStrengths 34 rank patterns under fictional Bruneian names. It shows the journey, not a promise about any person.

01

SELF AWARENESS

First, I make sense of my own report.

Hidayah sees all 34 themes, not only a top-five label. She explores what she may bring, what she may need, and what she may have to regulate—then confirms or rewrites the interpretation herself.



↓ WHAT THE PARTICIPANT LEAVES WITH

A confirmed personal profile in her own words

One report, thirty-four themes

CLIFTONSTRENGTHS 34 PROFILE

Executing

Hidayah Rahman

Operations lead

Leads with Executing. The strongest reported theme is Deliberative.

DOMAIN COMPOSITION · TOP 10



Executing	6/10	Influencing	1/10
Relationship Building	1/10	Strategic Thinking	2/10

THEME FOCUS · CHOOSE ONE TO DISCUSS

1 Deliberative | 2 Analytical | 3 Self-Assurance | 4 Restorative | 5 Relator

Executing

May bring

Bring them in early rather than at sign-off.

May need

Time to examine a decision before backing it.

For the person to confirm or reword.

Watch for

Care reads as resistance when the reasoning stays unspoken.

What would make this theme easier to work with?

What the participant sees on their own screen: the full sequence, the balance across the four domains, and the themes to watch. They leave with it in their own words.



02

OTHERS AWARENESS

Then, I learn to read another person without reducing them to a label.

Before offering an interpretation, each leader sees the other person's full sequence and hears their own explanation of it. Similar words can hide very different needs.

↓ WHAT THE PARTICIPANT LEAVES WITH

Curiosity before judgement

OTHERS AWARENESS · WHAT BECOMES VISIBLE

02

Two profiles, side by side

TWO REPORTS · ONE CONVERSATION

Hidayah Rahman meets Amir Halim

Hidayah Rahman

TOP THEMES · TOP 5



- Executing 2/5
- Influencing 1/5
- Relationship Building 1/5
- Strategic Thinking 1/5

Amir Halim

TOP THEMES · TOP 5



- Executing 1/5
- Influencing 3/5
- Relationship Building 1/5
- Strategic Thinking 0/5

The report starts the question. The report-holder has the first and final word on what fits.

Two leaders compare the shape of their own patterns. They leave with an explanation in each other's words, not an interpretation handed to them.

03
PARTNERSHIPS

Two profiles become a practical working agreement.

The pair receives possible accelerators and inhibitors—not a compatibility score. They test each one, surface alternative explanations, and make one request of each other.



↓ WHAT THE PARTICIPANT LEAVES WITH

A partnership practice they can use tomorrow

PARTNERSHIPS · WHAT BECOMES VISIBLE

03

Two profiles, one working agreement

WHAT MAY ACCELERATE US

Visible progress — Hand them the fault, not only the symptom.

A clear, single priority — Name what has been dropped when something is added.

WHAT MAY INHIBIT US

Time to examine the risk against visible progress — One counts what is finished; the other counts what could go wrong. Both are keeping score of different things.

A clear, single priority against a settled room — One softens the message; the other says it plainly. The same point lands twice, differently.

THE QUESTION IN THE ROOM

Amir, what would Hidayah need to see before you have her genuine backing rather than her silence?

Possible accelerators on the left, possible friction on the right, and one question the pair answers together. They leave with rules of engagement in their own words.



04

TEAM DNA

The room sees the pattern it creates together.

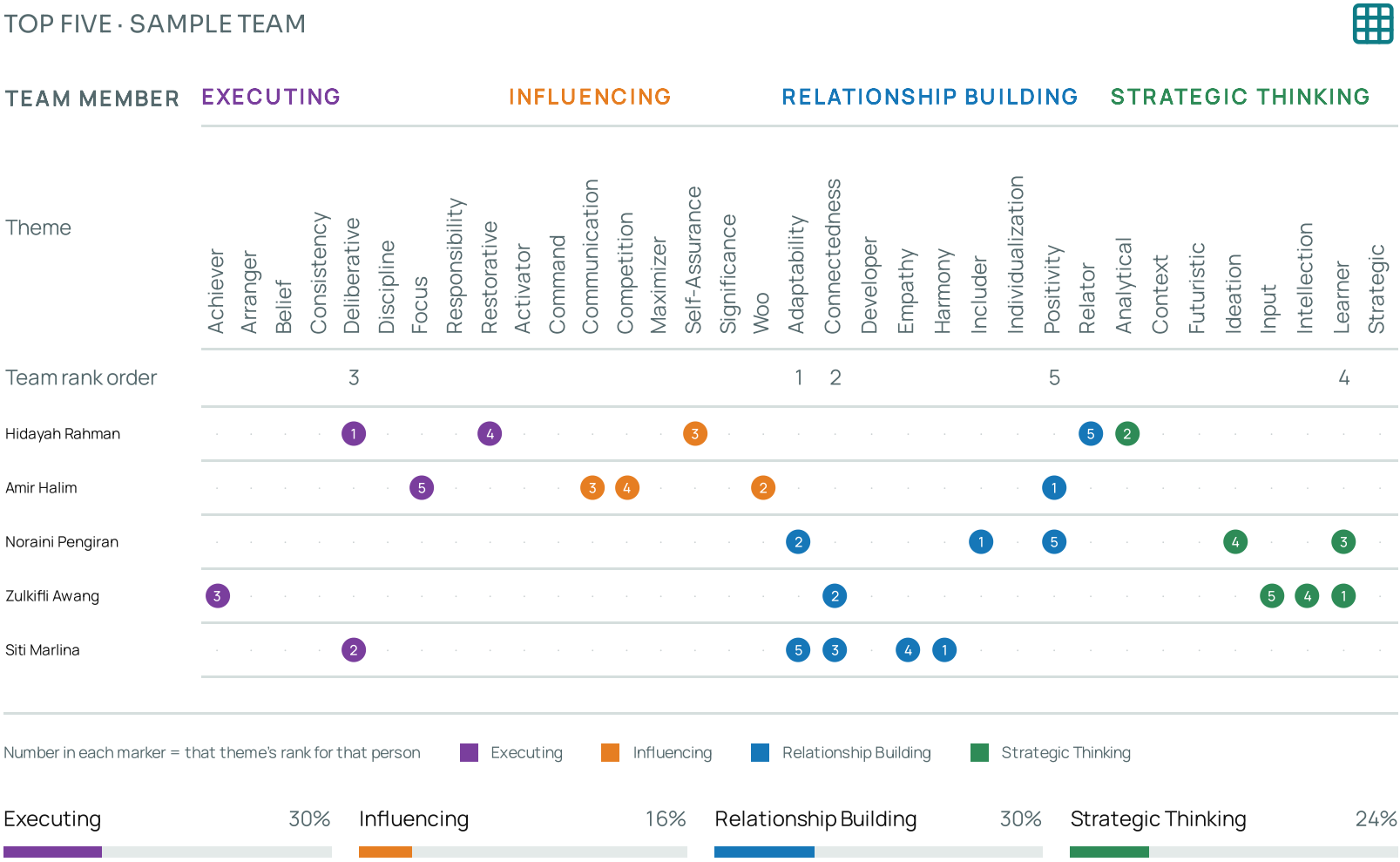
The grid reveals what the team reaches for repeatedly, what only one person carries, and what is absent. Here, the thin spaces include Activator, Competition, Intellection, Significance.

↓ WHAT THE PARTICIPANT LEAVES WITH

A shared picture of collective strengths and gaps

One team on one page

TOP FIVE · SAMPLE TEAM



Each row is one leader, each marker is one of their top five themes, and the number in the marker is that theme's rank for that person. The colour is the domain it belongs to.

05

DECISIONS UNDER PRESSURE

Private choices reveal the trade-off—not who chose what.

Leaders answer on their phones while the projector stays blank. The facilitator closes voting, reveals the anonymous split separately, and only then connects the reasoning to the collective profile of 300 people.



↓ WHAT THE PARTICIPANT LEAVES WITH

A real decision with its human consequences visible

DECISIONS UNDER PRESSURE · WHAT BECOMES VISIBLE

05

A split with no names on it

ANONYMOUS DECISION

The turnaround is running nine days late. Hold the date and cut scope, or move the date and keep scope.

OPTION 1

Hold the date. Extend the swings and push through.

At least 6% energised

At least 88% likely to pull back. A floor for discussion, never a prediction.

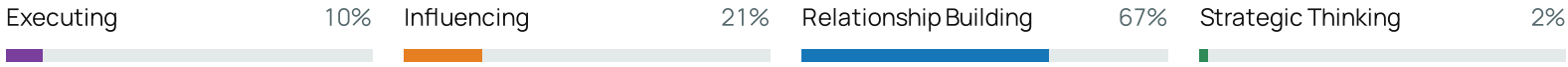
OPTION 2

Reset the date publicly and rebuild the plan with the crews.

At least 88% energised

At least 6% likely to pull back. A floor for discussion, never a prediction.

ORG DNA · 300 PEOPLE



The two options, the share of the workforce each one is likely to energise or lose, and the collective strengths picture of three hundred people underneath. Discussion floors, never predictions.



06

COMMITMENT

The day ends with language the team owns.

The group reflects on what the evidence changed, including where an interpretation was wrong. It writes three observable behaviours together and signs the same charter.

↓ WHAT THE PARTICIPANT LEAVES WITH

A signed team charter and a private record for each leader

COMMITMENT · WHAT BECOMES VISIBLE

06

Words the team signs

OUR COMMITMENT

- ✓ Name the need behind the position.
- ✓ Invite the strength the room is missing.
- ✓ Explain what a decision feeds—and what it may starve.

Nine names, signed in the room

Three observable behaviours written by the room in its own sentences, then signed by everyone in it. Each leader also leaves with a private three-month commitment.

WHAT BLNG GAINS

Not another report in a drawer. A language the team can work with.

01

A shared language, not a shared label

Nine people describing how they work using the same four domains, so a difference becomes a fact to work with rather than a personality clash.

02

Partnerships with the mechanics named

Each pair leaves knowing what accelerates them and what quietly costs them, and the one practice that changes it.

03 **The team's real gaps, not the assumed ones.** The strengths nobody carries are visible, so the group can decide deliberately who covers them instead of hoping somebody does.

04 **Decisions with the reasoning attached.** The trade-offs the team protects under pressure are on the record, including where the group is genuinely divided.

05 **The organisation's DNA in the room.** The collective strengths picture of three hundred people, so the team can see which of its decisions inspires that workforce and which quietly disengages it — before the decision is announced.

06 **A charter the room owns.** Three behaviours and nine names — written in the room, not handed to it.

THE BOUNDARIES

A conversation tool, not a judgement system.

- ✓ No prediction of how anyone will behave.
- ✓ No diagnosis, clinical language, or judgement of competence or trustworthiness.
- ✓ No compatibility score and no ranking of people against each other.
- ✓ No individual's data on the projector, and no original report published anywhere.
- ✓ No figure reported for any group smaller than ten people.
- ✓ Every interpretation is reviewed by the facilitator before anyone sees it, and is offered as a hypothesis with an alternative explanation beside it.

BEFORE, DURING, AFTER

BEFORE THE DAY

Their profile becomes theirs

They receive a private invitation and upload their own CliftonStrengths 34 report, or the facilitator uploads it for them.

DURING THE DAY

The screen goes quiet so the room can speak

They answer on their own phone, privately. Phones never display the room's results.

AFTER THE DAY

A private space that keeps working

Their full theme sequence in the four official domains, with what they bring, what they need, and what they watch in themselves.

THE DAY

09:00 to 17:00

One room, one projector, and each participant's own phone. Lunch begins at 12:30, with two short breaks.

09:00 – 09:20	Arrival and the purpose of the day
09:20 – 10:20	**Self awareness**
10:20 – 10:35	Break
10:35 – 11:15	**Others awareness**
11:15 – 12:30	**Partnerships**
12:30 – 13:15	Lunch
13:15 – 14:15	**Team DNA**
14:15 – 15:30	**Decisions under pressure**
15:30 – 15:45	Break
15:45 – 17:00	**Commitment**

WHAT THE ROOM ACTUALLY DOES

Five activities, each with a reason to exist.

No games and no scoring. Each activity puts one honest conversation in front of the people who need to have it, and nothing is collected unless the room chooses to keep it.

OTHERS AWARENESS

Love, crazy, envy

Each person takes one of their own theme cards to the table. Three rounds: what you love about having it, when it has made someone else's work harder, and whose use of a theme you would like to borrow.

It gets the cost of a strength said out loud by the person who holds it, before anyone else says it for them.

THEY WALK OUT WITH

Each leader leaves with one sentence about the cost of their own strongest habit.

PARTNERSHIPS

Partnership walk

Pairs walk the room with their two readings: where they are alike, where they differ, what that difference has already cost, and what it covers. They come back with rules of engagement in their own words.

Standing and walking keeps it a conversation between two people rather than a report being reviewed.

THEY WALK OUT WITH

Each pair leaves with written rules of engagement they both agreed to.

PARTNERSHIPS

Blind spot exchange

Each person names one thing their own leading theme tends to hide, then asks their partner to say when they have seen it and stayed quiet. Permission is given before anything is named.

A blind spot only becomes useful when the person who has it asks for it.

THEY WALK OUT WITH

One blind spot named by the person who owns it, and one person allowed to flag it.

WHAT THE ROOM ACTUALLY DOES · CONTINUED

The afternoon puts a real decision in the room.

The last two activities work on decisions BLNG is genuinely facing, and end with commitments the room writes for itself.

DECISIONS UNDER PRESSURE

The decision, live

One real BLNG decision on the screen. Choices come from phones, the room stays blank while people choose, then the split is revealed and the reasons are heard before the count is discussed.

Closing and revealing are separate so nobody follows the crowd.

THEY WALK OUT WITH

The team's real split on a live decision, with the reasoning on the record.

COMMITMENT

Charter in their words

The room writes what it will do differently, in its own sentences, and each person writes what they will invest in for the next three months.

A commitment written by the room outlasts one written for it.

THEY WALK OUT WITH

A signed team charter, and one personal three-month commitment each.

HOW THE ROOM IS SET

The seating changes with the conversation.



Two round tables of four to five

SELF AWARENESS, OTHERS AWARENESS

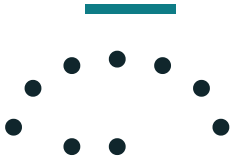
Everyone can see the screen without turning, and table talk stays at four voices.



Pairs away from the tables

PARTNERSHIPS

Two chairs turned towards each other, spread around the room. No table between them and no screen in view.



One horseshoe facing the screen

DECISIONS UNDER PRESSURE

Nine seats, nobody behind anyone. Phones in hand, the screen blank while people choose.



Full circle, no tables

COMMITMENT

Chairs only, so the charter is written to each other rather than to the front of the room.

READY FOR THE ROOM

What BLNG confirms before the day

The strongest session starts with the right people, confirmed reports, and decisions that matter now.

GROUP SIZE

Nine executives (up to twelve works in the same format)

BLNG PROVIDES

The nine participants for the full day, the room, and two or three real decisions the team is currently facing

LEAD TIME

Three weeks from the confirmed date, so reports can be uploaded and confirmed in good time

PRACTICALITIES

DURATION

One facilitated day, 09:00 to 17:00, with lunch at 12:30 and two short breaks

ROOM

One room, one projector or large screen, seating that lets everyone see each other

EACH PARTICIPANT BRINGS

Their own phone and their CliftonStrengths 34 report, uploaded and confirmed at least three working days before

WE PROVIDE

Facilitation for the day, the platform, report handling and review, and every participant's private space afterwards

LANGUAGE

English

CANCELLATION

Reschedule free up to five working days out. Inside that, incidentals already committed are invoiced at actuals.

NEXT STEP

Bring the two or three decisions the team is genuinely facing.

Those become the situations used in the room. That is what turns an assessment debrief into a working leadership session.

Saurav Atri · A3 Partners Pte Ltd — The-Intellect
the-intellect.com