

UNLOCK ORGANIZATIONAL EXCELLENCE

With The

ADIZES PAEI METHODOLOGY

A Powerful Half Day In-House Workshop
to Drive Team Effectiveness and Leadership Insight



The Adizes Methodology, developed by world-renowned management expert Dr. Ichak Adizes, is a globally respected approach to managing organizational change and enhancing performance.

At its core is the **PAEI model**, which emphasizes balancing four essential management roles:

Producing (P), Administrating (A), Entrepreneuring (E), and Integrating (I)

This intuitive profiling tool is widely embraced for its **practicality, clarity, and accuracy**—making it an ideal framework for team development, recruitment, leadership, and even family relationships.

Workshop Outline

- Understand your natural & perceived **PAEI** management style
- Build **Effective, Complementary Teams**
- Recruit the **right person** for the **right role**
- Apply PAEI in **career counseling** and **succession planning**
- Balance organization structures for **greater performance**

Duration: **4.5 hours** (includes welcome & break)

Mode: Available in both Physical or Virtual

Workshop Fee

Vistage Member Company	Non-Vistage Member Company
RM3,500 / session	RM4,000 / session
20 complimentary PAEI Profiling Tickets (value ±RM1,000) provided upon payment	
HRDC Claimable	

Trainer

Richard Wong left Nylex (Malaysia) Berhad, part of the London based worldwide BTR group at the end of June 1994 as Managing Director/Group Chief Executive after 18 years with the Group to start the CEO development and education service. He founded Vistage Malaysia (formerly known as TEC Asia Centre) which has license to the internationally known Vistage process that helps CEOs proactively manage change and stay ahead of the competition through sharing ideas, expertise and personal experience with other successful CEOs.

Besides being a Vistage accredited Master Chair, he also does selective coaching and strategic annual retreats for large and SME Companies. He was awarded by Vistage International, USA the 'DON COPE Chair Award 2017 (the best award a Chair can ever be awarded from over 1000 Chairs globally) in January 2018. He led his Vistage VCE-16 members to hike successfully to the Everest Base Camp in April 2018 to challenge each other to go beyond their current horizons. Many became better version of themselves after the hike. In mid-2019, he and some of VCE-16 members chartered a small ship to sail in the Arctic (North Pole) to experience nature at its best, watching polar bears, reindeers, seals and walrus at close quarters plus sighting whales during the expedition.

Despite the busy schedules, Richard finds time for reading, hiking, qigong and occasional golf.



Contact us for more information: Julie Tan - 6012-6842199 / julie@ceovas.com.my

TESTIMONIALS

From Some Past Participants of Workshops on **ADIZES PAEI METHODOLOGY**



The magic of PAEI is not merely in being a psychological test. It gives **deep insights into people and organizations**, helping us understand how to **improve collaboration and productivity**, critical as we grow in our careers and **build effective teams**.

The importance of **matching natural strengths to job roles for better motivation, performance, and harmony**.

The concept that **internal misalignment drains energy** and **minimizing that friction can create a high-performing culture**. And the striking reminder: "We hire people for what they know, but fire them for who they are."

- **Amber Chong, Human Resources Business Partner, Kakitangan.com**

"Participating in the PAEI in-house workshop was a truly **insightful experience**. The session helped me **better understand different managerial roles** and how they **impact team dynamics and decision-making**.

The interactive discussions and **practical examples made the concepts easy to relate to and apply in our daily work**. Thank you, Mr. Richard Wong, for giving such an interesting talk. We learned a lot from the workshop and truly appreciate the knowledge shared."

- **Miki, Human Resource Executive, Ean Label Industry**



"I had the privilege of attending Mr. Richard's PAEI training and it was an **exceptional experience**! His **engaging presentation** style, complemented by relevant **real-world examples and case studies**, made the session impactful and applicable to professional and personal contexts. I highly recommend the PAEI Workshop to anyone seeking to **strengthen team dynamics and promote personal growth**. This training is particularly valuable for HR professionals for **recruitment and talent management**!"

- **Yee Ting, HR Generalist, InfinitiLab**

