

Prof.

**SATTAR  
BAWANY**

CEO, DISRUPTIVE LEADERSHIP INSTITUTE

**METICULOUSLY FORGING NEXT  
GENERATION OF LEADERS & BUSINESSES  
OF TOMORROW**

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# Prof. SATTAR BAWANY

## METICULOUSLY FORGING NEXT GENERATION OF LEADERS & BUSINESSES OF TOMORROW

**F**or successfully navigating the complex and ever-evolving landscape of organizational challenges, effective leadership has become more imperative than ever. Today's leaders must possess a diverse range of competencies, skills and leadership traits to inspire and guide teams and business as a whole towards achieving strategic objectives in today's dynamic environment; from fostering innovation and adaptability to nurturing a sustainable organizational climate and employee engagement.

With an illustrious 35 years of international management experience working with organizations and individuals, Prof. Sattar Bawany, CEO, at Disruptive Leadership Institute, has time and again shown his mettle in enhancing leadership capabilities and steering businesses through challenging and disruptive times. His profound expertise has earned him recognition as a distinguished thought leader and expert in executive development and organizational effectiveness. Throughout his career, he has held esteemed leadership positions within professional services and global consulting organizations, offering invaluable guidance to businesses and government agencies alike. Prof. Sattar Bawany's remarkable track record is a testament to his unfringed competence and commitment to organizational and leadership excellence.

In an exclusive interview with CEO Insights Asia, Prof Sattar Bawany walks us through his professional journey along with the unique traits of the company.

### Could you give a brief account on the experiences that you bring to the table? What is the motivation that fuels your daily routines?

I have been recognized and acknowledge as an adept development expert specializing in c-suite executive development and coaching, talent development, change management, and organizational transformation. As a certified c-suite master executive coach and organizational effectiveness consultant, I support Boards and senior leaders across industries in improving their leadership effectiveness skills and driving organizational success. My approach prioritizes self-awareness, emotional & social intelligence, cognitive readiness, adaptability, and resilience. With a track record of publishing books, articles and conducting research on disruptive and crisis leadership effectiveness, organizational resilience, change leadership, and high-performance teams, I impart practical guidance and strategies grounded in academic research and real-world case studies.

**RBL develops transformational leaders who inspire their teams to achieve exceptional results through a compelling vision & setting sustainable KPIs**

*Prof. Sattar Bawany is a seasoned professional with more than 35 years of experience with competence in building and transforming intact senior management teams, growing or turning around companies, and increasing revenue and profit.*

**Awards:** Singapore Business Review "2019 Singapore Executive of the Year for Consulting" Award

**Hobbies:** Writing, Traveling & Exploration, Philanthropy & Community Engagement, and Spending Family/Personal Time

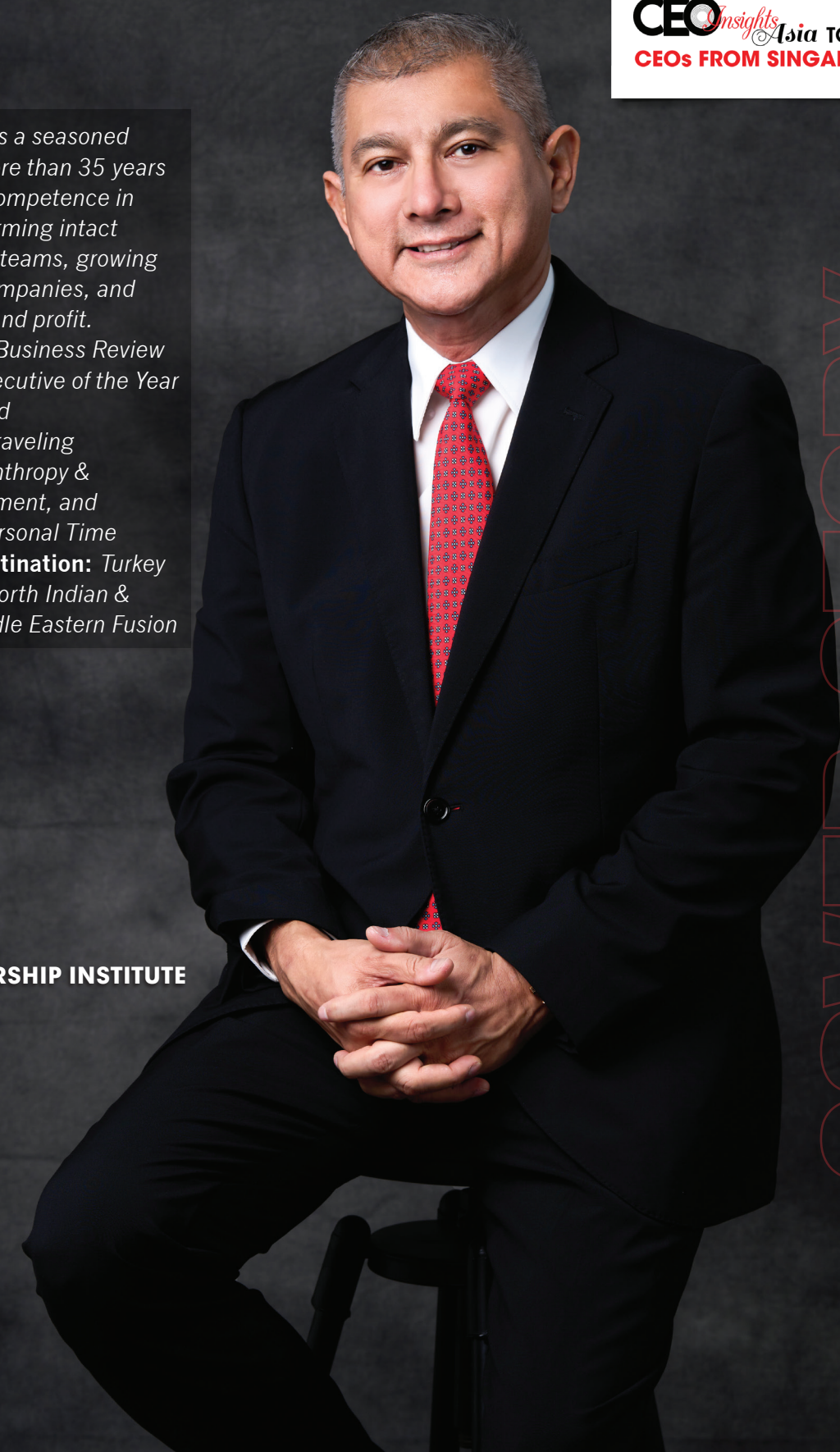
**Favorite Travel Destination:** Turkey

**Favorite Cuisine:** North Indian & Chinese-Indian-Middle Eastern Fusion

**CEO,  
DISRUPTIVE LEADERSHIP INSTITUTE**

**CEO Insights Asia TOP 10  
CEOs FROM SINGAPORE  
2023**

COVER STORY



Further, as a highly sought-after keynote speaker, I believe in sharing my expertise on leadership development and organizational effectiveness at conferences, forums and seminars. I strive to create positive change and make a meaningful impact on the individuals, organizations, and stakeholders I work with. My fulfillment comes from positively influencing the lives and careers of my team members and stakeholders. I am deeply passionate about my role as an executive coach and take satisfaction in helping my clients (coachees) achieve their goals.

### **How has been your path to success and what is your success mantra?**

Throughout my 35-year professional career, I have gained invaluable insights from both successes and failures, shaping my path to success. There are four key focal points that have guided me on this journey. Firstly, I prioritize setting a clear vision and leading with purpose, inspiring and motivating others by articulating a compelling vision and promoting open dialogue. A constructive feedback plays a crucial role in this process. Secondly, I value people over process and technology (PPT), encouraging them to seek knowledge, embrace feedback, learn from mistakes, and adapt to challenges. Emotional & social intelligence is also a crucial center of interest, as I manage my own emotions and empathize with the various stakeholders particularly my clients.

Thirdly, I emphasize learning, growth, and adaptability to lead effectively. I foster a culture of continuous learning, supporting my team in their development and resilience. I prioritize self-reflection, critical thinking and relationship management with all stakeholders.

Lastly, I believe in building trust-based partnerships, wherein, I uphold integrity, communicate transparently, and demonstrate ethical behavior. Further, by encouraging my team members to hold me accountable for my actions, I promote trust and credibility. These principles have contributed to my success as a leader and have allowed me to positively impact individuals and organizations.

### **How would you define Disruptive Leadership Institute as an organization and its current position in the market?**

The Disruptive Leadership Institute (DLI) is a research-driven organization that tackles the leadership and organizational challenges presented by a disruptive and rapidly evolving digital-driven workplace. As the global research affiliate of the Centre for Executive Education (CEE), we are dedicated to carrying out cutting-edge research and promoting disruptive leadership practices. Our services and programs include Board & CEO advisory services, c-suite leadership development programs, executive coaching, talent management & succession planning consulting, and tailored executive education programs for individuals and organizations seeking to embrace disruptive approaches. We continually adapt to market demands by integrating disruptive innovative digital technologies and online learning platforms, extending our reach and offering flexible learning options to a wider audience.

### **Tell us about your leadership approach. What are the guidelines or methodologies that you follow as a leader?**

I have developed an Employee Centric "Results-Based Leadership" (RBL) approach, which I have honed over for 20 years now. This focuses on achieving specific goals by setting clear expectations, monitoring progress, and fostering accountability. RBL develops transformational leaders who inspire their teams to achieve exceptional results through clear expectations and sustainable KPIs. Central to RBL is prioritizing personal leadership and team effectiveness development, building strong relationships, and fostering a sense of purpose within the organization. Employee engagement and motivation are

crucial for delivering exceptional service and driving customer engagement. The organizational climate, reflecting how employees feel about their work environment, significantly impacts their behavior and engagement. As a leader, I shape and transform organizational cultures, understanding that my values, beliefs, and leadership style directly influence the climate and organizational results.

### **How do you keep yourself up-to-date with ongoing industry trends to steer your organization toward the future?**

For a leader, staying abreast of ongoing industry trends is crucial to effectively envision the future. I stay connected with my clients to understand their evolving needs, preferences, and pain points, leveraging big data and analytics to gain insights into market trends, customer behavior, and industry patterns. It is also about cultivating a disruptive mental agility & mindset as well as a culture of continuous learning. Furthermore, I have always been keen on building and nurturing a strong professional network both within and outside my organization, and engaging with industry associations, participating in forums, and joining relevant social media groups and finally keeping a close eye on my competitors by monitoring their strategies, product launches, partnerships, and market positioning.

### **What are the major challenges you have encountered initially while establishing yourself as a successful leader? How did you overcome them to emerge as a successful professional?**

It is not easy establishing oneself as a successful transformational leader and I have encountered significant obstacles along the way. One common trap for me as a new leader, earlier in my professional career, is relying on past success to continue being successful. While recognizing my strengths from leadership 360 degree feedback and assessment, it's important to focus on what it takes to succeed in the new role and adapt as needed. During leadership transitions, I found that it's easy to feel anxious and take on too much in hopes of finding success. With guidance from my former CEOs and mentors as well as my executive coaches, I avoided the "action imperative" syndrome and understood the need to produce quick results while assimilating into the organization. By

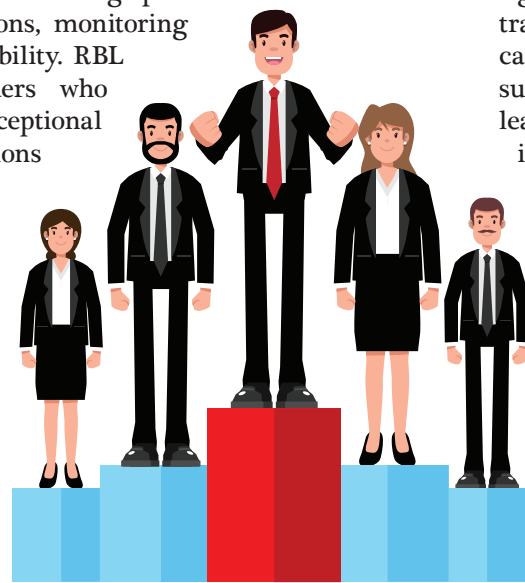
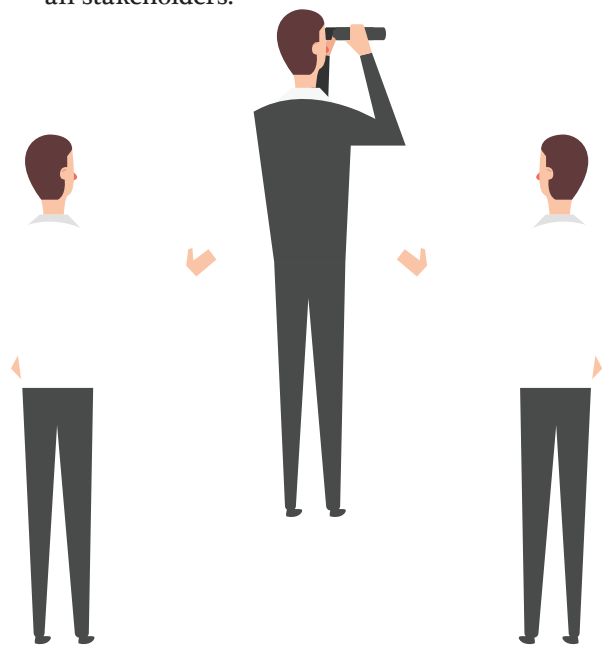
taking on challenges firsthand, I have developed effective leadership skills over time and have employed different leadership styles, balance authority and collaboration, communicate effectively, establish credibility through competence and integrity, and consistently make sound decisions. These leadership approaches and practices have been instrumental in overcoming obstacles and achieving my success as a leader over the years.

### **What is the future destination you are heading towards?**

As a leader, I continuously adapt and stay agile in the face of change, embracing new ideas and trends. With my experience, I have assumed executive leadership roles, driven organizational success, and established startups. Currently, my focus is on global consulting and corporate advisory roles, providing strategic guidance to diverse organizations. Going forward, I aim towards making a positive difference in areas like education, healthcare, sustainability, and community development. Serving on boards of directors or advisory boards, I want to leverage my expertise to ensure organizational success and compliance. Further, I want to mentor future leaders and share insights through writing, speaking engagements, and media interviews. Additionally, I will strengthen further my contribution to academia by educating post-graduate students and inspiring them to become entrepreneurs and successful industry leaders.

### **In light of your strong experience within the industry, what advice would you give to the budding industry leaders?**

One should craft a visionary and purpose-driven leadership approach that will guide their journey as a leader early in their career. They should align their values with repertoire of leadership styles to create a strong foundation for success. Embrace a lifelong commitment to learning and self-improvement, while staying abreast of industry trends and seeking feedback to refine their leadership approaches and practices. They should also view disruption as an opportunity for growth and innovation. Cultivate meaningful relationships with colleagues, mentors, and industry professionals, fostering collaboration and genuine connections. Lead by example with unwavering integrity, accountability, and a strong work ethic; embodying the values and behaviors you expect from others. **C'**



# CEO *Insights* Asia

CEOs IN SINGAPORE - 2023

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IS PROUD TO PRESENT  
PROF. SATTAR BAWANY

CEO,  
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AS ONE OF THE

TOP 10 CEOs IN SINGAPORE — 2023

*This certificate is an annual global recognition that manifests top-notch professionals and thought leaders in Singapore who ace organizational leadership and drive the country's corporate realm to its future in multiple dimensions.*



**Sujith Vasudevan**  
Managing Editor



CEO  
Insights  
Asia