

Sarawak WOMEN OF TOMORROW 2026

From Transformation to Stewardship: Leading
Sarawak's Next Growth Chapter

Season 5

Introduction to SWOT 2026



A Flagship Platform

The Sarawak Women of Tomorrow (SWOT) Bootcamp is the **Women Leadership Foundation's** flagship regional leadership platform.

It is specifically designed to prepare women leaders for **complex, high-stakes decision-making environments** where standard answers no longer apply.

Season 5: An Evolution

Entering its fifth edition, SWOT 2026 shifts focus from gathering knowledge to developing **leadership judgment**.

An immersive bootcamp experience driven by:

- Systems Thinking & Complexity
- Stewardship & Responsibility
- Immersive Experience
- Deep Reflection
- Mentor - Experience and knowledge sharing

Programme Rationale

Leadership today requires leaders to:

-  **Navigate complexity** and competing priorities effectively
-  **Lead transformation** without losing trust or people along the way
-  **Balance performance**, ethics, and long-term impact simultaneously
-  **Make decisions** whose consequences extend beyond their tenure

The Gap

While women leaders are increasingly visible at decision-making tables, they are often **insufficiently exposed** to how power, trade-offs, and influence operate in practice.

→ SWOT 2026 Solution

Developing leadership judgment—not just leadership skills.

Programme Objectives



Primary Objective

To develop women leaders who can exercise **sound leadership judgment** in complex institutional, digital, and living systems.

Secondary Objectives

- ✓ Strengthen **systems awareness** and diagnostic capability
- ✓ Cultivate **stewardship-oriented leadership** grounded in responsibility and trust
- ✓ Build **executive presence** and influence with credibility
- ✓ Enable leaders to navigate **digital transformation** through experience
- ✓ Translate insight into **disciplined, responsible action**

Participating Companies



KEMENTERIAN PEMBANGUNAN WANITA,
KANAK-KANAK DAN KESEJAHTERAAN
KOMUNITI



AFFIN



PUSTAKA
NEGERI
SARAWAK



SUCCESS STORIES OF SWOT 2023



Norizan Tan

Swinburne University of Technology

"SWOT 2023 was a game changer as it broadened my horizons, reignited my passion and goals. It offers amazing networking opportunities and support for career development and personal empowerment."



Lucille anak Awen Jon

Founder, Pungu Borneo

"Life changer. Swot has changed me greatly in public speaking, having clear perspective and to prioritise on within and beyond capabilities. Thank you to WLF for their endless support and opportunities."



Sharnaz Saberi

Prodigy Music Centre

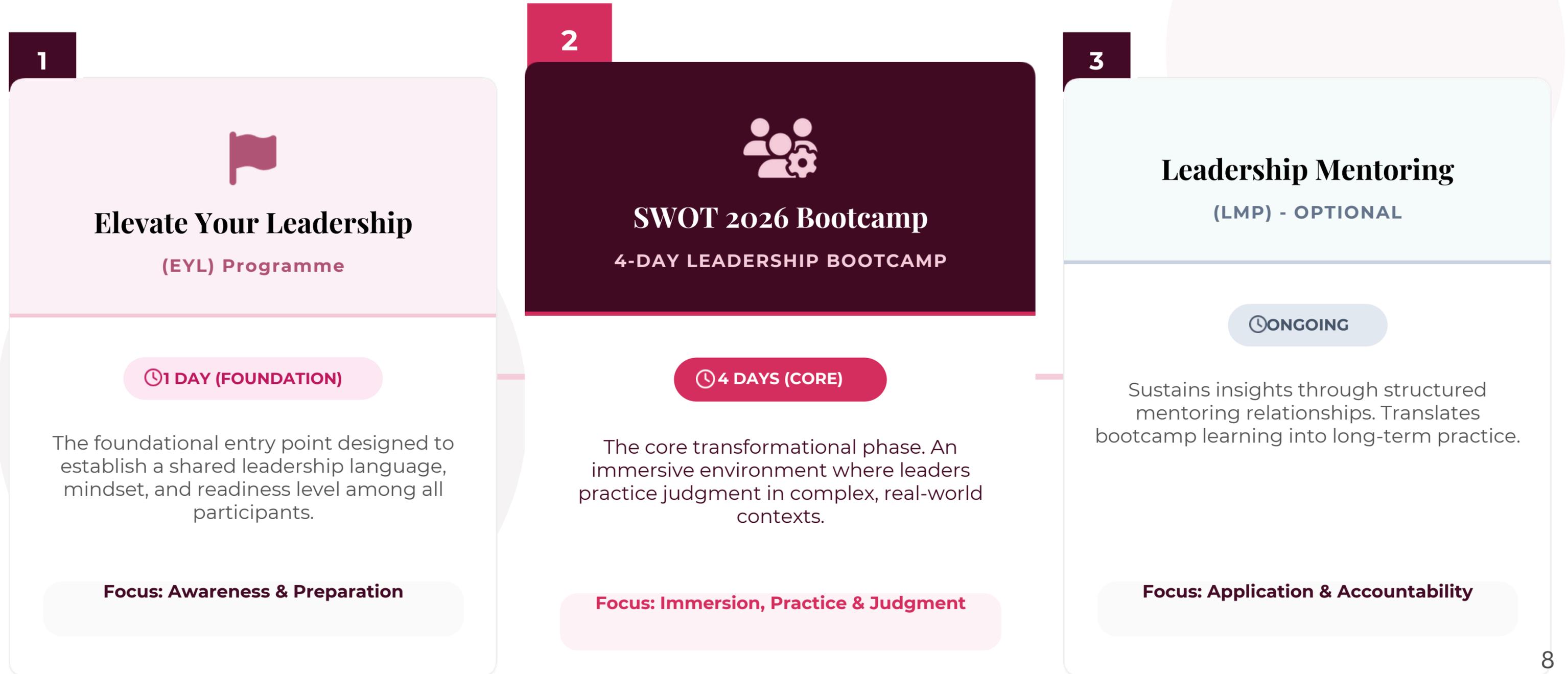
"The Sarawak bootcamp empowered me as a woman leader by prioritizing self-reflection, clarity, confidence, and leadership impact in all aspects of my life. Now, I can speak up for positive change and enhance my impact in my community, workplace, and at home."

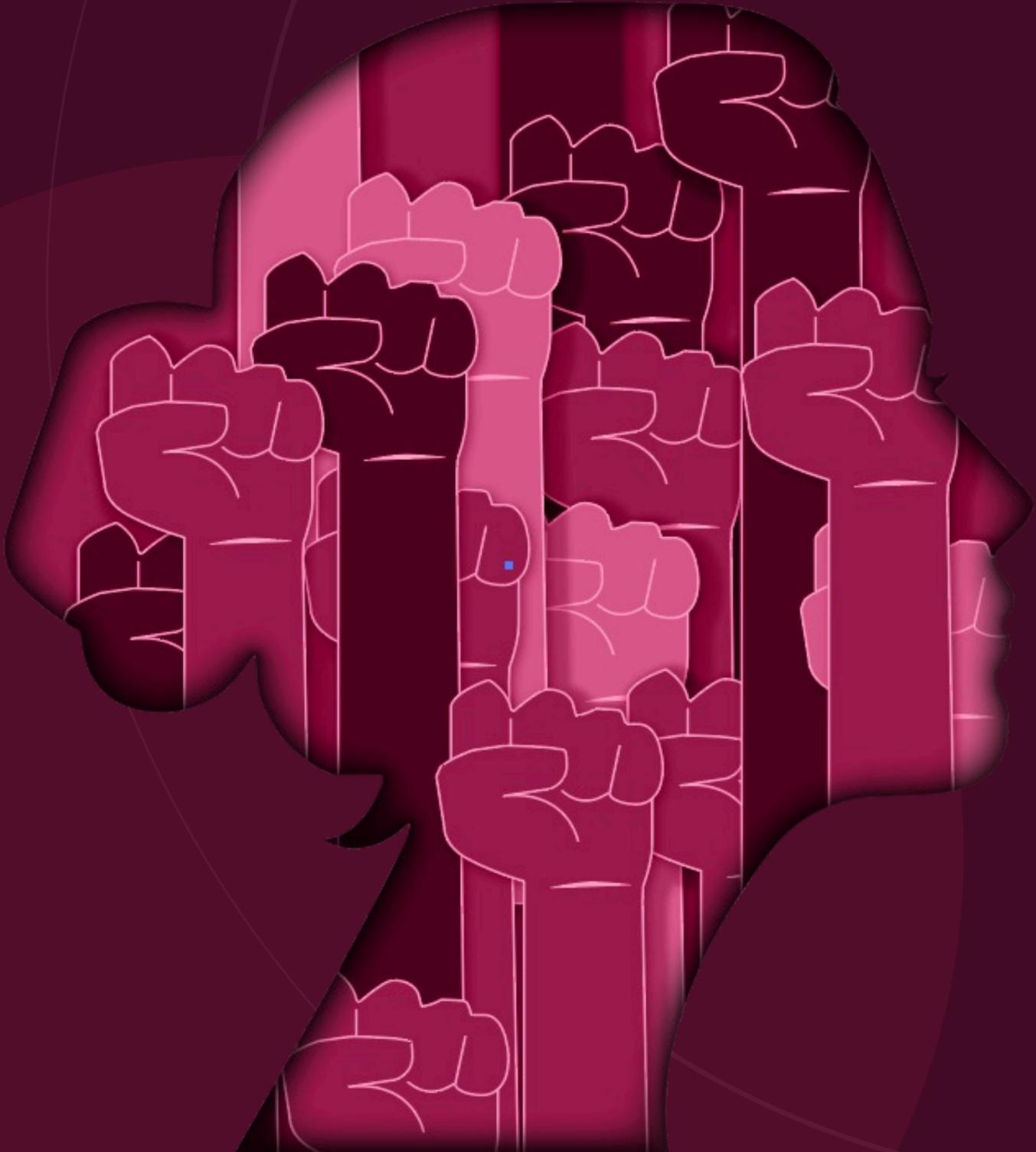


Loh Yen Hua (Elise)

"The Sarawak Women of Tomorrow Bootcamp (SWOT) 2023 has truly redefined my perspective on leadership development. It's not just a one-off workshop; it's a lifelong journey of learning and growth where we all evolve together."

The 3-Stage Learning Journey





Sarawak **WOMEN** OF TOMORROW 2026

Elevate Your Leadership (EYL)

Season 5

Elevate Your Leadership (EYL)



Purpose & Role

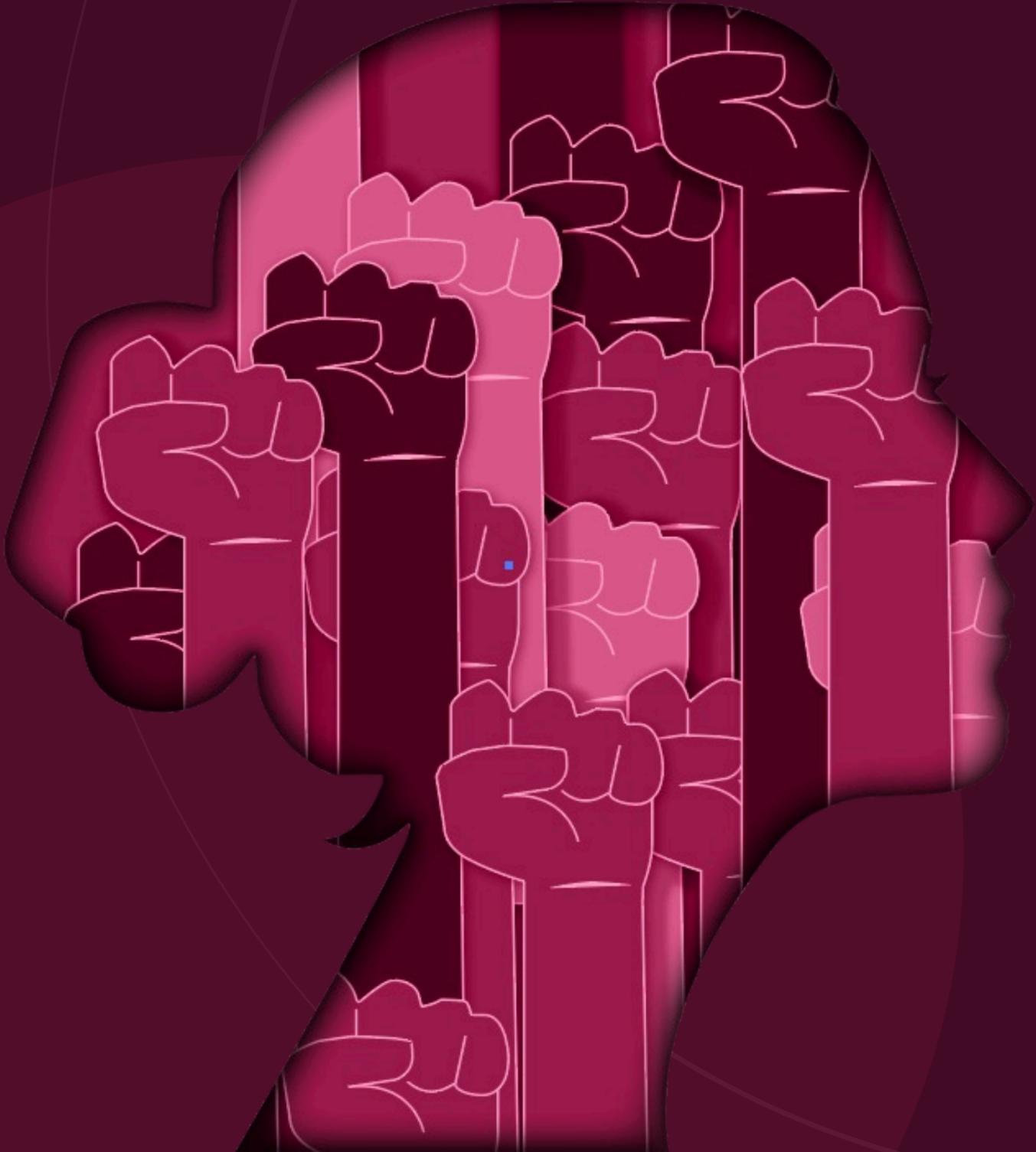
The **Elevate Your Leadership (EYL)** programme serves as the foundational entry point to the SWOT 2026 leadership journey.

It establishes a shared leadership language, mindset, and readiness level among all participants, ensuring everyone arrives at the Bootcamp with a **common baseline** for deeper dialogue.

Key Focus Areas

This one-day programme prepares participants mentally and professionally for the transformational bootcamp experience.

- ✓ **Personal Awareness:** Gaining clarity on personal leadership style and impact.
- ✓ **Expectations:** Understanding leadership expectations at higher organizational levels.
- ✓ **Readiness:** Preparing for deeper engagement and complex challenges.



Sarawak **WOMEN** OF TOMORROW 2026

4-Day Leadership Bootcamp

Season 5

4-Day Leadership Bootcamp

The core transformational phase designed to move participants beyond awareness into the practice of **leadership judgment** in complex, real-world contexts.



Systems Thinking & Complexity

Developing the ability to see the system clearly. Understanding how decisions operate across interconnected institutional, social, and organisational networks.

01



Digital Transformation & Development

Learning through direct exposure to digital environments, focusing on talent readiness, capability building, and decision-making in the digital age.

03



Statesmanship Leadership

Reframing leadership as the ability to carry responsibility, trust, and ethical judgment—especially when outcomes are imperfect and stakes are high.

02



Living Systems & Sustainability

Experiencing leadership limits and long-term impact through immersion in a living system, reinforcing humility and long-range thinking.

04

Day

01

Seeing the
System Clearly

Daily Theme

Leading Systems, Not Silos



Core Leadership Question

"What am I actually dealing with—and what am I not seeing?"



Opening Address

Leadership in an Age of Complexity



Keynote Conversation

Leadership Beyond Titles and Functions



Session: Leading Systems

Moving beyond silos to see the whole system.



Guided Dialogue

Why Well-Intended Initiatives Fail: Examining misalignment & consequences.



Speed Mentoring

Rapid perspectives on navigating complexity and power from lived experience.



Reflection Circles

Mapping the Systems We Lead: Developing holistic clarity.

Day

02

Carrying
Responsibility

Daily Theme



Statesmanship Leadership & Executive Masterclass

Core Leadership Question

"How do I carry accountability—and show up with credibility—when leadership decisions are difficult and visible?"



Statesmanship Leadership

Statesmanship is the wise and ethical use of power in service of the greater good, with a long-term view beyond self-interest.



Executive Presence

The ability to inspire confidence, project authority, and command respect, signaling that you are capable of high-level leadership



Leadership Conversation

Trust, Power, and Responsibility in high-stakes environments.



Core Learning

The ability to make wise, ethical decision that balances short term needs with long term impact



Reflection Clinic

The Responsibilities I Carry—and How I Show Up.

Digital Transformation & Development

In Collaboration with CENTEXS



An immersive learning experience anchored by exposure to real digital transformation environments. Participants move from theory to observation and engagement with digital systems.

Core Leadership Question

"What does digital transformation require from leaders beyond technology adoption?"

Immersion Journey



CENTEXS Digital Immersion

Direct exposure to digital systems, talent readiness, and future-ready skills ecosystems.



Learning Walk

Observing the journey from capability development to industry application in real-time.



Guided Dialogue

Leadership Decisions Behind Digital Transformation: Analyzing the choices that drive change.



Reflection Session

Synthesizing insights: What this experience requires from leaders in terms of judgment and readiness.

04 | Day Four

Leadership in Living Systems

🌲 Forest & Sustainability Immersion

Participants engage with a living system to understand sustainability, suitability, and stewardship beyond theory.

Core Leadership Question

"What happens when leadership decisions meet irreversible consequences?"

📍 Immersive Experiences



Site Briefing

Understanding Living Systems and Suitability. Introduction to the ecosystem context.



Guided Forest Immersion

Observing interdependence and limits. Experiencing how systems self-regulate and adapt.



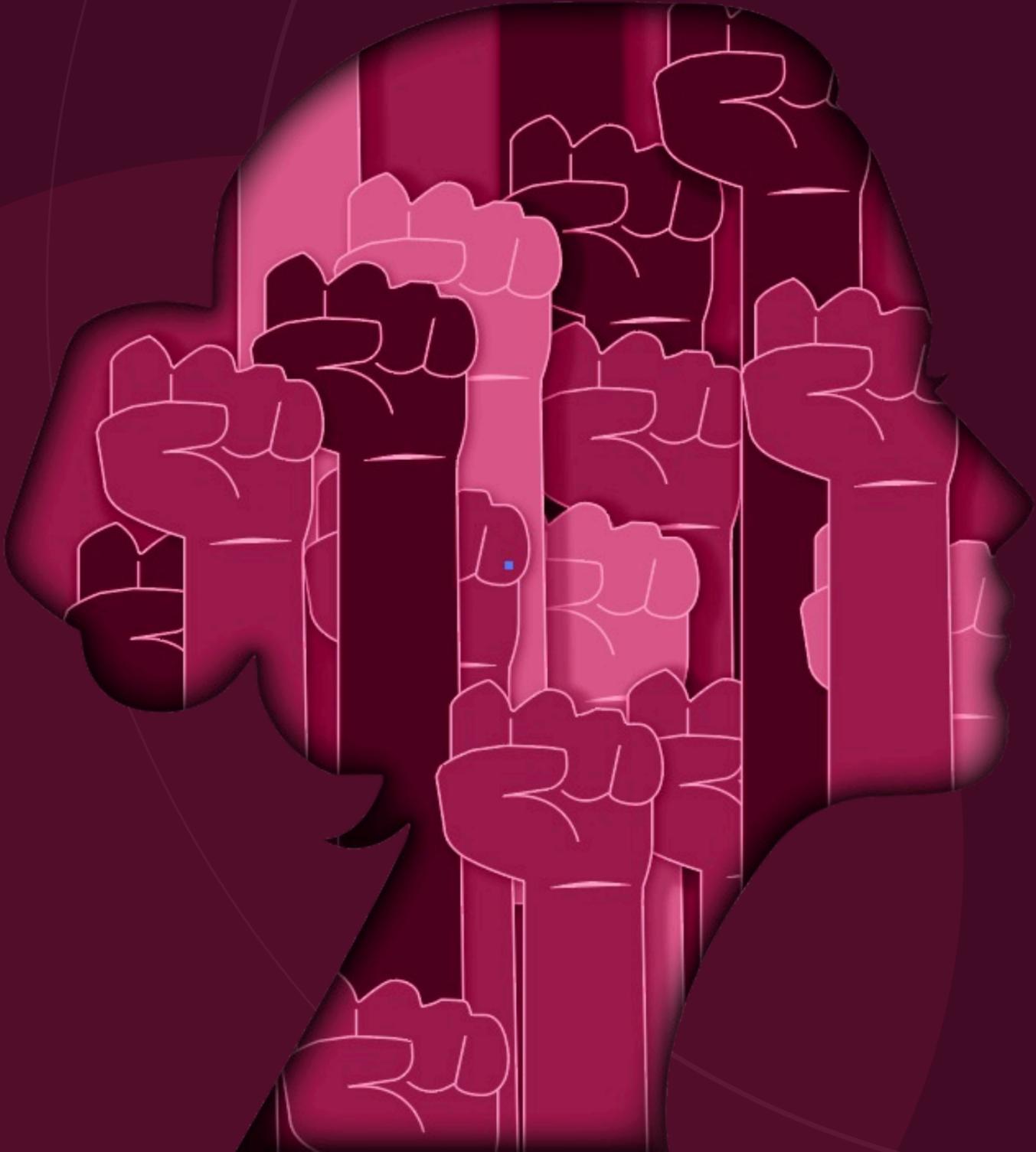
Dialogue in Nature

Development, Trade-offs, and Responsibility. Discussing hard choices in a natural setting.



Reflection Circle

Lessons Leadership Learns from Living Systems. Synthesizing humility and long-term impact.



Sarawak **WOMEN**

OF TOMORROW 2026

Leadership Mentoring
Programme (LMP)

Season 5

Leadership Mentoring Programme (LMP)

Sustain and apply insights gained from the bootcamp through structured, high-touch mentoring relationships.



Apply leadership judgment in real organisational contexts under guidance



Ongoing reflection and guidance from experienced industry mentors



Translate learning into long-term leadership practice and habits

Who It's For

Designed for participants who seek continued leadership growth and accountability beyond the bootcamp experience.

→ Role in Journey

Extends the impact of SWOT 2026, supporting participants as they navigate real challenges over time.

STAGE 3: OPTIONAL CONTINUATION

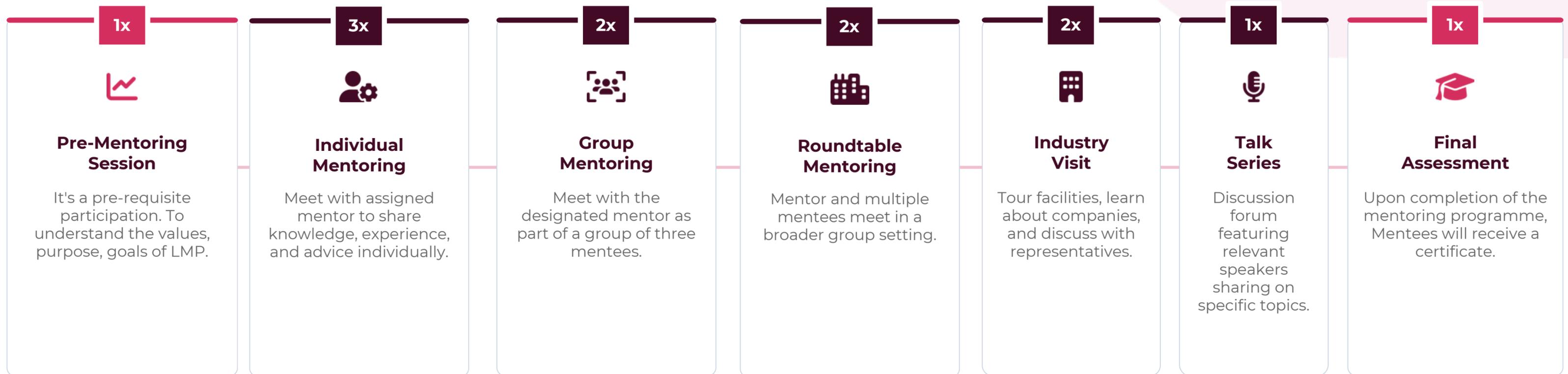
Leadership Mentoring Programme (LMP)

Extend the impact of the bootcamp with a structured journey designed to translate insights into long-term leadership practice through ongoing guidance.



Programme Duration
6 MONTHS

The LMP LTE Journey Map



Expected Outcomes



Participant Outcomes

INDIVIDUAL GROWTH

-  **Stronger leadership judgment** under complexity, moving beyond simple problem-solving to wise decision-making.
-  **Executive presence** grounded in responsibility, enabling leaders to carry authority with credibility.
-  **Greater readiness** for senior leadership roles and high-stakes environments.



Ecosystem Outcomes

SYSTEMIC IMPACT

-  A **stronger cross-sector leadership pipeline** for Sarawak, connecting talent across industries.
-  Leaders equipped to balance **digital development, trust, and sustainability** in a rapidly changing region.
-  **Deeper collaboration** across institutions, fostering a network of leaders who understand interdependence.

Programme Investment – SWOT 2026

SWOT 2026 is designed as an integrated leadership development journey, combining foundational preparation, immersive learning, and optional long-term mentoring. To support early planning, Early Bird rates are offered for a limited period.



Early Bird Investment

Valid until 26 June 2026

Most Popular

SWOT 2026 Core Programme

RM 7,199

per participant (Without LMP)

- ✓ **1-Day** EYL Programme
- ✓ **4-Day** Leadership Bootcamp
- ✓ Accommodation Included
- ✓ Experiential Learning

SWOT 2026 Integrated Programme

RM 10,199

per participant (With LMP)

- ✓ **1-Day** EYL Programme
- ✓ **4-Day** Leadership Bootcamp
- ★ **6-Month** Mentoring (LMP)
- ✓ Accommodation Included
- ✓ Full Learning Materials

Bundle Package Integrated Programme

RM 30,199

per bundle (3 Participants)

- 👥 **3 Pax** Integrated Access
- ✓ **1-Day** EYL Programme
- ✓ **4-Day** Leadership Bootcamp
- ★ **6-Month** Mentoring (LMP)
- ✓ Accommodation Included
- ✓ Full Learning Materials
- 🏢 Company logo in official event booklet

Standard Investment

Applicable after 26 June 2026

PACKAGE	INVESTMENT
Core Programme Bootcamp only	RM 8,599
Integrated Prog. With LMP	RM 11,599
Bundle Package 3 Pax (With LMP)	RM 31,599

*Company logo placement not included

Includes facilitation, materials & accommodation

Travel arrangements excluded

Early Bird subject to availability

SWOT 2026 develops women leaders who can *see systems clearly*, carry responsibility with presence, lead transformation wisely, and respect the limits of both institutions and living systems.

Join the Journey

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