



CERTIFIED MASTER OF LEADERSHIP (CML)

MISSION: TRANSFORMING LEADERS AND CHANGING THE WORLD FOR THE BETTER

MEGA GURU GLOBAL STRATEGIC PARTNERS



Dr. Marshall Goldsmith

- World #1 Executive Coach
- World's #1 Most Influential Leadership Thinker
- Author of #1 New York Times bestsellers



John Mattone

- World #1 Coaching Guru by Global Gurus
- Executive Coach to Steve Jobs and PepsiCo CEO Roger Enrico
- Author of 10 books, including four best sellers on Amazon, Inc. Magazine



Dr. Peter Chee

- World #1 Coach for Strategic Innovation by Dr. Marshall Goldsmith
- President and CEO of ITD World
- Creator of Coaching for Breakthrough Success & The Situational Coaching Model



Mark C. Thompson

- World #1 CEO Coach by Goldsmith Global Awards
- World #1 Leadership Growth Coach
- Author of New York Times bestselling books



Dr. Marcia Reynolds

- World #1 Professional Coaching Body: ICF Former Global President
- ICF Master Certified Coach (MCC)
- Authored several books including Coach the Person, Not the Problem; Outsmart Your Brain and Wander Woman



Dr. William Rothwell

- World #1 Succession Planning & Talent Management expert
- Best Selling Author of Over 180 HR and Management Books
- World Renowned Consultant and Professor, Penn State University

MEGA GURU GLOBAL STRATEGIC PARTNERS



Darelyn DJ Mitsch

- World #1 Coaching Body ICF former Global President
- First of 25 coaches to earn ICF Master Certified Coach (MCC)
- Wrote Coaching for Extraordinary Results, Team Advantage & Zombies to Zealots



Arthur Carmazzi

- World #1 Organizational Culture thought leader
- Created Colored Brain Communication Inventory (CBCI)
- Developed HDMA Emotional profiling for "Psycho-Productivity"



Dr. Jack Canfield

- World's Top Guru on Success
- Guinness Book of World Records for Most Books on NY Times Best Sellers List
- Creator of Chicken Soup for the Soul and The Success Principles



Thomas G. Crane

- Author of bestselling book The Heart of Coaching
- World renowned consultant & facilitator
- Founder & CEO, Crane Consulting U.S.A



Serely Alcaraz

- #1 Master Trainer, Top Coach & Executive Director of ITD World
- Developed over 100,000 leaders globally for famous organizations
- Past president of ARTDO International and PSTD



Dr. John C. Maxwell

- World's #1 Leadership Guru
- NY Times Best Selling Author of Over 80 Books
- Developed over 5 million leaders in 126 countries



CERTIFIED MASTER OF LEADERSHIP

THE WORLD'S BEST IN-HOUSE TALENT AND LEADERSHIP DEVELOPMENT SOLUTION

Certified Master of Leadership (CML) is a result based learning solution developed for senior to mid-level leaders and high potential talents.

6 Domains of
GLOBAL
leadership mastery



360°
Leadership
Assessment



Learning
Workshops, Coaching
& Mentoring



RESULT based Action
Learning
Projects & Management
Review



- This **result based learning solution** is developed for senior to mid-level leaders and high potential talents
- Real world research has proved the fact that a talented employee can be as much as **20x more productive** than the average worker.
- Just imagine how much more we are capable of achieving with better leaders and more talent in our organization.



CML → THE TALENT & LEADERSHIP ADVANTAGE





CML



CERTIFIED MASTER OF LEADERSHIP

THE WORLD'S BEST IN-HOUSE TALENT AND LEADERSHIP DEVELOPMENT SOLUTION

WHAT WILL THIS SOLUTION DO FOR YOU & YOUR ORGANIZATION?

- **INSPIRE** leaders to reach new heights of excellence.
- **ENABLE** application of learning, behavior and habit change.
- **CONNECT** learning to delivery of organizational results.
- **DEVELOP** and certify global leadership excellence competencies.
- **TRANSFORM** leaders and ensure consistent delivery of high performance.
- **ACCELERATE** the provision of a strong leadership pipeline talent for the future.
- **ACHIEVE** sustainable growth and competitive advantage.



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THE STAR MODEL





LEVEL 1 (6 months)

Phase 1 >> Leading Self
Phase 2 >> Leading People

**Certificate of Professional Leadership
(CPL)**



LEVEL 2 (6 months)

Phase 3 >> Leading Growth
Phase 4 >> Leading Strategy

**Certified Competent Leader
(CCL)**



LEVEL 3 (6 months)

Phase 5 >> Leading Execution
Phase 6 >> Leading Innovation

**Certified Master of Leadership
(CML)**



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CERTIFICATE OF ACHIEVEMENT

- **Certificate of achievement** is awarded upon successful completion of each phase
- Each award is obtained upon meeting the required standards & submission of portfolio with **evidence of successful application of learning, habit change and real world results.**



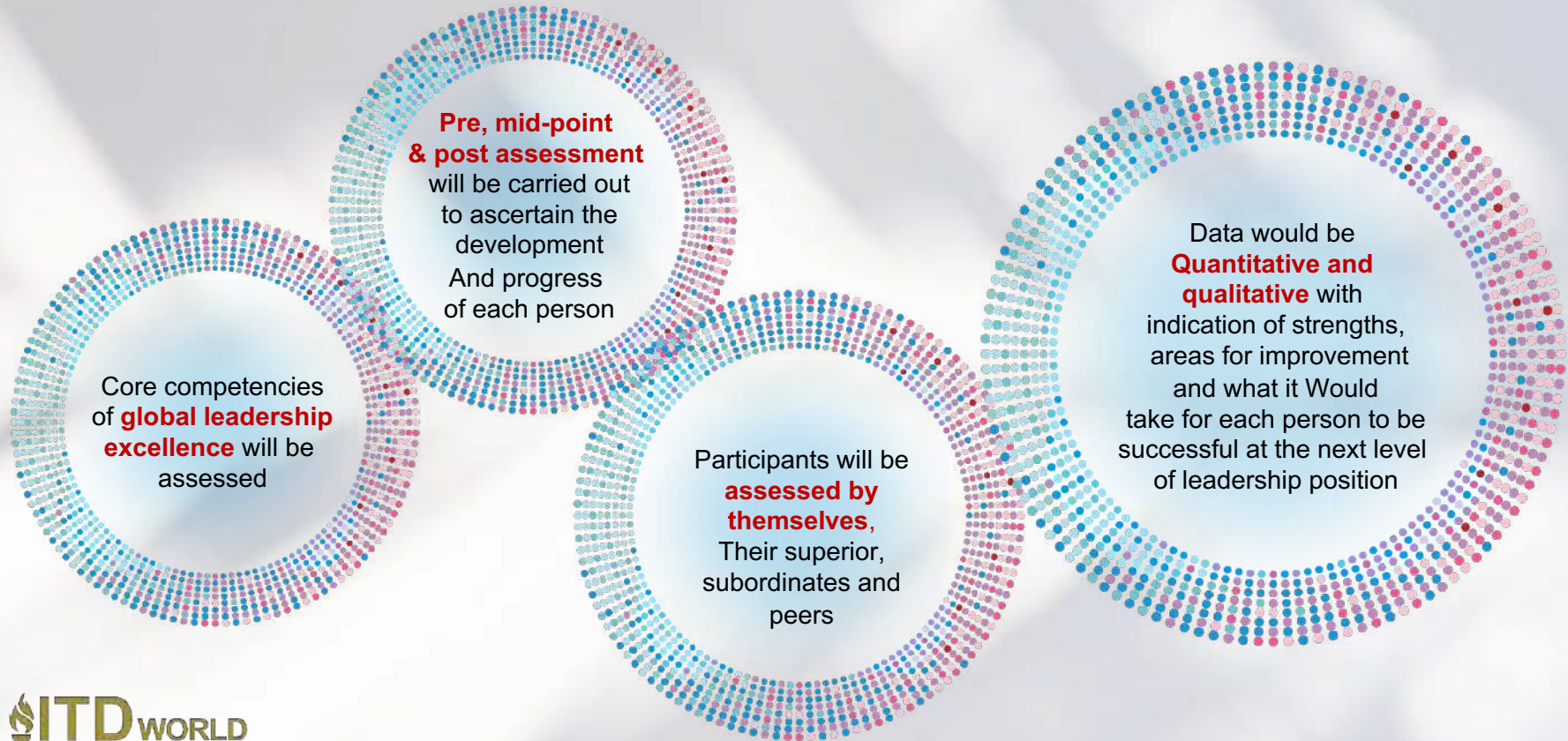
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→ THE WINNING DELIVERY SYSTEMS MODEL



CML → THE 360 DEGREE LEADERSHIP ASSESSMENT





WORK BASED ACTION LEARNING PROJECTS & MANAGEMENT REVIEW

- **Result based projects** related to work will be implemented during each phase
- Submission of projects report showing **evidence of application of learning, habit change and results** will be completed at the end of each phase
- **Portfolio submission and presentation of the transformational journey** (before, during and after) will be made upon completion of each level during the management review sessions.





THE MENTORING EXPERIENCE

- **Internal mentors** are matched with each participant
- The mentor will provide specialist domain expertise in line with the needs of the mentee
- Workshop to equip internal mentors are recommended as additional solution
- External mentoring is optional





THE COACHING DIFFERENCE

- Each person will have the certified professional coach work with them in groups and individually.
- Group coaching will tap on the collective wisdom of the team and **strengthen collaboration**
- Individual coaching will be an empowering process of bringing out the best in each person with strong ownership and accountability to take action and produce results.



CML → LEVELS OF EVALUATION





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THE LEARNING RESULTS MODEL



↓ 10%

Formal Learning (12 Hours)

- Training Delivery

↓ 20%

Collaborative Learning (24 Hours)

- Group Coaching
- Individual Coaching
- Group and Sharing Activities
- Mentoring

↓ 70%

Experiential Learning (84 Hours)

- Work Based Action Learning Projects
- Time used to apply learning

← Each Cycle of Learning is **3 MONTHS** →

CML → SUMMARY OF DIFFERENTIATION & COMPETITIVE ADVANTAGE

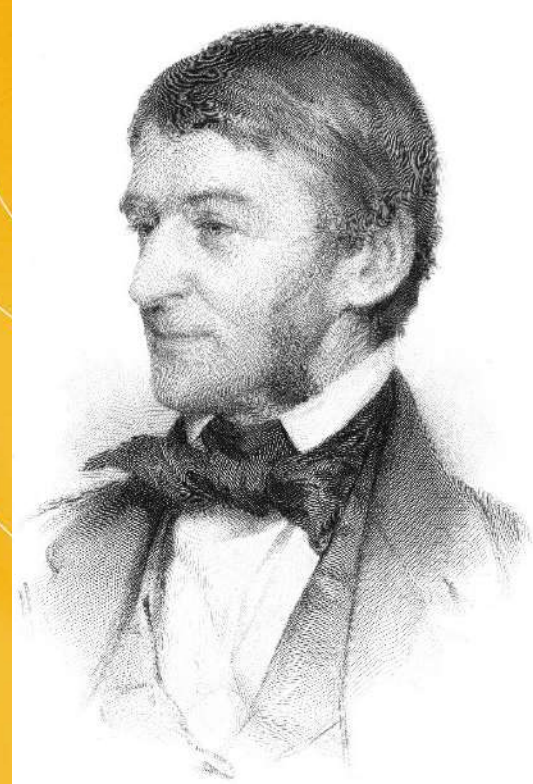
- Provides cutting edge learning from **the world's greatest leadership experts** and ITD World's Mega Gurus
- Uses the synergistic power of consulting, assessment, training, coaching, mentoring, experiential action learning and management review - **all in one** comprehensive solution
- Develops **leaders with a much stronger commitment** and motivation for learning, behavior and habit change
- Offers a **comprehensive result based learning solution** that is distinctly different from normal training and academic MBA or Doctoral programs
- Incorporates superior world-class program content, design, delivery system, methodology and evaluation that **delivers far greater value** compared to conventional programs
- **Enables superior results for organizations** that are truly committed to talent & leadership development for competitive advantage
- Delivered by top international resource persons with **proven track record of excellent delivery**



**LEADERS ARE
DEVELOPED
AND
TRANSFORMED**

*“You sow thoughts, you reap actions.
You sow actions, you reap habits. You sow habits,
You reap character. Your sow character,
you reap destiny.”*

Ralph Waldo Emerson





www.itdworld.com

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/ ITDWORLD

MALAYSIA

ITD PENANG (Head Office)

Tel: +604 228 3869

E-mail: itdpg@itdworld.com

ITD KUALA LUMPUR

Tel: +603 6203 3880

E-mail: itdkl@itdworld.com

U.S.A

ITD U.S.A

Tel: +480 545 2878

E-mail: itdusa@itdworld.com

LATIN AMERICA

ITD Americas

Tel: +524 421 905 982

E-mail: itdamericas@itdworld.com

SINGAPORE

ITD INTERNATIONAL PLE LTD

Tel: +65 85 556 001

E-mail: itdsg@itdworld.com

THAILAND

INTERNATIONAL ITD LTD

Tel: +662 116 9336 to 7

E-mail: itdbkk@itdworld.com

VIETNAM

ITD VIETNAM

Tel: +84 28 38 258 487

E-mail: itdhcmc@itdworld.com

PHILIPPINES

ITD CONSULTING GROUP INC

Tel: +632 8887 7428

E-mail: itdmanila@itdworld.com

CAMBODIA

ITD-LDC

Tel: +855-23 555 0505

E-mail: itdcambodia@itdworld.com

INDONESIA

ITD-GLC

Tel: +6221 2930 8710

E-mail: itdjakarta@itdworld.com

MYANMAR

ITD - BCTC

Tel: +959 765 222 103

E-mail: itdmyanmar@itdworld.com

BANGLADESH

INTERNATIONAL ITD LTD

Tel: +880 173 070 4688

E-mail: itdbangladesh@itdworld.com

AFRICA

ITD AFRICA

Tel: +224 628 662 152

E-mail: itdafrica@itdworld.com