



January 2025 edition

A special issue from ITD Vietnam

Table of Contents

01 Letter from the Editors

**02 9 Key Leadership Skills
for the Future of Work**

**03 Digital Transformation
Is About Talent, Not
Technology**

04 Happy New Year

**05 Upcoming Training
Workshops & Webinars**

Letter from the Editors

Dear valued readers,

Happy New Year! As we step into 2025, the business landscape continues to evolve at an unprecedented pace. This month, we're focusing on the critical elements that will define success in the future of work: **future-proof leadership and the pivotal role of talent in digital transformation.**

This month's issue provides a roadmap for navigating the complexities of tomorrow's workplace. We begin by exploring the essential leadership skills that will be paramount in the coming years. What will leadership look like in the future? From adaptability and strategic thinking to emotional intelligence and digital fluency, we unpack the nine core skills that will empower leaders to guide their organizations through change and uncertainty.

However, technology alone cannot drive successful transformation. Drawing insights from a compelling Harvard Business Review article, we emphasize a crucial truth: **Digital transformation is about talent, not technology.** We explore why investing in people, their skills, and their development is the true engine of digital success. In other words, organizations must prioritize human capital as the key driver of innovation and competitive advantage in the digital age.

We believe that by focusing on developing future-ready leadership and prioritizing talent as the core of digital transformation, organizations can position themselves for sustainable growth and success in the years ahead.

Feel free to share your thoughts and experiences with us as we embark on this exciting journey into the future of work together.

Wishing you a prosperous and transformative 2025!

Warm regards,

ITD World Vietnam Team

02

9 Key Leadership Skills for the Future of Work

Source: <https://itdworld.com/blog/leadership/leadership-skills-for-the-future/>

What Will Leadership Look Like in the Future?

In the years to come, the landscape of leadership is expected to be significantly shaped by several emerging trends:

- **Managing hybrid & remote teams**

One crucial trend is the management of hybrid and remote teams. This requires a shift toward prioritizing flexibility and trust, empowering employees to manage their own time and work effectively regardless of location. Leaders must also focus on maintaining robust communication and fostering a sense of connection among team members, even when physically separated.

At the same time, technological proficiency is essential for managers to facilitate communication, collaboration, and productivity in virtual environments.

- **Emphasis on employee well-being**

Leaders will need to be increasingly attuned to the mental and emotional health of their employees, actively promoting supportive and inclusive work environments. Encouraging a healthy work-life balance and

taking measures to prevent burnout will be essential for maintaining employee engagement and overall productivity within organizations.

- **Adaptability & agility**

Future leaders must be comfortable navigating ambiguity and able to adapt swiftly to constantly changing circumstances. A commitment to continuous learning and professional development will be crucial for one to stay ahead of emerging trends and navigate new challenges that arise.

- **Digital fluency & AI integration**

Leaders will need a solid understanding of emerging technologies like AI and automation, and how these may be leveraged to enhance business processes. The ability to analyze data and make informed, data-driven decisions will become increasingly important.

- **Focus on purpose & values**

This is another defining characteristic of future leadership. Nowadays, employees, especially the younger generations, are increasingly seeking meaning in their work.

What Will Leadership Look Like in the Future?

As such, leaders will need to articulate a clear vision and set of values that resonate with their teams.

Additionally, organizations are also expected to demonstrate a commitment to social responsibility and ethical business practices, as well as to take a stand on social and environmental issues.

- **Inclusive & collaborative leadership**

Another top priority is to build a diverse and inclusive workplace where every individual feels

valued and respected. Leaders will need to foster a culture of collaboration and empower team members to take ownership of their work, creating a more dynamic and engaged workforce.

- **Promotion of autonomy**

Leadership is no longer confined to management roles; it's a vital skill for everyone navigating the future of work. Strong leadership at all levels is essential for navigating the uncertainty of rapid change, technological advancements, and global interconnectedness.

Key Leadership Skills for the Future of Work

1. Self-awareness

Self-awareness encompasses the ability to recognize one's own emotions and their impact, understand personal strengths and weaknesses, identify core values and beliefs, and realize one's impact on others. Self-aware leaders are typically more objective in their decision-making. Being aware of their own biases and limitations allows them to better make choices that align with

their values and the organization's goals.

On the other hand, they are also more adept at responding to the emotions of others, building relationships and trust within their teams. They can adapt their communication style to ensure their message is received clearly and positively, which enables them to lead diverse teams more successfully.

Key Leadership Skills for the Future of Work

How to cultivate self-awareness:

- First and foremost, leaders need to carve out time for frequent self-reflection.
- In addition, it is recommended that they seek input from trusted sources. Assessments like personality tests or 360-degree feedback offers structured insights into one's strengths and weaknesses.

2. Emotional intelligence & empathy

As a byproduct of self-awareness, emotional intelligence (EQ) involves more than just understanding one's emotions. It's also about the ability to think before acting, control/redirect disruptive impulses and moods, put oneself in others' shoes, and build rapport with people to move in desired directions.

Given the rising popularity of diverse and distributed teams, EQ and empathy have become crucial leadership skills for the future. These qualities play an essential role in fostering trust and psychological safety, creating environments where individuals

feel comfortable sharing ideas and taking risks. Through clear articulation, active listening, and interpreting nonverbal cues, leaders may facilitate effective communication, approach conflicts constructively, and connect with team members on a personalized level.

In today's globalized, technology-driven and increasingly remote work environment, a human-centered approach that prioritizes human needs and values in decision-making has become crucial – more than ever – for building cohesive teams, navigating cultural differences, and attracting/ retaining top talent.



Key Leadership Skills for the Future of Work

3. Adaptability & responsiveness

The world is changing at an unprecedented pace, and those who fail to adapt will struggle to keep up. Leaders must demonstrate the ability to embrace new technologies and integrate them into their organizations. This requires a willingness to learn, experiment, and adapt to new ways of working.

These days, the excitement around AI is palpable. As Korn Ferry has pointed out, nearly 65.5% of global business leaders are enthusiastic about its potential impact on their work. To rephrase this, leaders in the future must be lifelong learners and highly adaptable, particularly concerning the rapid pace of technological change and the increasing prevalence of automation. New competitors, emerging market channels, and shifting consumer preferences (e.g. a liking for online, personalized one-on-one solutions over generic ones) need to be quickly identified, so that strategies may be devised for the organization to remain competitive.

One crucial aspect of cultivating adaptability, as noted by McKinsey, is to drive innovation, which requires risk-taking and a willingness to embrace failure. Leaders are expected to encourage new ideas, practice analyzing complex situations, provide resources for experimentation, and learn from mistakes.

4. Resilience

In the face of uncertainties and rapid changes as characterized in today's world, resilience has emerged as a cornerstone of effective leadership. More than just bouncing back from setbacks, it's about staying grounded and committed to one's vision and values even when things get tough.

Resilient leaders are known for embracing ambiguity and making decisions with incomplete information, remaining confident in their ability to overcome challenges. During crises, they remain calm under pressure and willing to provide support to their team members – so that they may better cope with stress and maintain balance.

Key Leadership Skills for the Future of Work

Their presence contributes to the establishment of an agile and adaptive organization capable of responding quickly to market demands.

At the same time, their emphasis on learning and experimenting also plays a key role in talent retention and engagement, as employees are more likely to stay with organizations where they feel supported and valued, especially during times of disruption.

5. Vision & strategic thinking

According to a PwC survey featured in Harvard Business Review, over half (54%) of respondents believe that having a strong vision and the ability to think strategically will be essential leadership skills in the immediate future. This underscores the increasing importance of these competencies as businesses navigate a rapidly changing environment.

- Vision represents a clear and compelling picture of a desired future state; in other words, a long-term perspective for an

organization or team.

- Strategic thinking is the process of analyzing the current situation, identifying opportunities and challenges, and developing a plan to visualize that vision. It involves considering various factors like market trends, technological advancements, and the competitive landscape.

Together, they enable leaders to ensure a sense of direction and purpose, navigate complex systems and global challenges, drive innovation and growth by setting ambitious goals that create lasting value for stakeholders, adapt proactively to future trends, and make effective, informed decisions aligned with their overall vision.

How to cultivate these skills:

- Think beyond the immediate and consider the long-term implications of your decisions.
- Keep up-to-date on industry trends, technological advancements, and global events.

Key Leadership Skills for the Future of Work

- Engage with people from different backgrounds and experiences.
- Practice scenario planning.
- Participate in discussions about the future of your organization or industry.

6. Influence & consensus building

These skills go beyond directing others; they involve inspiring belief in a shared vision and motivating individuals to contribute their best work.

- Influence is the ability to persuade others to adopt a particular viewpoint or action, built on strong relationships, effective communication, and trust.
- Consensus building is the process of achieving general agreement within a group through active listening, open communication, and a willingness to compromise.

In an AI-driven landscape, a sense of purpose has become even more vital. Leaders must prioritize human skills and values in the workplace, focusing on human-

centric tasks that require creativity, critical thinking, emotional intelligence, and interpersonal skills. Promoting purpose-driven work by connecting individual contributions to a larger mission taps into intrinsic motivation and creates a sense of meaning and community. When employees feel connected to a shared set of goals, they are more likely to remain instead of leaving.

Consensus building requires a focus on developing strong communication skills through active listening, clear articulation, and persuasive speaking. Leaders need to invest time into building relationships with colleagues, stakeholders, and team members. Promoting shared objectives that unite the team provides a common ground for collaboration. Additionally, organizations should openly address concerns about the impact of AI on jobs and provide training opportunities for employees to adapt to evolving roles.

Key Leadership Skills for the Future of Work



7. Inclusive & authentic leadership

Given today's increasingly diverse workplaces, leaders need to maximize the potential of the workforce by appreciating different perspectives, driving innovation, improving decision-making, and better serving diverse customer bases. Genuine, transparent, and consistent actions contribute to the establishment of trust and credibility, which are essential for the organization's long-term growth.

Developing inclusive and authentic leadership involves several key practices:

- Being transparent and communicating openly and honestly with teams.
- Holding oneself accountable for actions and their impact on others.
- Coming up with policies and

practices that actively promote diversity, equity, and inclusion.

8. Technological literacy

Technological literacy is no longer optional for leaders; it's a fundamental requirement for navigating the future of work. More than basic computer skills, it requires an understanding of core concepts like AI, automation, cloud computing, big data, cybersecurity, and IoT. Leaders need to evaluate the impact of these technologies on businesses, industries, and the workforce.

They need to identify opportunities for strategic application to gain competitive advantage, and be aware of the ethical implications related to data privacy, algorithmic bias, and employment. In addition, they should be able to communicate about technology with both technical and non-technical audiences.

In today's competitive job market, tech-savvy leaders are better positioned to attract, retain, and upskill top talent. Their understanding of how technology shapes customer interactions

Key Leadership Skills for the Future of Work

and expectations enables them to better meet customer needs and mitigate risks related to cybersecurity, data breaches, and other online threats.

Developing technological literacy requires continuous learning through online courses, workshops, conferences, and industry publications.

Experimentation with new technologies, such as piloting a new CRM system or exploring AI-powered customer service tools, should be encouraged. If necessary, organizations should consider engaging with technology experts and thought leaders for access to specialized knowledge and perspectives. Focusing on business applications, such as leveraging data analytics to optimize supply chain logistics or implementing cloud-based solutions to improve collaboration, helps connect technological understanding to practical business goals.

9. Coaching & mentoring

As the pace of change accelerates and the workforce becomes more diverse and distributed, the ability to develop and empower

individuals has become paramount. Coaching and mentoring directly contribute to organizational success by developing a strong leadership pipeline. They empower employees to take ownership of their development and reach their full potential, leading to increased engagement, motivation, and productivity.

In a rapidly changing work environment, coaching and mentoring enable team members to acquire new skills (e.g. data analysis, critical thinking) and adapt to new roles.

Leaders who prioritize these practices foster a culture of continuous learning and development, which significantly improves retention rates.

In the context of distributed teams, they play a crucial role in maintaining connection, providing support, and fostering a sense of belonging, mitigating the potential isolation of remote work.

03

Digital Transformation Is About Talent, Not Technology

Credit: Becky Frankiewicz and Tomas Chamorro-Premuzic

Digital Transformation Is About Talent, Not Technology

As The Economist recently noted, one of the most obvious consequences of the current Covid-19 pandemic will be “the infusion of data-enabled services into ever more aspects of life.” We expect digital transformation to be an even bigger imperative for organizations in the short-term future.

Contrary to popular belief, digital transformation is less about technology and more about people. You can pretty much buy any technology, but your ability to adapt to an even more digital future depends on developing the next generation of skills, closing the gap between talent supply and demand, and future-proofing your own and others’ potential.

As it turns out, most of us end up in jobs and careers for serendipitous reasons, and stay in them for a long time, rarely pausing to rethink our potential: *Am I in the right job? Is my career the best fit for my interests and abilities? Would I enjoy my life more if I had chosen something else?* Furthermore, while every job requires learning, we are prewired for familiarity,

routine, and simplicity, which is why most of us end up learning less on the job, the more time we actually spend on the job. This is good in the short run, because we can do our jobs on autopilot, freeing up mental resources; yet it’s counterproductive in the long run, because what we gain in experience, we miss in new learning opportunities. An even bigger loss is that we may go through our entire working lives without discovering, let alone unlocking, our true potential. As Winston Churchill once said, we should never waste a good crisis. Perhaps this is the biggest gift of the current pandemic, that it provides us with the opportunity to rethink our potential and ensure that we are positioning ourselves toward the future. To be sure, it is too soon for most people to realize this, yet in the long-term, a significant number of people will likely end up in better careers and look back on their less meaningful and less engaging past careers like someone who looks back without regret on the end of a less fulfilling personal relationship, even one where it wasn’t their choice to exit.

Digital Transformation Is About Talent, Not Technology

With this in mind, we wanted to provide a few suggestions: some based on science, and some based on our own experiences leading, coaching, and mentoring current and future leaders across a wide range of industries, helping them ready themselves for an even-more-digital future. Our main assumption here is straightforward: While the future is more ambivalent and uncertain than ever, we are confident that a pretty strong bet on the future is to focus on reskilling and upskilling people so that they are better equipped to adjust to change. Just as our past efforts have enabled us to adapt to our more digital and virtual present world (and a non-trivial fact is that we are writing this, and you are probably reading this, in physical isolation), there are few reasons to suggest that this trend will go away or be reversed anytime soon. If anything, an even bigger proportion of jobs, tasks, activities, and careers will find ingenious and novel ways to coexist in the digital world. Here's how we can all prepare for that eventuality:

- **Put people first:** Technology is always about doing more with less, yet that combination

is effective only if you pair technology with the right human skills. Just as technological disruption has generally led to automation and the elimination of outdated jobs, it has also always created new jobs. This is why innovation is commonly described as creative destruction. But the creative aspect of innovation is entirely dependent on people. If we can leverage human adaptability to reskill and upskill our workforce, then we can simultaneously augment humans and technology. It's really quite simple: the most brilliant innovation is irrelevant if we are not skilled enough to use it, and even the most impressive human minds will become less useful if they don't team up with tech. The main implication is that when leaders think about investing in technology, they should first think about investing in the people who can make that technology useful.

- **Focus on soft skills:** Just as digital transformation is more about people rather than technology skills

Digital Transformation Is About Talent, Not Technology

are soft skills rather than hard skills. Sure, the recruitment market is hot for cybersecurity analysts, software engineers, and data scientists. But as we recently argued in our article, “Does Higher Education Still Prepare People for Jobs?”, there’s an even bigger need for people who can be trained in the *next* wave of IT skills. Paradoxically, higher education is always playing catch up, because where universities perceive employer demand, they follow up with relevant courses and learning programs, creating a future surplus of talent supply in those areas. In our view, the best way to make your organization more data-centric and digital is to selectively invest in those who are most adaptable, curious, and flexible in the first place. Since nobody knows what the key future hard skills will be, the best action is to bet on the people who are most likely to develop them. Our own talent development philosophy is to combine this dual focus on the potential for soft skills,

and knowledge for hard skills: we select people with high learnability (people with a hungry mind) and match their interests to in-demand skills while understanding that those hard skills may soon become outdated — so the key is that their curiosity remains intact. Technical competence is temporary, but intellectual curiosity must be permanent.

- **Drive change from the top:** The idea of bottom-up or grassroots change is both romantic and intuitive, but in reality, change is much more likely to happen if you drive it from the top down. This does not mean that you have to embrace an autocratic or hierarchical structure, or that you need a culture of fear. In fact, it’s a simple matter of leadership, whether transactional or transformational. In the context of digital transformations, the main implication is that you cannot expect big changes or upgrades to your organization unless you start by selecting and developing

Digital Transformation Is About Talent, Not Technology

your top leaders in that vein to begin with. It has never been clearer that leadership — both good and bad — cascades down to impact every single aspect of the organization, with as much as 50% of the variability in group or unit performance being attributable to the individual leader. This is why when we are asked about the single most important factor in determining the effectiveness of an organization's transformation, our answer is always the same: the CEO or head of the firm. Sure, industry, context, culture, people, legacy, and actual tech all matter, just as resources do. Yet most of these things tend to be rather similar among direct competitors, whereas the mindset, values, integrity, and above all, competence of the most senior leaders will stand out and be the main differentiator. Needless to say, everything in business can be copied except for talent, so if you are looking for impact, do invest in top talent, which is where you will get the most value. The distinguishing feature in the war for talent is always leadership: in-demand

skills such as software engineering are what we talk about, yet the key is to find the people who can manage the software engineers and get them to work as a team to outperform other software engineers.

- **Make sure you're acting on data insights:** So much of the current discussion on data is focused on AI (artificial intelligence), or specific types of computer intelligence, such as machine learning, deep learning, or natural language processing. These powerful advances in AI are exciting, yet we don't see them as the main differentiator for future-proofing your organization. A much bigger competitive advantage is to harness valuable data, have the necessary skills to translate that data into meaningful insights, and above all be able to act on those insights. In our view, data without insights are trivial, and insights without action are pointless. We cannot overemphasize the importance of this point, because too many business leaders operate under the false assumption

Digital Transformation Is About Talent, Not Technology

that if they hire smart data scientists or buy fancy AI tools, their problems will go away, or they will somehow become more high-tech. The big difference between Google and the rest, between Amazon and the rest, between Facebook and the rest, is not the brain power of their data scientists, or the actual functionality of their technology (and, yes, we may see them as first-in-class), but their radical data-driven cultures. They have harnessed amazing data assets and have great algorithms to interpret (and monetize) that data, but their key strategic advantage and biggest asset is that they live, breathe, and act according to the data. Data truly is their oxygen, and that is something you cannot buy; you cultivate it, nurture it, and harness it with time — and above all, with leadership (back to point 3).

- **If you can't fail fast, make sure you succeed slowly:** The statements that speed is king, that action is key, that perfect is the enemy of good, and that you should be willing and eager to fail fast, have all become clichés in

management thinking. But, the only way to adapt to a constantly changing and rapidly disrupted present is to speed up and operate at pace. Of course, there is always a trade-off between speed and quality, so if you cannot fail fast enough — meaning you don't have a culture in place that tolerates quick experiments with the view that the lessons learned from those failed experiences will make you stronger and smarter, then you need to be sure that your long-term bets are working out. In other words, it's okay to succeed slowly if you can't fail fast. At the end of the day, failure is only a strategy for getting to success in the long run, so if you pick another strategy, that's fine — just make sure you can actually get there. However, remember that few things breed stagnation and a false sense of security like an obsession with success. Indeed, we often hear leaders rationalize their failures with a self-congratulatory "we have learned from our mistakes," yet it's much harder to learn from your successes.

Digital Transformation Is About Talent, Not Technology

As the last several weeks have demonstrated, we are agile as a global community. This agility has been people-led and technology-supported. Human beings are the common denominator to the concept of future-proofing, whether it's as a complement to the technology being unleashed for remote working, or whether it's because we possess the soft skills and leadership needed to navigate a historic crisis, or because we have the insights needed to drive slow success or fast failure for a cure. It all starts with each and every one of us, and those we are responsible for developing. The key is to nurture curiosity, so we have options, even outside of a crisis.

2025

H A P P Y N E W Y E A R

Happy New Year 2025: Embracing New Horizons

As the chapter of 2024 closes, a new year unfolds—brimming with endless opportunities and uncharted possibilities. At ITD World Vietnam, we extend our heartfelt wishes for a year of remarkable achievements, meaningful growth, and enduring joy.

May the wisdom of the past illuminate your path forward, the challenges of today shape your strength, and the dreams of tomorrow fuel your passion. Let 2025 be a year where every step brings purpose, every endeavor sparks progress, and every moment inspires success.

Together, let's chart bold paths, nurture impactful connections, and create a legacy of positive change. As you paint the canvas of this year with determination and resilience, may your aspirations soar higher than ever before.

Here's to a prosperous, fulfilling, and extraordinary 2025!

Warm regards,

ITD World Vietnam

Thrive with ITD World's e-Certification

2025

**JAN
-
MAR**

e-Workshops >



< e-Workshop
& e-Certification

Kick off JAN 6

JAN 13-14
FEB 06-07
FEB 26-27
MAR 12-14

e-CCMP

CERTIFIED COACHING AND MENTORING
PROFESSIONAL

Fee USD 3,690/pax
By **Dr. Peter Chee**
Edwin Godfrey Johnson
KC Lee
Safura Atan

Kick off
MAR 24

APR 23-25
MAY 21-23
JUN 23-25
JUL 23-25
AUG 27-29

e-CCMC

CERTIFIED CHIEF MASTER COACH

Fee USD 9,830/pax
By **John Mattone, DJ**
Mitsch, Brenda Bence,
Arthur Carmazzi
Dr. Marshall Goldsmith,
Dr. Peter Chee
& **Dr. Marcia Reynolds**

FEB 13-14,
18-19
MAR 06-07,
10-12

e-CTLP

CERTIFIED TALENT DEVELOPMENT AND LEARNING
PROFESSIONAL

Fee USD 2,800/pax
By **Dr. William J.**
Rothwell
Dr. Mario Del Castillo

MAR 03-05
MAR 11-12

e-CTCS

CERTIFICATION IN TALENT, COMPETENCY &
SUCCESSION MANAGEMENT

Fee USD 1,200/pax
By **Dr. William J.**
Rothwell

MAR 21, 28
APR 11, 18, 25
MAY 02

e-CTP

CERTIFIED TRAINING PROFESSIONAL

Fee USD 3,500/pax
By **Dr. Mario Aquino del**
Castillo

Early bird: Discount 10% Standard fee



Follow us



Scan
here

LEARN ANYTIME AND ANYWHERE!



For further enquiries, please visit www.itdworld.com

© ITD World. All rights reserved.

Thrive with ITD World's e-Certification

2025

**APR
- JUN**

e-Workshops >



< e-Workshop
& e-Certification

APR 22, 24, 29
MAY 06, 08, 13,
15, 20

e-CIDD

CERTIFICATION IN INSTRUCTIONAL DESIGN AND
DEVELOPMENT

Fee USD 2,650/pax
By **Dr. Mario Aquino del
Castillo**

MAY 05-06
MAY 14-15
MAY 20-22
MAY 27-29

e-CTLP

CERTIFIED TALENT DEVELOPMENT AND LEARNING
PROFESSIONAL

Fee USD 2,800/pax
By **Dr. William J.
Rothwell**
Dr. Mario Del Castillo

Early bird: Discount 10% Standard fee



Follow us



Scan
here

LEARN ANYTIME AND ANYWHERE!



SAVE
COST



SAVE
TIME



STAY
SAFE



STAY
AHEAD

For further enquiries, please visit www.itdworld.com

© ITD World. All rights reserved.

Thrive with ITD World's e-Certification

2025

**JUL
-
SEP**

e-Workshops >



< e-Workshop
& e-Certification

JUL 04, 11, 18,
25
AUG 01, 08

e-CTP
CERTIFIED TRAINING PROFESSIONAL

Fee USD 3,500/pax
By Dr. Mario Aquino del
Castillo

SEP 09, 11, 16,
18, 23, 25, 30
OCT 01

e-CIDD
CERTIFICATION IN INSTRUCTIONAL DESIGN AND
DEVELOPMENT

Fee USD 2,650/pax
By Dr. Mario Aquino del
Castillo

Early bird: Discount 10% Standard fee



Follow us



Scan
here

LEARN ANYTIME AND ANYWHERE!



SAVE
COST



SAVE
TIME



STAY
SAFE



STAY
AHEAD

For further enquiries, please visit www.itdworld.com

© ITD World. All rights reserved.

Thrive with ITD World's e-Certification **2025**

OCT
—
DEC

e-Workshops >



< e-Workshop
& e-Certification

OCT 03, 10, 17,
24, 31
NOV 07

e-CTP
CERTIFIED TRAINING PROFESSIONAL

Fee USD 3,500/pax
By **Dr. Mario Aquino del Castillo**

NOV 11-12
NOV 18-19
NOV 25-27
DEC 02-03

e-CTLP
CERTIFIED TALENT DEVELOPMENT AND LEARNING
PROFESSIONAL

Fee USD 2,800/pax
By **Dr. William J. Rothwell**
Dr. Mario Del Castillo

Early bird: Discount 10% Standard fee



Follow us



Scan here

LEARN ANYTIME AND ANYWHERE!



SAVE
COST



SAVE
TIME



STAY
SAFE



STAY
AHEAD

For further enquiries, please visit www.itdworld.com

© ITD World. All rights reserved.

Explore ITD's Publications



December 2024

Topic: *Future of Work*



November 2024

Topic: *Leadership & Organization Development*



October 2024

Topic: *Personal Development Plans*



September 2024

Topic: *Team Building & Collaboration*



August 2024

Topic: *Performance Management & Feedback*



July 2024

Topic: *Diversity & Inclusion in the Workplace*



Explore ITD's Publications



June 2024

Topic: *Employee Well-being & Engagement*



May 2024

Topic: *Talent Acquisition & Onboarding*



April 2024

Topic: *Creating a Coaching & Learning Ecosystem*



March 2024

Topic: *Skill Development Strategies*



February 2024

Topic: *Strategic Talent Management*



January 2024

Topic: *Emotional Intelligence in Leadership*



MALAYSIA

ITD PENANG (Head Office)

Tel: +604 228 3869

E-mail: itdpg@itdworld.com

ITD KUALA LUMPUR

Tel: +603 6203 3880

E-mail: itdtkl@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: +63 916 33 47 248

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

MEDITERRANEAN

ITD MEDITERRANEAN

Tel: +90 532 263 6666

E-mail: itdmediterranean@itd-world.com

BRAZIL

ITD BRAZIL

Tel: +55 11 99961 9706

E-mail: itdbrazil@itdworld.com

EUROPE

ITD EUROPE

Tel: +55 11 99961 9706

E-mail: itdeurope@itdworld.com

AUSTRALIA

ITD AUSTRALIA

E-mail: itdaustralia@itdworld.com

AFRICA

ITD AFRICA

E-mail: itdafrica@itdworld.com

Mission

Transforming Leaders and Changing the World for the Better.

Vision

The #1 Global Coaching and Leadership Development Partner.

Core Values (LISTEN):

Love, Innovation, Synergy, Trust, Excellence and Nurture.

Competitive Advantage Statement:

ITD World is an award-winning Multinational Corporation that provides the world's best coaching and leadership development solutions to leading global organizations. We offer comprehensive & innovative solutions that produce superior results

Core Activities and Resources:

Talent and Leadership Development; Corporate Training, and Consulting; Team and Executive Coaching, Professional Competency Certification; Mega Events and Seminars; Coaches, Mentors and Speakers Bureau; Community Services and Campaigns. Over 308 world-class programs and more than 200 dedicated mega gurus, top international resource persons, trainers, speakers, coaches and consultants from around the world.

Exclusive Mega Gurus:

Dr. Marshall Goldsmith, John Mattone, Dr. William Rothwell, Dr. Peter Chee, Thomas G. Crane, Dr. John C. Maxwell, Marcia Reynolds, Darelyn DJ Mitsch, Arthur Carmazzi & Brenda Bence

Quality Certification, Awards & Publications:



Winner of the **ARTDO International HRD Excellence Award** in recognition for outstanding contribution to international Human Resource Development.



Bestowed the Brand Laureate International Award for the Best Brand in Training.



Cutting edge books co-authored with the world's Top Mega Gurus- "5 Levels of Mastery", "Coaching for Breakthrough Success", "12 Disciplines of Leadership Excellence", "Becoming an Effective Mentoring Leader," and "Leader's Daily Role in Talent Management".

Clients:

Intel, IBM, United Nations Missions, American Embassy, Western Digital, Agilent, Dell, AMS, Motorola, Nike, First Solar, Accenture, Citibank, Central Bank of Malaysia & Philippines, ThaiBev, LinkedIn, Adobe, Micron, DHL, OSRAM, Infineon, Siemens, B Braun, Bosch, Schneider, Toyota, Ajinomoto, Samsung, UOB Bank, AEON, Swire Shipping, Dominos, Siam Cement Group, CP Group, Sacombank, PetroVietnam, Petron, SM Supermalls, Malaysia Airlines, Vingroup, Philippine Airlines, Shangri-La Hotels, Sheraton, Prudential, AIA, GSK, MSD, Bayer, Johnson & Johnson, Unilever, Nestle, Coca-Cola.



Follow us on



ITD WORLD

www.itdworld.com