



# LEADERSHIP DEVELOPMENT PROGRAM - LDP

LDP 2025



February, 2025

# Introduction

## LDP 2025 - THE WORLD'S BEST LEADERSHIP DEVELOPMENT SOLUTION

- Heighten a success & breakthrough mindset among emerging leaders.
- Equip leaders with the competencies and insights needed to adapt and improve team performance and contribute to their organization's success in the global marketplace.
- Enable leaders to engage in strategic conversations as well as design and evaluate better futures for the company.



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# LDP Roadmap



Launching - May  
KICK-OFF SESSION

Phase 1 - 12-13 Jun  
**MODULE 1**  
Leading Strategy

Phase 2 - 28-29 Jul  
**MODULE 2**  
Leading Self & Others

Phase 3 - 28-29 Aug  
**MODULE 3**  
Leading Growth

Phase 4 - September  
GRADUATION

Pre-360 assessment

Strategic Thinking &  
Business Acumen

The Discipline of  
Leadership Excellence

Coaching for High  
Performance

Post-360  
assessment

2-day workshop

2-day workshop

2-day workshop

Final Project  
presentation

1st Group Project  
Coaching

2nd Group Project  
Coaching

3rd Group Project  
Coaching

Business projects

# Methodology



10%

20%

70%



## Formal Learning

- > 40 hours of intensive formal workshops training

## Collaborative Learning

- Group Coaching session
- Dedicated mentorship from senior leaders

## Experiential Learning

- Individual Assignment
- Group Projects (Keystone Projects from company)
- Project implementation phase

# Methodology (cont.)

## GROUP COACHING

The coach will harness the power of team dialogue during the group coaching sessions. Participants will gain from the learning and deep insights shared by the group members. This is also where participants present their own individual/group assignments/projects. Mutual respect, taking ownership, and accountability will be some of the ground rules.

## WORK BASED ACTION LEARNING

- Participant's Individual Assignment
- Group Projects

# Evaluation

## LEVEL 1

### Reaction level

An overall evaluation will be done by participants at the end of the course

## LEVEL 2

### Learning Level

Pre and Post-training assessment will be conducted to establish whether the training session achieved its objectives and if the participants improved on their knowledge and skills.

## LEVEL 3

### On-job application

Course participants will apply on the job all they have learned throughout the journey via an Individual assignment as well as a group project



# Program details

## **MODULE 1 - LEADING STRATEGY** **Strategic Thinking & Business Acumen**

This program focuses on using the tools of strategic analysis of a firm's internal and external environment and deriving sound strategic options.

It is the intention that through strategic thinking and analysis, participants are able to engage in strategic conversations as well as design and evaluate better futures for their companies.

Ultimately, this course seeks to contribute to the most fundamental question addressed by strategic management: why some firms fail while others succeed and continue to grow.

# Learning objectives

After this phase, participants will be able to:

- UNDERSTAND the synergy between Business Acumen and Strategic Thinking
- APPRECIATE the importance of strategy and strategic thinking
- APPLY McKinsey 7-S model & Porter's 5 forces for analysis
- LINKING strategy to the Vision and Mission of the organization
- EXAMINE own organization through internal analysis
- CONDUCT external environmental scanning covering political, economic, social and technological factors
- Carry out a SWOT analysis
- CONDUCT strategic analysis of your firm
- IDENTIFY strategic options from your analysis
- DERIVE intended strategy from strategic analysis
- SET UP Strategic Plan
- ENGAGE in crucial strategic conversations

- **Introduction**

- Program Objectives
- Participants Learning Outcomes

- **Business Acumen & Strategy Thinking**

- Everyday actions
- Illustrations

- **What is Strategy?**

- Importance of Strategic Thinking
- Porter's Generic Strategies
- Crafting Strategy
- Content and Process

- **Vision, Mission and Strategies**

- Setting Criteria
- Elements in Vision and Mission
- Action Learning

- **Internal Analysis**

- McKinsey 7-S
- Action Learning

- **SWOT Analysis – Putting Together Internal and External Analysis**

- Strategic Statement
- Action Learning

- **Strategic Options from SWOT Strategic Plan**

- Creating and implementation
- Elements of Plan

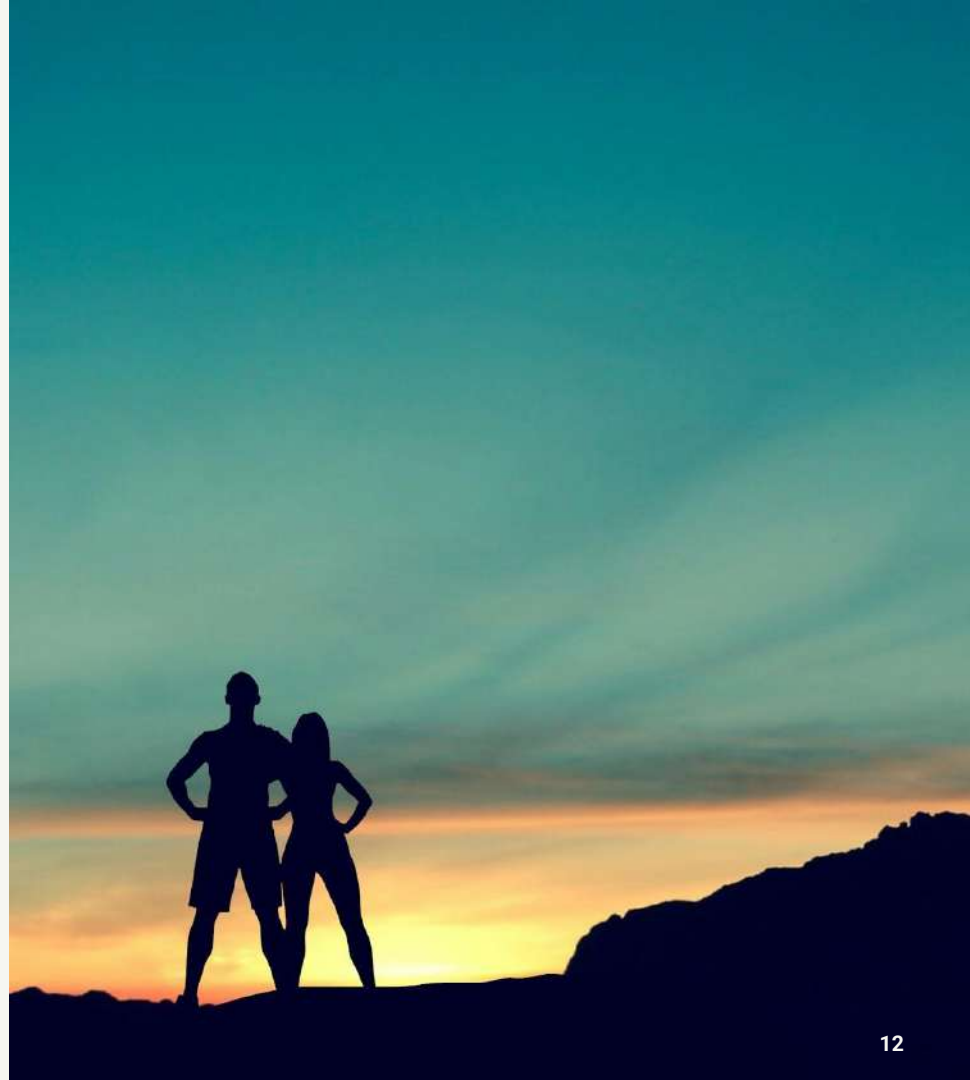
- **Monitoring Strategic Plans**

- Performance Management -KPIs
- Crafting - Adaptations and Corrections

- **Conclusion**

# Program details

**MODULE 2 - LEADING SELF and  
OTHERS**  
The discipline of Leadership Excellence



- **Introduction**

- Leadership and Industry 4.0
- Value Cards – Top values – Self Reflection

- **Managing Self and Leading Others**

- EQ self-assessment & Leadership
- Golden Rule vs Platinum Rule: Recognition
- Power/Persuasion/Influence
- Receiving Feedback

- **Developing others**

- Mentoring Vs Coaching Vs Training
- Power Mentoring Framework
- Power Questions in Coaching/Empower team

- **Collaborating together**

- Leadership & Teams
- The Power of Teams
- Lessons from Google's Quest for the Perfect Team
- Conditions Genuine collaboration
  - Psychology safety
  - Common vocabulary

- **5 habits of a cohesive team**

- Build Trust
- Manage Conflict
- Build Commitment
- Embrace Accountability

- **Workshop Summary & Post Workshop: Assignments**

# Program details

**MODULE 3 - LEADING GROWTH**  
Coaching for High Performance



- **Introduction**
  - Ice-breaking game
  - Why training internal candidates is beneficial
- **Goal Setting**
  - Techniques for setting realistic and achievable goals with coachees - SMART Model
- **Effective Coaching Techniques and Strategies**
  - LISTENING with the Heart
    - The Problem with Listening
    - Five Levels of Listening
    - EAR model of Active Listening
    - Practice, Applications and Role Plays
  - Asking POWERFUL QUESTIONS
    - Powerful Questions
      - What makes a question powerful?
      - The Architecture of Powerful Questions
    - Activity: The most powerful question
    - Five Areas of Powerful Questions in Coaching
    - Integrating Questions using Coaching Models
      - Use of Coaching Models
      - Popular Models: GROW, TGROW
    - GROW MODEL
      - Elements of the GROW Model
      - Purpose and Questions Bank for: Goals - Reality - Options - Will
    - Case Study
    - Problem-Solving Coaching (Using Questions)
    - Practice, Applications and Role Plays

- **Diversity and Inclusion**

- Understanding PERSONALITY in Coaching
  - Golden Rule vs Platinum Rule
  - The DISC® Profile
  - DISC® Self Assessments
  - The Four Behavioral Style
  - Activity: Identify D/I/S/C at Work
  - Group Practice: Coaching D/I/S/C Type

- **Problem-Solving**

- Approaches to problem-solving and decision-making in a coaching context

- **Ethics and Professionalism**

- The importance of ethics and professionalism in coaching

- **Feedback and Motivation**

- Feedback in Coaching
  - Why Feedback Hurts
  - Purpose of Feedback
    - Reinforcement
    - Redirection
  - How to Give Effective Feedback
    - SBI Model
  - Receiving Feedback - 4A Model
  - Practice, Applications and Role Plays
  - Role-play and feedback debriefing
    - Triad Coaching Practice/Role Play
    - Peer Debrief and Feedback



# CERTIFICATE OF ACHIEVEMENT



## *CERTIFICATE OF ACHIEVEMENT*

### *LEADERSHIP DEVELOPMENT PROGRAM (LDP)*

Is awarded to

**NAME**

who has successfully completed the certification requirements through the period of

Date

Dr. Peter Chee  
President & CEO  
ITD World



[www.itdworld.com](http://www.itdworld.com)



# About the trainers



## MODULE 1

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### Mr. Kenzer Tan

For more information please visit <https://itdworld.com/kenzer-tan/>

Kenzer focus include Leadership, Strategy, People, Performance and Business Excellence related projects and training programs for Intel, BBraun, Citibank (Jakarta), Osram, Panasonic, Axis REIT Berhad, Entegris, Flextronics, Press Metal International (China), Infineon Technologies, Sunpower, Guinness Anchor Berhad, Press Metal Berhad, Microsoft (Vietnam), Intel (Vietnam), Kimberly Clark (Vietnam), Maruhan Bank (Cambodia), AmBank and Flextronics.



**KENZER**  
TAN

# Highlights

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- Over 30 years of consulting and top management experience.
- Specializes in Corporate Strategy, Scenario Planning, Business Turnaround, Growth Acceleration, Crisis Management, Restructuring, Downsizing, and HR Excellence.



#### **Culture Transformation Initiatives:**

- Implemented initiatives at Siemens & Infineon.
- Achieved multiple awards including Prime Minister Quality Award, National Productivity Award, Quality Management Excellence Award, National QCC Champion, and Melaka Chief Minister Award.



#### **Turnaround Success:**

Successfully turned around more than ten financially struggling companies in America and Asia.



#### **Proven Leadership Experience:**

- Held roles from Head Prefect to Managing Director of European-listed MNCs in Malaysia and China.
- Chief Assessor of the Chief Minister Award.



#### **Broad Management and Functional Expertise:**

Total Quality Management, Customer Service, Strategic Planning, Operations, Human Resources, Information Technologies, and Communications.



#### **Leadership in Large and Small Enterprises:**

- Leadership and management experience in large public companies and small and medium-sized enterprises.
- Experience with cross-cultural management in American, European, and Asian companies.



## Area of expertises

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- Strategic Leadership and Management
- Strategic Development & Execution
- Management & HR Consulting

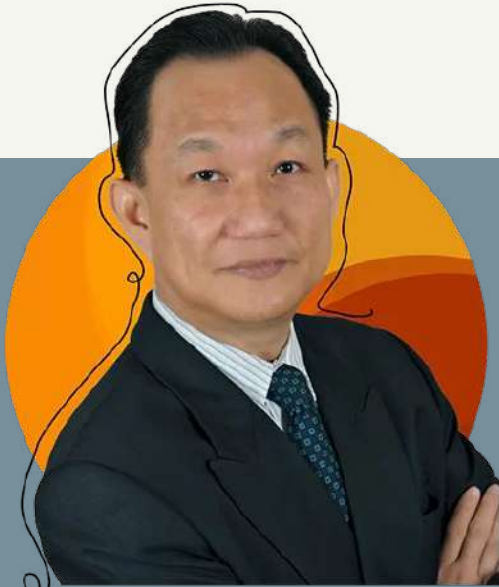
## MODULE 2

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### Mr. KC Lee

For more information please visit <https://itdworld.com/kc-lee/>

With more than 25 years of broad experience across the telecoms and IT industry in Asia Pacific, KC LEE is a leader who is passionate about technology, human development and lifelong learning. He has an extensive wealth of experiences in strategic management, leadership, people skills, problem solving and a deeper appreciation of the dynamics of critical and creative thinking, decision biases, and behavioral sciences.



**KC**  
LEE

# Highlights

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## **Certified Facilitator & Instructor:**

John Maxwell's Developing the Leader Within You™, The 360° Leader™, Winning with People™, DISC Behavior Profiling Assessments™



## **Leading new product team:**

Successfully led a new product team and pioneered the introduction of fiber passive optical networks to the Philippines market.



## **Certified programs:**

CCMP - Certified Coaching & Mentoring Professional; Creativity & Innovation, Lateral Thinking, Problem Solving & Decision Making, Influencing and Collaboration, Motivating Self and Others, Successful Negotiations, and Project Management programs.



## **General Project Manager:**

Japanese multinational based in Thailand, Philippines and Vietnam.

## **Adjunct Professor:**

Asian Institute of Management (AIM) from 2008.



## **Extensive strategic project operations, leadership and negotiations skills:**

Large- scale telecoms & IT infrastructure projects, with well-rounded people skills in multi-cultural settings.



## **Clients:**

Intel, Motorola, Agilent, OSRAM, Microsoft, Public Bank, Citibank, Pepsico, Monash University amongst others.



## Area of expertises

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- DISC behavior profiling plus Problem & Decision Making courses
- Coaching & Mentoring
- Leadership Development



## MODULE 3

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### Mr. Dion Ooi

For more information please visit <https://itdworld.com/dion-ooi/>

DION OOI is an international certified training and development professional. He has held key leadership positions in Dell Computers with more than 20 years in Business and General Management, Information Systems, Sales and Marketing, Supply Chain Management, Project Management with practical experience in providing excellent customer experience, building and managing effective teams, learning and development, adult experiential learning and coaching.



**DION**  
OOI

# Highlights

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Trained, coached and mentored more than 20,000 people for more than 20 years of experience.



Certified NLP Practitioner – National Federation of NLP, USA.



Certified International Accredited Training Professional.



Recipient of Effective Leadership and Vice President Award from Dell Computers.



Certified Sales Trainer – SPIN Selling, USA.



Certified Trainer for Human Resource Development Council (PSMB), Malaysia.



Certified Coaching and Mentoring Professional (CCMP) which is approved by ICF



Trainer of the Month Award from New Horizons Computer Learning Center, USA.



Professional Certificate in Supply Chain Management – ITC, United Nations, Geneva, Switzerland.



## Area of expertises

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- Leadership Excellence
- Building Effective Teams
- Influencing, Convincing Skills and NLP methods
- Winning with People
- Coaching Skills
- Self-Mastery and Personal Excellence
- Creativity and Out-of-the-box Thinking
- Effective Work and Time Management
- Interpersonal Communication Skills
- Train-the-Trainer
- Powerful Presentation Techniques
- Customer Service Excellence
- Customer Relationship Management (CRM)
- Sales and Sales Management
- Purchasing, Supply Chain and Negotiation Skills

# Learning Investment

## LDP 2025 - THE WORLD'S BEST LEADERSHIP DEVELOPMENT SOLUTION

- Mode: Face-to-face in Ho Chi Minh City
- Timeline: as the roadmap
- **Learning investment: \$3,000/pax, including**
  - 4-month result-based learning journey
  - Training venue, lunches and tea-breaks @ 4-5 ★ hotels
  - Pre and Post 360 assessments
  - Business Group Coaching sessions





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