

Talent Acceleration

AUGUST 2025 EDITION

A special issue from ITD World Vietnam



Letter from the Editors

Dear our valued readers!

We are thrilled to bring you our latest newsletter edition, dedicated to a topic that is more critical than ever in today's dynamic business landscape: **Talent Acceleration**.

In an era of unprecedented change and competition, your organization's ability to attract, develop, and retain top talent isn't just an HR function – it's a fundamental driver of success and sustainable growth. This edition delves into why **Talent Matters More than Ever**, exploring the core reasons for prioritizing talent management, highlighting essential best practices, and casting a gaze towards the future of this vital field.

Furthermore, we are especially excited to feature insights from Ryan Roslansky, CEO of LinkedIn, in a section originally published in the Harvard Business Review: **Talent Management in the Age of AI**. This thought-provoking piece examines the transformative impact of Artificial Intelligence on talent strategies, urging leaders to redefine jobs around skills, place workforce learning at the forefront, and leverage AI to enhance human collaboration.

May the insights and strategies shared in this edition empower you to accelerate talent within your organization, building a future-ready workforce capable of navigating challenges and seizing opportunities.

Warm regards,

ITD World Vietnam





Table of contents

01

**Letter from the
Editors**

02


**Talent Matters
More than Ever**

03

**Talent Management
in the Age of AI**

04

ARTDO 2025 Recap



01

Talent Matters More than Ever

Source:

<https://itdworld.com/blog/human-resources/talent-management/>

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Talent Matters More than Ever

Why is Talent Management Important?

“Developing talent is business’s most important task.” - Peter Drucker

Talent management plays a pivotal role in an organization’s long-term viability and success. The benefits it offers are countless – namely:

- **Improved organizational performance**

A survey performed by McKinsey has revealed a strong correlation between investment in talent management and organizational performance. Practices such as evaluation, training, career planning, etc. empower employees to continually enhance their skills and knowledge – which in turn boosts their productivity. Those who are motivated and engaged in their work are more

likely to excel in their roles, contributing to the achievement of strategic goals and the overall success of the organization.

- **Increased innovation**

A diverse and skilled workforce is a breeding ground for creativity. By attracting and retaining a diverse array of team members, organizations essentially create a melting pot of perspectives and ideas. Fostering a culture that encourages creative thinking further harnesses the potential of these talented individuals, leading to breakthroughs and fresh solutions.

- **Enhanced services**

Through regular training, employees have the chance to acquire the skills and knowledge necessary to excel in their customer-facing roles. A motivated workforce is more inclined to go the extra mile to satisfy customers, fostering loyalty and a positive reputation.

Talent Matters More than Ever

- **Reduced turnover**

Talent management, particularly in the form of career planning, succession planning, and retention programs, plays a critical role in reducing turnover. When employees see clear paths for their professional growth and development, they are less likely to seek opportunities elsewhere. This, in turn, helps the organization retain its top-performing members – and eliminates the cost of headcount replacement.

- **Attracting candidates**

Companies with effective talent strategies are not only adept at retaining existing employees – but also at bringing in new top talent. By creating a positive employer brand and developing its reputation as an exceptional place to work, one becomes a magnet for high-performing individuals who want to be part of a thriving team.

- **Building cohesive teams**

Talent management practices can identify and assemble people that complement each other's skills and strengths. This leads to greater teamwork and collaboration, which, in turn, enhances productivity and the quality of work delivered.

- **Managing change & risks with ease**

In a rapidly evolving business landscape, organizations must be agile and adaptable. Talent management, with its focus on ongoing learning and development, equips employees with the skills and mindset needed to navigate change effectively. Employees who are well-prepared and open to change can help the organization stay competitive and responsive.

Talent Matters More than Ever

Talent Management Best Practices

Below are a few principles organizations must keep in mind to optimize their talent management efforts and contribute to their overall success:

- **Adopting an integrated approach**

A holistic approach considers all aspects of an organization as interconnected and inter-dependent. By integrating talent management with other processes like strategic planning, budgeting, performance management, and change management, you ensure that talent practices align with broader business objectives.

- **Create a strong employer brand**

Building a robust and authentic employer brand helps distinguish your organization and attract top

talent. Authenticity is crucial, as your brand should reflect the company's values and culture accurately. A great example is Google, renowned for its innovative and employee-centric culture, which attracts tech-savvy and creative talent.

- **Offer competitive salaries and benefits**

Competitive compensation packages are vital for attracting and retaining talent. Regularly review salary and benefits to ensure they are competitive in the market.

- **Invest in Training & Development**

Given the rapidly evolving workplace, training programs are critical for employees to stay up-to-date with the latest industry trends and technology.

- **Leverage data & technology**

Data and technology play pivotal roles in making informed talent management decisions.

Talent Matters More than Ever

Talent Management Best Practices

- **Foster a culture of learning**

Creating a culture that values continuous learning and innovation encourages employees to acquire new knowledge and skills. This culture should also support experimentation and risk-taking. A great example is 3M, known for fostering a culture of innovation through initiatives like the 15% time where employees can dedicate a portion of their workday to pursue their own projects.

- **Engage & empower employees**

This involves involving employees in the talent management process – seeking their input and feedback. Empowering employees to own their development, career paths, and performance can lead to increased job satisfaction and motivation.

- **Develop leaders at all levels**
Identifying and nurturing leadership potential at all levels of the organization is essential. Offering leadership development programs, coaching, and mentorship opportunities equips employees with the skills they need to lead effectively.

02

Talent Management in the Age of AI

Credit: Ryan Roslansky

Source:

<https://hbr.org/2023/12/talent-management-in-the-age-of-ai>

▲ Talent Management in the Age of AI

Business leaders have navigated an immense amount of change in recent years: varying hiring trends across industries, evolving remote and hybrid work strategies, swings in the number — and type — of people switching jobs, and changing generational preferences. But none of that compares to the seismic shift AI represents as it starts to fundamentally redefine the way we work across sectors and societies.

As the CEO of LinkedIn, a platform dedicated to creating economic opportunity for the global workforce, it's no surprise then that in almost every conversation I have these days, especially with fellow CEOs, I'm consistently asked the same question: "What is happening with AI and work, and what does it mean for me?"

Here's my response: The world of work is changing this fast and the most important thing to do is realize that the old playbooks, especially around talent management, will not work — now, it's time to adapt. Ignoring that truth all but guarantees that your business will fall behind. But embracing it, with a focus on three big shifts, will set your business up for new levels of success in the age of AI.

Redefine jobs as a collection of skills and tasks, not titles

The smartest companies today are starting to redefine jobs as a collection of skills and tasks — instead of just titles — and are considering how those skills and tasks will evolve as AI advances.

Talent Management in the Age of AI

If this thinking is new to you, it's easy to embrace. Take the jobs done by your team or across your workforce and categorize them not by title but by the key tasks that get done every day. We know that AI will eventually impact virtually all tasks at some level given the increasing integration of AI tools into our day to day. But the impact of AI is going to be more pronounced on some teams than others.

When you see jobs as a collection of tasks, you'll quickly be able to see which jobs are more prone to be automated than others. In those areas, it's not a given that a job goes away. Instead, you can focus on upskilling workers to manage more complex tasks and help them develop the people skills that AI is least likely to automate, such as communication and collaboration. This view of jobs as

tasks not titles empowers leaders to identify the skills your workforce must cultivate to stay competitive and agile in the age of AI.

If that sounds too big of a shift to implement at your company, consider what's being done at places like Unilever. Unilever is one of the world's largest consumer goods brands and has been redefining roles as a collection of skills for some time. That shift enabled them to create flexible pathways for employees to unlock opportunities they may otherwise not have been considered for, fostering a more dynamic internal talent marketplace. Unilever's innovative employment model, U-Work, helps employees transition between a diverse set of assignments based on their skills, rather than being tied to fixed titles and roles.

▲ Talent Management in the Age of AI

In between assignments, U-Work employees (or “U-workers”) can pursue other passions, whether that’s setting up their own business or spending more time with family. This offers employees flexibility and creates agility for the organization.

Figuring out how best to build this new thinking — and the systems around it — at your company is going to be one of the most important tasks every leader faces in the coming years. In fact, it’s likely we will see an entirely new category of jobs at companies crop up centered around the idea of “AI transformation,” where teams are tasked with figuring out which AI tools are the right tools to grow your business and, as a result, which workforce strategies are the right strategies to keep your teams agile and engaged. The battle for that talent will be

fierce and it’s already begun.

Bring skills and workforce learning to the center of talent management

Jobs are changing us, even if we’re not changing jobs. The average LinkedIn member has seen the skills needed for their job change by 25% over the past eight years. That number is expected to reach at least 65% by 2030 due to AI.

Think about it. We’re already upskilling en masse on AI-adjacent skills to keep pace with change. How many of us have tried ChatGPT, experimenting with a slew of questions, trying to get the best results from AI? “Prompting” as a skill isn’t something taught in school, but being proficient in it has already become core to work in the last year.

▲ Talent Management in the Age of AI

For leaders, that means one thing: We need to prioritize and accelerate workforce learning, as it'll be practically impossible for a one-off moment of learning (like a degree, or a two-year stint at a company) to last an entire career. Companies should start embracing a “training to hire” mindset with onboardings and apprenticeships as well as a “training to promote” mindset through upskilling and tours of duty that help guide employees into new functions, and perhaps even new careers.

IBM does this well. A longtime leader on skills-first thinking, IBM launched an apprenticeship program a few years ago to develop the skills that were essential for future roles at the company, building a framework centered on learning courses and on-the-job training. Now, they've had a thousand apprentices

across 35 roles including cybersecurity, software development, data science, and design. The success of the program led IBM to commit to investing \$250 million toward their Registered Apprenticeship and other training programs by 2025.

Another company leading the way is Genpact. This global professional services company has built an AI-enabled, scalable learning platform that harnesses the collective intelligence of Genpact experts at scale and delivers personalized reskilling paths for their 115,000+ global workforce. For example, as soon as GenAI took off, they identified it as a key skill for everyone and were quick to curate training courses on the basics, including prompt engineering and how large language models can be leveraged for their clients.

▲ Talent Management in the Age of AI

To help companies assimilate to the AI-led changes, leaders need to foster a culture of learning. Not just to boost AI literacy, but to build great soft skills, like leadership and problem solving, and create a workforce that's resilient and agile in the face of change. And AI will help us do this better too — features like AI-powered coaching in LinkedIn Learning can help offer employees real-time advice and tailored learning content recommendations all personalized based on job title, career goal, and skills they follow.

Embrace AI to focus teams on human-to-human collaboration

We're seeing that professionals are excited that AI can help improve their productivity and reduce their workloads.

Microsoft's Work Trend Index shows that 70% of employees would like to delegate as much work as possible to AI to lessen their workloads and, at LinkedIn, our estimate is that more than 80% of our members are in a position to use AI to automate at least a quarter of the mundane and repetitive tasks that we do every day.

This is big news for leaders. It means, with the right AI tools in place, your employees will have more time for the tasks that require human innovation and strategy. For example, recruiters can save time and focus on the more strategic parts of the hiring process — like speaking to and building relationships with candidates — while AI takes on the heavy lifting of helping find the right pipeline of candidates that have the right skills.

▲ Talent Management in the Age of AI

Or salespeople can focus on deepening customer trust and enhancing relationships, as AI helps with lead qualification and sales forecasting.

At LinkedIn, we've already seen the benefits of AI with our customer service team. By embracing self-service AI-powered experiences, our teams are no longer spending time on the basic questions they get all the time (How do I edit my profile? How do I get more followers?) and instead are spending time solving complex inquiries that only humans have the skills to do (think: empathy, patience, and cross-company collaboration). As a result, we're becoming more effective by the day at solving all customer inquiries.

While it's easy to look at AI as a tool that's going to take away parts of our work, now is the

time to reframe your mindset to see all your teams stand to gain with the help of AI. Simply put, AI is helping people focus more on the people part of work, which is why we see 70% of U.S. executives agree that soft skills are more valuable to their organization than AI skills.

What's possible when we get this right

As big a deal as AI is, it's not the first time — even in our lifetime — when technological change upended everything in our lives. When the internet became more mainstream in the 1990s, the conversation was very similar to the one we're having today. Some jobs were lost, but ultimately, many more were created — in fact, 60% of employment in 2018 was found in jobs that didn't exist in 1940.

▲ Talent Management in the Age of AI

Today, we don't talk about the "internet." Instead, we talk about the things we do with the internet: e-commerce, content creation, remote work, and the list goes on. The same will be true with AI. Eventually, we won't talk about "AI," we'll talk about the ways AI is changing how we work and live, and that's what makes this such a defining moment.

Across history, leaders just like us built and rebuilt the world of work time and again. This is our moment to rebuild the systems and pathways in place today and make them more equal, dynamic, and transparent than ever before. In creating these new playbooks, we could see economic opportunity reach more people in more places than ever before for decades to come, leading to innovation and growth at levels previously unseen. That future is not decided or inevitable. It's up to us to create together.

03

| ARTDO 2025 | Recap



ARTDO 2025 Recap



Wrapping up an incredible 3 days at the 52nd ARTDO International Conference in Penang! From talent acceleration to digital leadership, more than 250 leaders from 20 countries gathered to exchange ideas, tools, and inspiration for building high-performance organizations in an uncertain world. Here are 5 key takeaways from the event that include moments of generosity, practical wisdom, and powerful human connection.

1. Generosity – All who came on stage did not hold back. They generously touched on the strategies and approaches they used in their organizations to enable a coaching culture for transformation and impact.

2. Methodical – Leaders used the time wisely by walking the audience through the methods, processes, and approaches of the transformational initiatives they led.

ARTDO 2025 Recap



This included sharing roadmaps, techniques, coaching questions, and testimonials of the results.

3. Interactivity – Keeping everyone engaged and excited is crucial for an enriching experience. With more than 250 participants from 20 countries present, many speakers made sure they got the audience involved using online polls, getting people to respond to questions, breaking out into short but intense discussion groups,

and demonstrating how something should be done.

4. Inspiration – Talks were clearly aligned with the conference theme of Sustaining High Performance Organizations with Talent Acceleration, Coaching Culture, and Digital Leadership. From building strong organizational cultures to navigating digital disruption and enhancing wellbeing, the sessions were packed with relevant, forward-looking insights.

ARTDO 2025 Recap



5. Connection – One of the most powerful outcomes of the conference was the genuine human connection forged across borders and industries. The networking sessions, group dialogues, and spontaneous conversations during breaks fostered strong professional bonds, idea exchanges, and collaboration opportunities that will last long beyond the conference itself.

The curtains have closed, yet the momentum doesn't stop here. The ARTDO International Conference heads to Sabah, Malaysia, in 2026.

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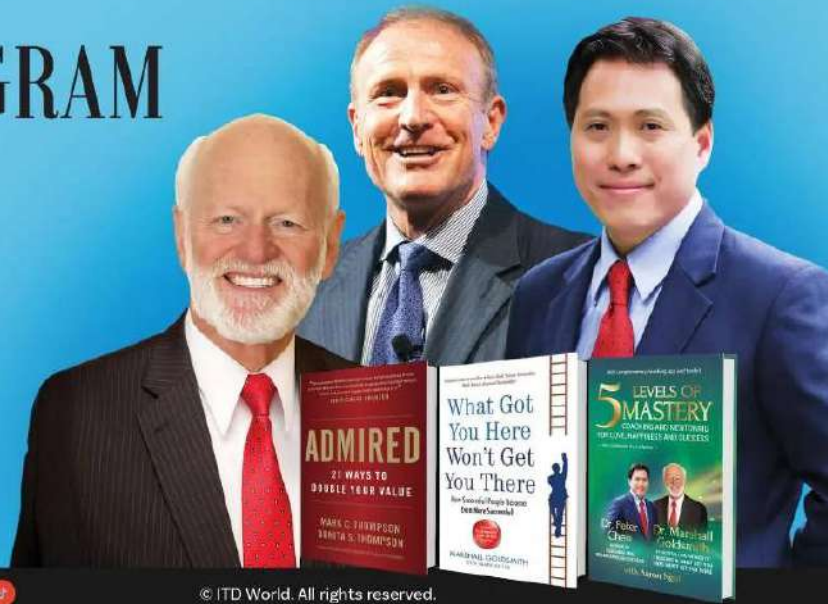
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The Global Elite Senior Leadership Development Program (SLDP) is a customized mega-guru signature solution designed for senior top level executives who are committed to differentiate their leadership impact to enable sustainable growth in their organizations and community.

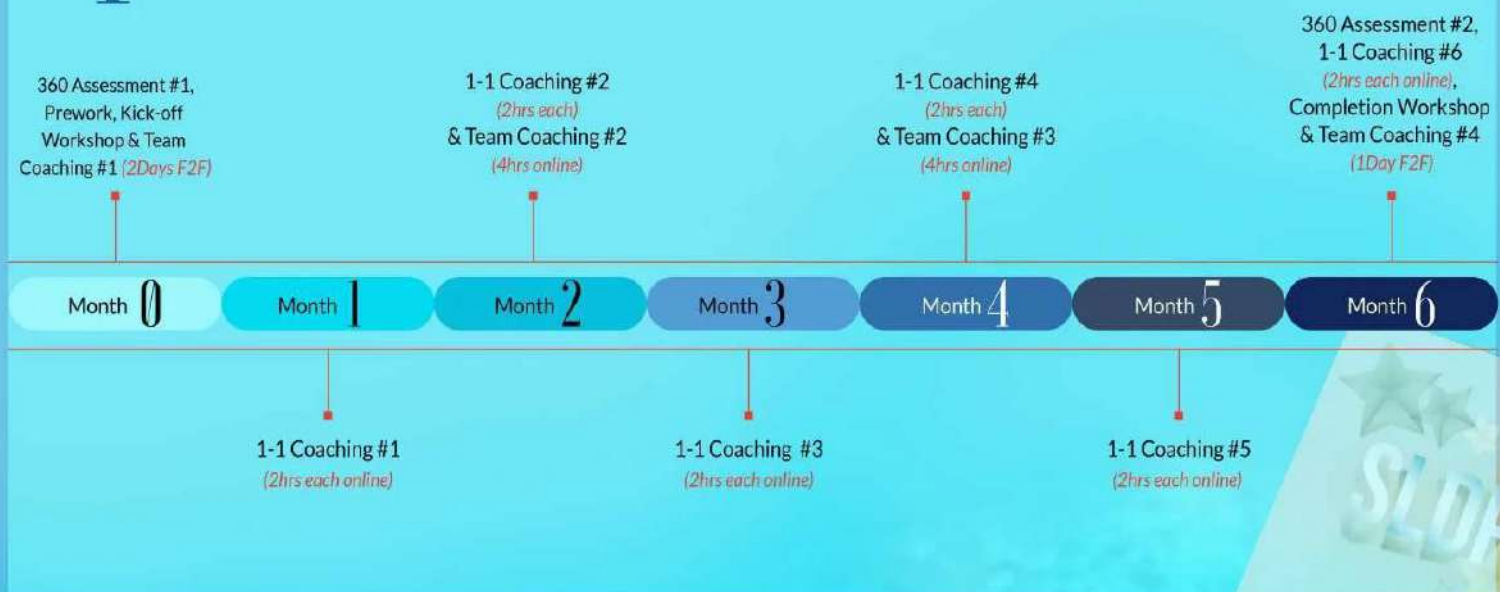
The SLDP is masterfully created to vitalize CEOs, C-Suite Executives, Business & Department Heads for exponentially multiplying their contributions, influence, and profound impact in work and life for a better world.

What Makes Global Elite SLDP Outstanding?

- 360 feedback diagnosis & discovery
- Transformative 1-1 executive coaching
- Elite team coaching with top gurus
- Cutting-edge learning, app, & senior leaders alliance
- Multiply growth by becoming a master coach
- All of these are delivered within 2 separate phases as outlined below.

roadmap

PHASE 1 SLDP



360 Feedback Diagnosis & Discovery

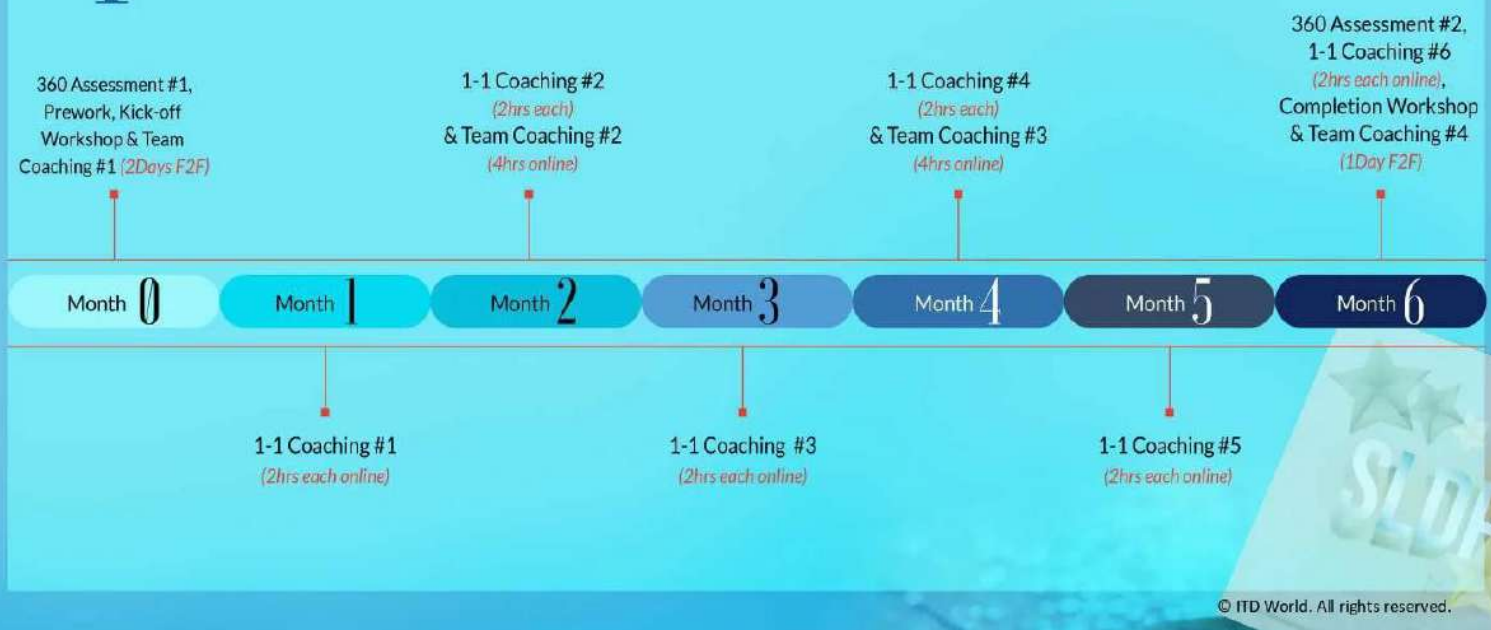
- Tested and proven diagnostic tool to evaluate global leadership excellence capabilities
- Gain insights on strengths to multiply and crucial areas for development
- Discover solutions for effective collaboration and influence with key stakeholders
- Identify areas to focus on during 1-1 and team coaching
- Demonstrate leadership growth, and transformation through the pre-and-post assessment.

Transformative 1-1 Executive Coaching

- Unlock Leadership Excellence ~ Transform leaders through personalized coaching with the world's top coaching gurus.
- Achieve Breakthrough Results ~ Drive positive transformation by instilling behaviors and habits that benefit both leaders and their organizations.
- Amplify Organizational Impact ~ Equip leaders to inspire and empower their teams, achieving ambitious goals and remarkable outcomes.
- Lead by Example ~ Transformed leaders become role models, inspiring others to pursue growth and excellence.
- Sustain a Legacy of Success ~ Foster sustainable leadership excellence that drives organizational transformation and long-term sustainable growth.

roadmap

PHASE 1 SLDP



Elite Team Coaching with Top Gurus

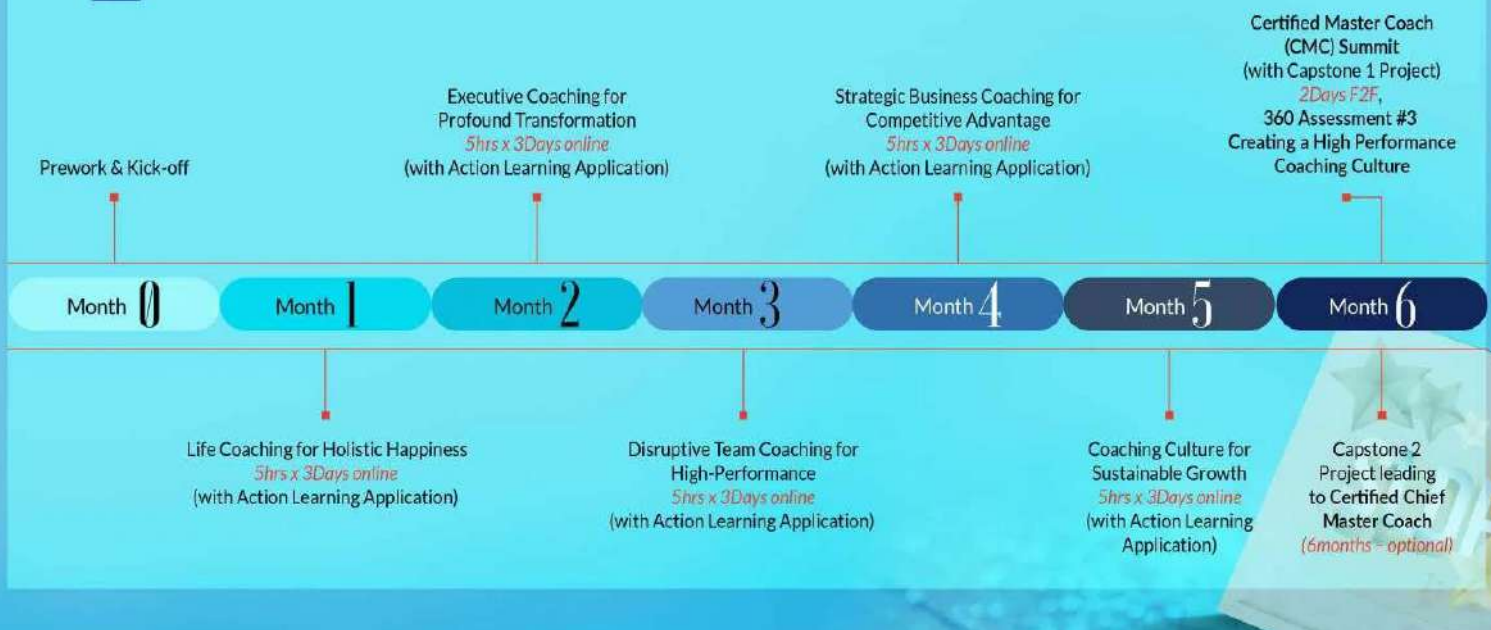
- Build High-Performing Teams ~ Foster trust and collaboration to create cohesive, results-driven teams.
- Align and Execute with Excellence ~ Integrate team goals with organizational priorities to achieve maximum impact and execution.
- Navigate Team Dynamics ~ Overcome challenges effectively with strategies to maximize unity and productivity.
- Inspire Peak Performance ~ Equip leaders with actionable tools to drive accountability, innovation, and exceptional team results.
- Learn from Thought Leaders ~ Gain exclusive insights and strategies from global experts to empower team transformation.

Cutting-edge Learning, App & Senior Leaders Alliance

- Innovative Learning Methods ~ Gain from a customized blend of in-person, team, and online methodologies.
- Access Valuable Resources ~ Utilize cutting-edge mobile app, toolkit and materials for outstanding results.
- Practical Application Focus ~ Engage in workshops, virtual sessions, and hands-on projects for real-world impact.
- Global Network Alliance ~ Collaborate with senior leaders from other leading organizations during Phase 2 of the SLDP journey.
- Leverage on Global Gurus ~ Tap the wisdom of mega-guru mentor-coaches throughout the SLDP journey.

PHASE 2

Multiplying Growth & Results as a Certified Master Coach (CMC)



1. Life Coaching

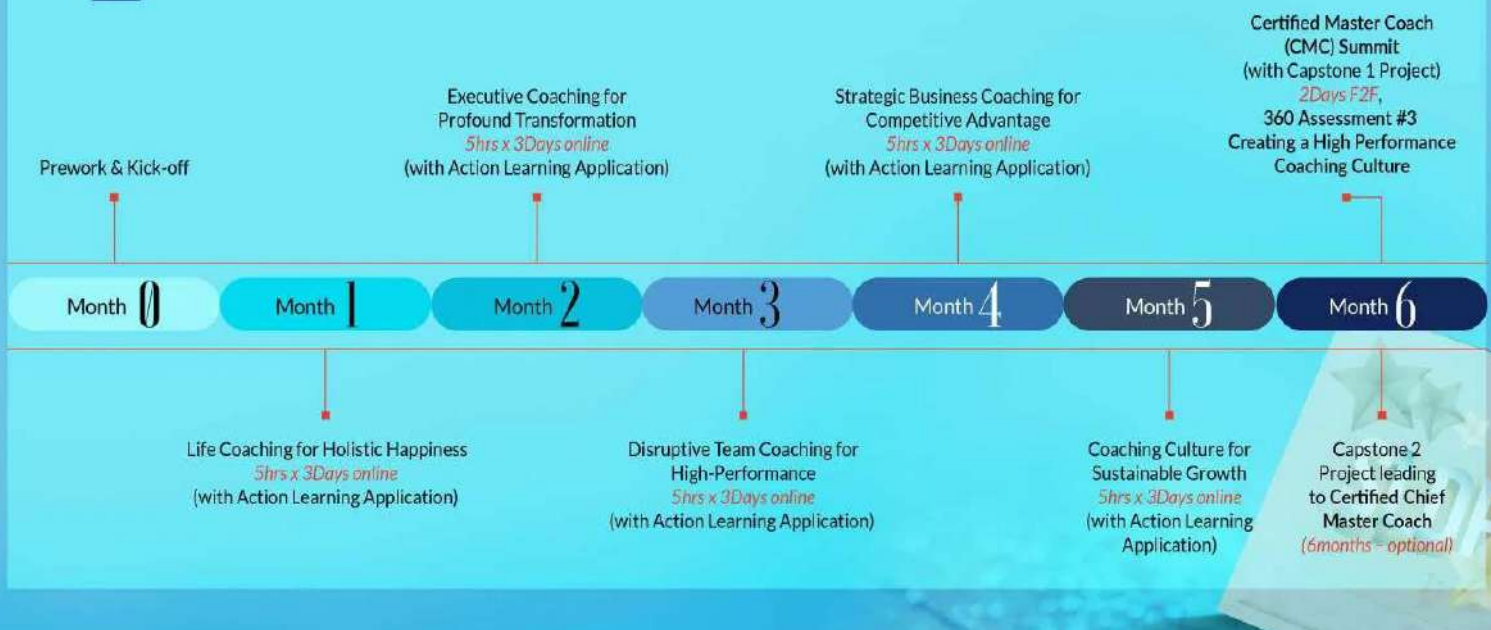
- Gain deep insight into the psychology of coaching and the different approaches to powerful coaching
- Understand the Coaching Mastery Model (CMM) and the Situational Coaching Model (SCM)
- Apply the 9 best practices of master coaches to deliver outstanding results
- Deploy 5 Levels of Mastery assessment advantage to identify priorities, competencies gaps in work & life
- Embrace coaching techniques and tools to enable the Disciplines of Love, Happiness and Success
- Use the 5 Phases of Purpose Alignment to enable a most fulfilling purpose-driven life
- Master the 8 Elements of Life Synergy, KASH, PFIR Model, and the 7 Patterns of Joy and Love
- Utilize the 5 Levels of Mastery System and toolkit to coach people to reach World Influence Mastery

2. Executive Coaching

- Understand the executive coaching process and the secrets of enabling lasting behavior and habit change
- Apply the 360 Feedback interview and surveys to enable awareness, acceptance and transformation
- Align executive coaching with life purpose, passion, values and vision for sustainable growth

PHASE 2

Multiplying Growth & Results as a Certified Master Coach (CMC)



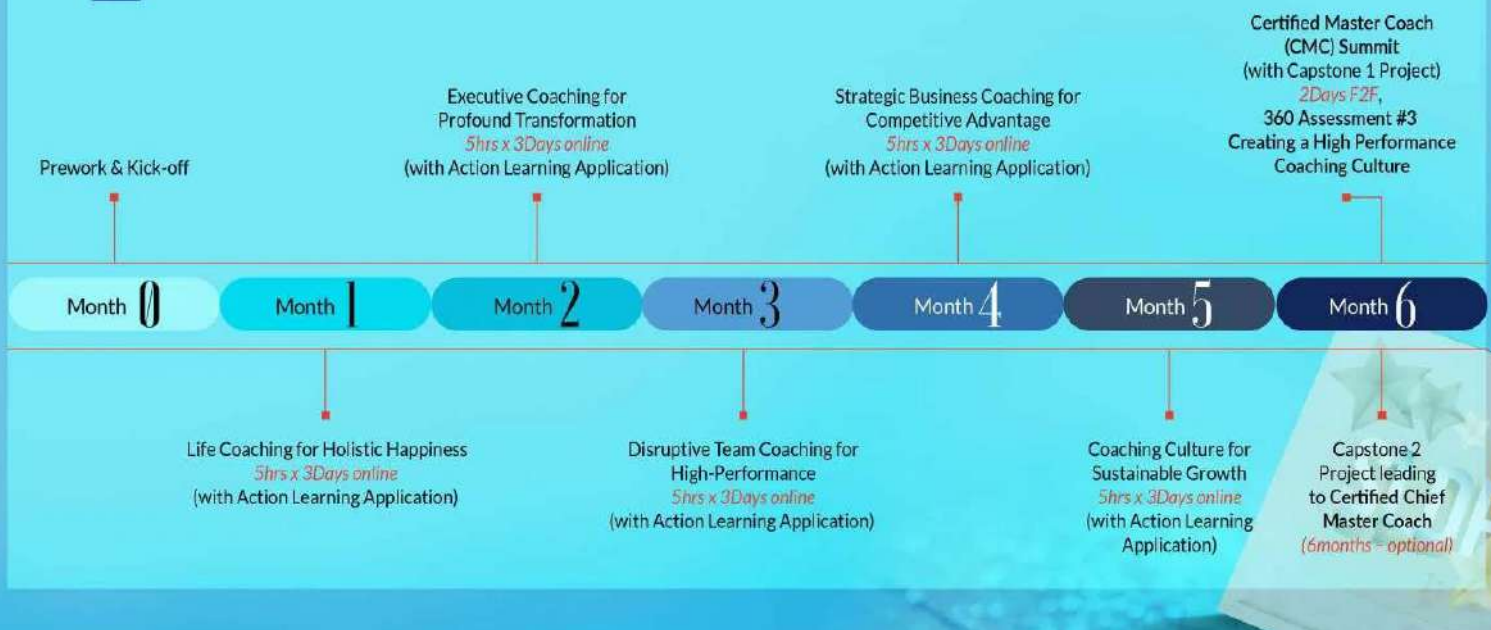
- Deploy tools and techniques for executive career coaching for high performance
- Enable coaching for different groups of top executives, key talents, successors, average-performers
- Gain insights into coaching executives in times of great need (e.g. radical changes, crisis, big vision)
- Learn how to overcome resistance to coaching and coach the uncoachable
- Create coaching tools for specialized areas (e.g. leadership authenticity, leadership presence, stakeholder influence)

3. Disruptive Team Coaching

- Understand the value of team coaching and the creation of high-performance teams
- Apply effective assessments and best practices of disruptive coaching and high-performance teams
- Know when and how to select the suitable team coaching solution and design options
- Gain insights on disruptive team coaching processes, methods, and tools
- Practice disruptive design thinking team coaching applications for game-changing results
- Equip individual team members to ensure habit change for high-performance

PHASE 2

Multiplying Growth & Results as a Certified Master Coach (CMC)



- Enable high-performance leadership team retreats for senior leaders and key talents
- Unleashing the full potential of diverse, virtual, cross-functional, projects and top teams

4. Strategic Business Coaching

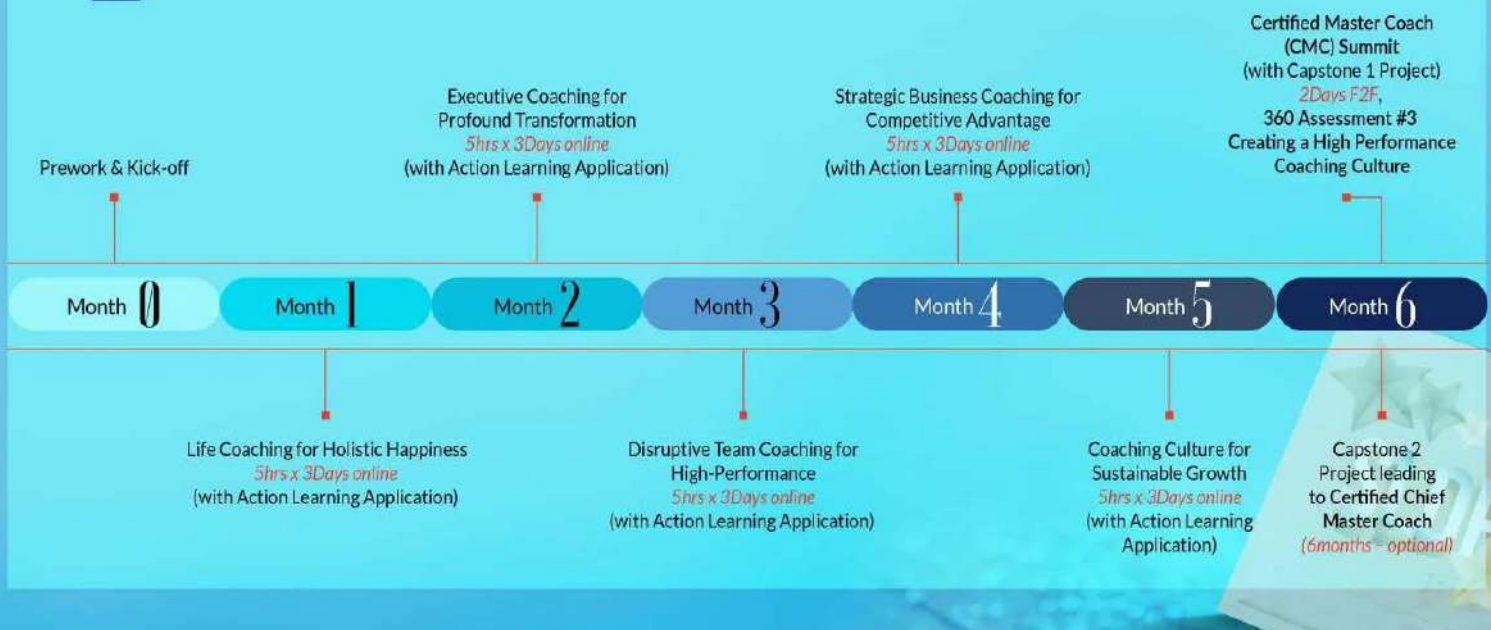
- Understand best practices of team coaching for strategic competitive advantage
- Apply team coaching using the strategy process to unleash the potential of strategic leaders
- Use team coaching authoritatively in the context of corporate and functional strategy
- Employ Scenario planning and Scenario based team coaching to win in a VUCA world
- Use team coaching in the face of crisis, business turnaround, realizing a compelling vision, and Strategic change
- Engage in Coaching for innovative business model, ventures, and disruptive business startups
- Master strategic group coaching techniques and processes

5. Coaching Culture

- Gain insights on organizational change, and effective culture transformational methods and processes

PHASE 2

Multiplying Growth & Results as a Certified Master Coach (CMC)



- Understand and embrace the role as Chief Master Coach and CEO to coach and grow internal coaching talent
- Apply best practices to create a high-performance coaching culture for sustainable growth
- Aligning coaching culture with organizational vision, mission, values, strategies, and objectives
- Implement effective coaching culture assessment methods and processes to ascertain progress and achievements
- Establish results matrix, rewards and recognition schemes to accelerate culture change
- Execute the right coaching intervention for quick, big, and continuous wins in transformation
- Create communities of practice, coaching systems, champions, and tools for sustainability



POWER OF COACHING

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Everyone Can Coach for a Better World

The **LETs Coach** app enables powerful coaching every time, everywhere, and everyone. Use the app to inspire people to bring out the best in people so they can lead their best lives. Leverage on powerful tools to help individuals discover their life purpose, set compelling goals, create actionable plans, foster personal and professional growth, and unlock their full potential, making a positive impact on the world.

EVERY LEADER CAN BE A *Great Coach*

8

GAME-CHANGING SYSTEMS

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- STORIES** – Uplifting Soul for a Better World
- LEARNING** – Profound Wisdom for a Better World
- MASTERY** – 5 Levels of Mastery for a Better World
- TOOLKIT** – Empowering Leaders for a Better World
- RESULTS** – Rapid Progress for a Better World
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- MARSHALL AI** – Mentor Coach for a Better World

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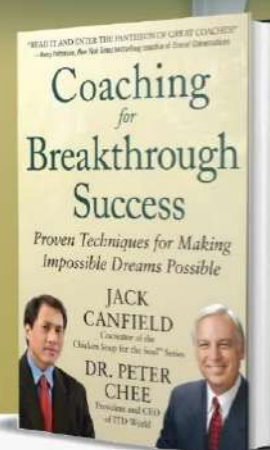
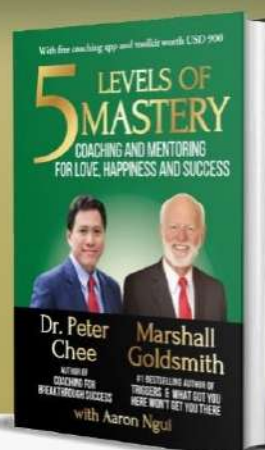
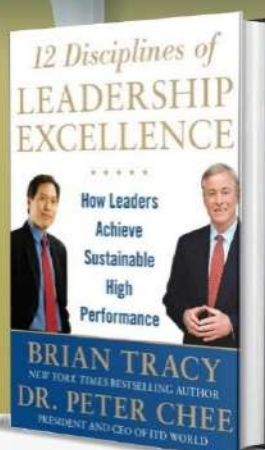
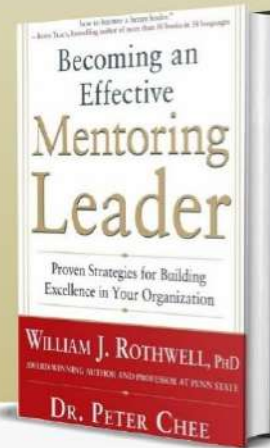
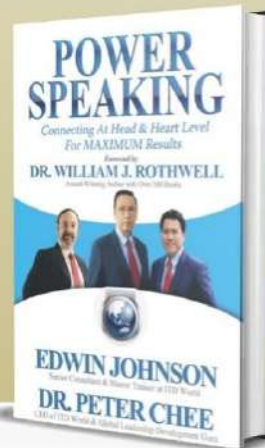
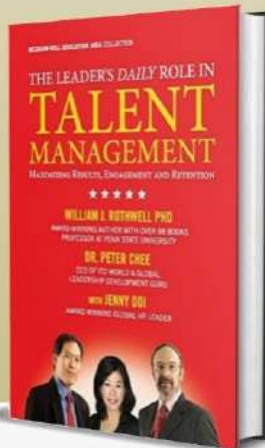
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ITD BOOK SHELF

ITD World has published books on coaching and mentoring, human resource management, and leadership development over the years. The best speakers and instructors in the world have penned these books.

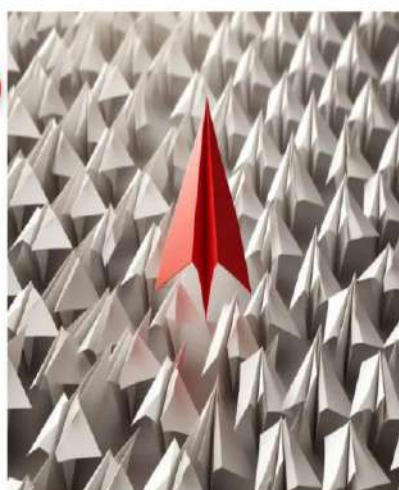
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Monthly Issue:

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2025



July 2025

Topic: *Leading through Disruption*



June 2025

Topic: *Competency Management*



May 2025

Topic: *Digital Leadership*



April 2025

Topic: *HR Transformation*



March 2025

Topic: *Elevate Coaching Skills*



February 2025

Topic: *Talent & Competency Development*



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