

Learning & Development

SEPTEMBER 2025 EDITION

A special issue from ITD World Vietnam



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Letter from the Editors

Dear our valued readers!

We are delighted to share with you our latest newsletter edition, focusing on the vital and ever-evolving field of **Learning & Development** (L&D).

In today's fast-paced world, investing in the growth and skills of your people is not just beneficial; it's essential for staying competitive and fostering a culture of continuous improvement. This edition is dedicated to exploring key aspects of effective L&D, from understanding its impact to identifying common pitfalls and adopting better approaches.

Our first section, featuring insights from Sasha Seymore, originally published on SHRM, tackles a crucial question: **Measuring the ROI of Your Training Initiatives**. We delve into the challenges and importance of quantifying the benefits of training, and explore three practical approaches to help you better assess the return on your L&D investments.

Following this, we feature a compelling piece by Steve Glavesk, originally published in the Harvard Business Review, titled **Where Companies Go Wrong with Learning and Development**. This section critically examines common mistakes organizations make in their L&D efforts, including learning for the wrong reasons and the impact of the forgetting curve, and offers insights into what needs to change and how to apply principles of lean learning.

Letter from the Editors

May this edition provide you with valuable perspectives and actionable strategies to enhance your organization's learning and development initiatives, ensuring your workforce is equipped for future success.

Warm regards,

ITD World Vietnam Team



1

Measuring the ROI of Your Training Initiatives

Source: <https://www.shrm.org/mena/labs/resources/measuring-the-roi-of-your-training-initiatives>

Measuring the ROI of Your Training Initiatives

The Training ROI Dilemma

Picture this: You're an HR manager gearing up to pitch next year's training budget. You've spent weeks, maybe months, planning a robust lineup of workshops, online courses, and team-building exercises.

These aren't just events on a calendar, they're investments in your company's most valuable asset—its people. Yet, as you stand before the executive team, ready to make your case, a nagging question echoes in the back of your mind: “How do we really measure the ROI of our training efforts?”

This scenario is all too familiar in the corporate world. HR professionals everywhere face the challenge of proving the worth of their training programs. In an era when every penny counts,

showing the tangible benefits of these initiatives is crucial.

But let's be honest, calculating the ROI of training isn't straightforward. It's about more than just crunching numbers; it's about demonstrating how investing in your team today can lead to measurable success tomorrow.

So, why does this matter? As businesses evolve at an unprecedented pace, staying ahead means investing not just in new technology or marketing strategies, but also in your people.

But how exactly do you measure something as abstract as employee development?

Measuring the ROI of Your Training Initiatives

Training ROI Equals Bang for Your Buck

When leaders ask to understand the ROI of an initiative, what they're really asking is, "How much benefit did we get out of this project relative to its cost?"

In short: "How much 'bang' did we get for the 'buck' we invested?"

When it comes to training, this question can be challenging to answer. Unlike other investments for which the return may be more tangible and immediate, the results of employee development efforts may not always be as clear-cut.

But that doesn't mean it's impossible to measure. In fact, the basic formula for calculating the ROI of training is actually quite simple.

As you can see, you only need two data points to calculate training ROI:

- The benefits of the training initiative (measured in dollars)
- The cost of the training (measured in dollars)

But as with anything, the devil is in the details. Before we break training ROI into its key components, let's start by understanding the broader context of why it matters in the first place.

$$\text{ROI \%} = \frac{\text{Benefits of training (\$)} - \text{Cost of training (\$)}}{\text{Cost of training (\$)}}$$

Measuring the ROI of Your Training Initiatives

The Importance of Measuring Training ROI

In HR, you may encounter skeptics who question the value of training. They may argue that it's difficult to quantify or that it doesn't directly impact business outcomes.

However, measuring training ROI is crucial for several reasons. It

- **Demonstrates the value of training:** By calculating ROI, you can provide tangible evidence of how your organization is benefiting from training initiatives.
- **Helps align training with business goals:** When you measure the impact of training on business outcomes, it allows you to make strategic decisions about future training programs and ensure they are

aligned with overarching business objectives.

- **Justifies training budget:** In today's competitive business landscape, budgets are constantly under scrutiny. By showing the ROI of training, you can justify the investment and potentially secure more resources for future initiatives.
- **Drives continuous improvement:** Measuring ROI allows you to identify areas for improvement in your training programs and make necessary adjustments to maximize their effectiveness.

Measuring the ROI of Your Training Initiatives

Challenges of Calculating Your Training ROI

We've touched on the benefits of measuring training ROI, but it's important to acknowledge that it can be a complex and challenging process, especially when you don't know what factors to consider or how to measure them accurately.

The most obvious challenge is the **intangibility of training's impact**. Unlike sales or marketing initiatives, which have clear and direct impacts on revenue, the effects of training are not always as evident or immediate. How do you measure the increased collaboration, the spark of innovation in your team, or that overall happier workplace vibe after a training session?

Another challenge is the **difficulty**

of collecting meaningful data.

Even when we identify what we want to measure (be it tangible or intangible), collecting relevant, reliable data poses its own set of obstacles. For tangible outcomes such as an increase in sales or a decrease in turnover rates after training, the issue may involve setting up systems to track these metrics accurately over time. For intangible benefits, the challenge is even greater, requiring creative approaches to assessment such as surveys, 360-degree feedback, or other qualitative measures.

And, perhaps the most challenging of them all, you'll need to **get organizational buy-in**. Employees are hesitant to change, and when you start discussing ROI, it may be met with resistance. Some may view this process as an added burden or a way to scrutinize their performance.

Measuring the ROI of Your Training Initiatives

And leadership may be hesitant to invest in ROI measurement if they don't see the immediate benefits (see my eloquently put 'bang for buck' analogy).

In those moments, well-supported data that breaks down the myriad benefits (and costs) of training can be a powerful tool in your arsenal.

Measuring the Benefits of Training in Dollar Terms

The basic formula for calculating the ROI of training only goes so far. It doesn't cover the abstract benefits that are often the most valuable and impactful. But, if we're being honest, organizations want to see numbers in dollar terms—it's a language they understand and trust. So, how do we bridge the gap between intangible outcomes and tangible ROI?

We recommend one of the following three approaches to quantify the benefits of your training initiatives in dollar terms:

- Calculate the dollar impact of improving new employee onboarding.
- Calculate the dollar impact of decreasing employee turnover.
- Calculate the dollar impact of reducing operational errors.

Approach 1: Calculate the Dollar Impact of Improving New Employee Onboarding

According to the Brandon Hall Group, organizations with a strong onboarding process improve new hire retention by 82 percent. This means that for every employee who stays on board because of your training program, you are saving the cost of hiring and training a new employee.

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And yet, despite the need to nail down the onboarding process,

Measuring the ROI of Your Training Initiatives

the first day of new employee training can feel like drinking from a firehose. New team members need to master huge volumes of industry knowledge and company-specific information to succeed in their jobs.

For companies, it's expensive and time-consuming to onboard new employees. And, too often, it's a waste of time and money. According to the Harvard Business Review, it typically takes eight months for a newly hired employee to reach full productivity, and 33 percent of new hires start looking for a new job within their first six months.

You can create major financial gains for your company by improving your onboarding program. By reducing the time it takes for new employees to become fully integrated into their roles, companies can save large amounts of money.

A better onboarding program can improve your company's bottom line in four measurable ways:

- **Fewer days onboarding.** By streamlining the onboarding process, organizations can reduce the time and resources spent training new employees so that they can start contributing to the company sooner.
 - **Faster ramp-up of new employees.** When onboarding is done effectively, new employees can quickly become productive and contributing members of their teams.
 - **Reduced churn during onboarding.** Employees who have a positive onboarding experience are less likely to leave the company during their first few months of employment. This reduces the costs associated with recruiting, hiring, and training new employees.
-

Measuring the ROI of Your Training Initiatives

- **Cost savings.** Onboarding often involves a series of costs (trainer time, travel, materials) that can add up quickly. By streamlining the process and reducing the time it takes for new employees to become productive, companies can save money on these expenses.

By viewing this as an investment rather than a cost, companies can see the value in allocating resources to improving their onboarding program. Showing that investment is easier than ever once you understand what you're measuring and why.

Simply input the variables below and you'll have the ROI impact of your improved onboarding program in seconds.

Approach 2: Calculate the Dollar Value of Reducing Employee Turnover

Every time a skilled employee leaves your team, it costs your company money to replace them.

Research suggests that the cost of employee turnover can total 150 percent of that employee's annual compensation. For managerial roles, that number is significantly higher—200 percent to 250 percent of annual compensation.

$$\text{ROI \%} = \frac{\text{Benefits of training (\$)} - \text{Cost of training (\$)}}{\text{Cost of training (\$)}}$$

Measuring the ROI of Your Training Initiatives

In other words, for a company with an average salary of \$50,000, the cost of turnover is \$75,000 per departing employee per year. For a company of 500 workers with a 10 percent annual turnover rate, that works out to nearly \$3.8 million per year!

Through better training, you can give that money back to your company. Deloitte estimates that effective training can reduce employee turnover by 30 percent to 50 percent.

How can you calculate the true cost of turnover in your organization? Consider four cost categories:

- **Covering the role.** Include the cost of filling the vacant position with temporary or existing employees. If you can't fill the position, you'll want to account for the cost of lost productivity.
- **Filling the vacant position.**

Include the cost of advertisements, recruiters, and hours spent screening and interviewing candidates.

- **Onboarding a new employee.** Include materials, travel, and trainer time.
- **Ramping up for the new hire.** When new employees first join your company, they'll spend more time learning than producing. Therefore, you'll want to estimate the ramp-up time for new team members and account for lost productivity costs.

Each of these categories has its own set of costs, both tangible and intangible. For example, the cost of lost productivity can be difficult to quantify but can have a significant impact on your company's bottom line.

Measuring the ROI of Your Training Initiatives

To truly understand the cost of employee turnover, it's important to take into account all of these factors and calculate them accurately. By doing so, you'll have a better understanding of the true cost and be able to make informed decisions on how to reduce it.

Now that you've calculated the dollar value of reducing employee turnover at your company, simply incorporate the cost of the training initiative to complete your ROI calculation.

Approach 3: The Value of Reducing Costly Operational Errors

Operational errors cost your company money every day. Therefore, if your training can reduce or eliminate the highest-impact mistakes that employees make, you can drive significant business impact for your company.

Start by thinking broadly about the full range of things your employees need to do in their jobs. Over the last three to six months, what kind of operational mistakes have you observed? These might include payroll processing errors, compliance oversights,

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Measuring the ROI of Your Training Initiatives

compliance oversights, or inefficiencies in recruitment strategies—areas where precision is crucial.

To decide where to focus your training, you can estimate the relative business impact of each mistake.

To do that, brainstorm the range of potential consequences that could result from each error. Each consequence has a potential cost, and those costs fall into three broad categories:

- **Hard costs.** Direct financial losses are the simplest to quantify. This includes expenses like correcting payroll errors or legal fees from compliance violations. These costs should be tallied as part of the operational mistake's overall expense.
- **Soft costs.** These involve the time managers spend rectifying an error, the negative impact

on employee morale, or damage to the company's reputation. Soft costs also encompass the potential loss of employee trust or engagement due to mishandled HR practices.

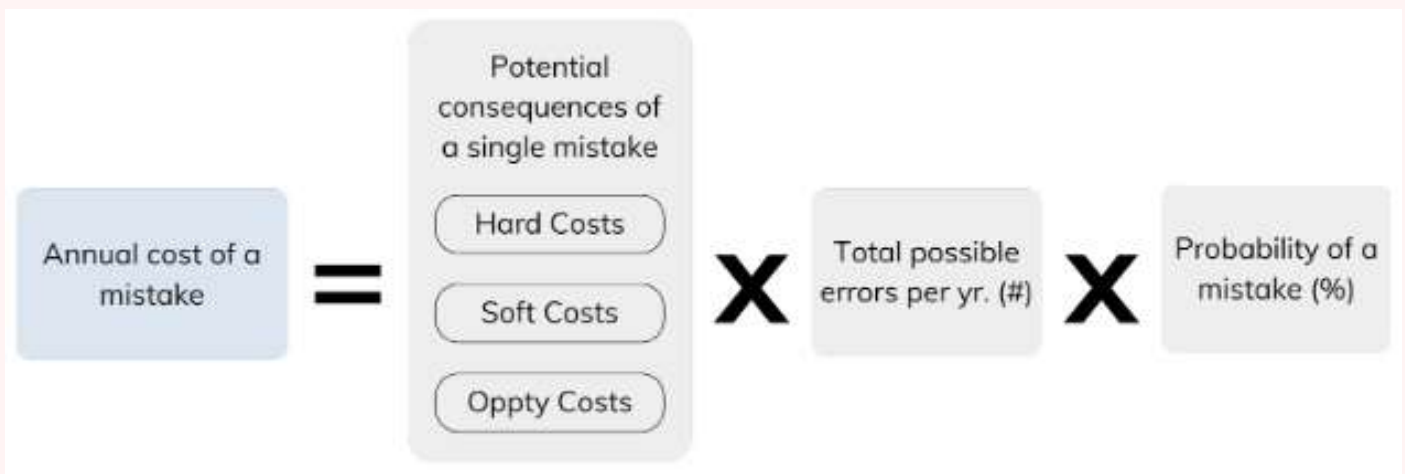
- **Opportunity costs.** Think about this in terms of lost future revenue. In an HR context, you might consider the lost potential of a high-performing employee who leaves due to dissatisfaction or the diminished employer brand that makes top talent less likely to apply.

After identifying these costs, assess each mistake based on its likelihood of recurrence and the probability of sustaining the identified hard, soft, and opportunity costs. Use historical data and insights from past incidents to inform these estimates.

Measuring the ROI of Your Training Initiatives

How many times is the given mistake likely to occur each year? When the mistake occurs, how likely are you to experience each of the hard, soft, and opportunity costs you identified? You can use historical data to estimate these probabilities.

By carefully considering each potential consequence and putting a dollar value to it, you can estimate the true cost of each operational error. This exercise may reveal surprising results, such as a seemingly minor mistake actually having a high overall cost.





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Where Companies Go Wrong with Learning and Development

Source: <https://hbr.org/2019/10/where-companies-go-wrong-with-learning-and-development>

Where Companies Go Wrong with Learning and Development

Organizations spent \$359 billion globally on training in 2016, but was it worth it?

Not when you consider the following:

- 75% of 1,500 managers surveyed from across 50 organizations were dissatisfied with their company's Learning & Development (L&D) function;
- 70% of employees report that they don't have mastery of the skills needed to do their jobs;
- Only 12% of employees apply new skills learned in L&D programs to their jobs; and
- Only 25% of respondents to a recent McKinsey survey believe that training measurably improved performance.

Not only is the majority of training in today's companies ineffective, but the purpose, timing, and content of training is flawed.

Learning for the Wrong Reasons

Bryan Caplan, professor of economics at George Mason University, and author of *The Case Against Education*, says in his book that education often isn't so much about learning useful job skills, but about people showing off, or "signaling."

Today's employees often signal through continuous professional education (CPE) credits so that they can make a case for a promotion. L&D staff also signal their worth by meeting flawed KPIs, such as the total CPE credits employees earn, rather than focusing on the business impact created. The former is easier to measure, but flawed incentives beget flawed outcomes, such as the following:

Where Companies Go Wrong with Learning and Development

- **We're learning at the wrong time**

People learn best when they have to learn. Applying what's learned to real-world situations strengthens one's focus and determination to learn. And while psychologist Edwin Locke showed the impact of short feedback loops back in 1968 with his theory of motivation, it's still not widely practiced when it comes to corporate training. Today's employees often learn uniform topics, on L&D's schedule, and at a time when it bears little immediate relevance to their role — and their learning suffers as a result.

- **We're learning the wrong things**

Want to see eyes glaze over quicker than you can finish this sentence? Mandate that busy employees attend a training

session on “business writing skills”, or “conflict resolution”, or some other such course with little alignment to their needs.

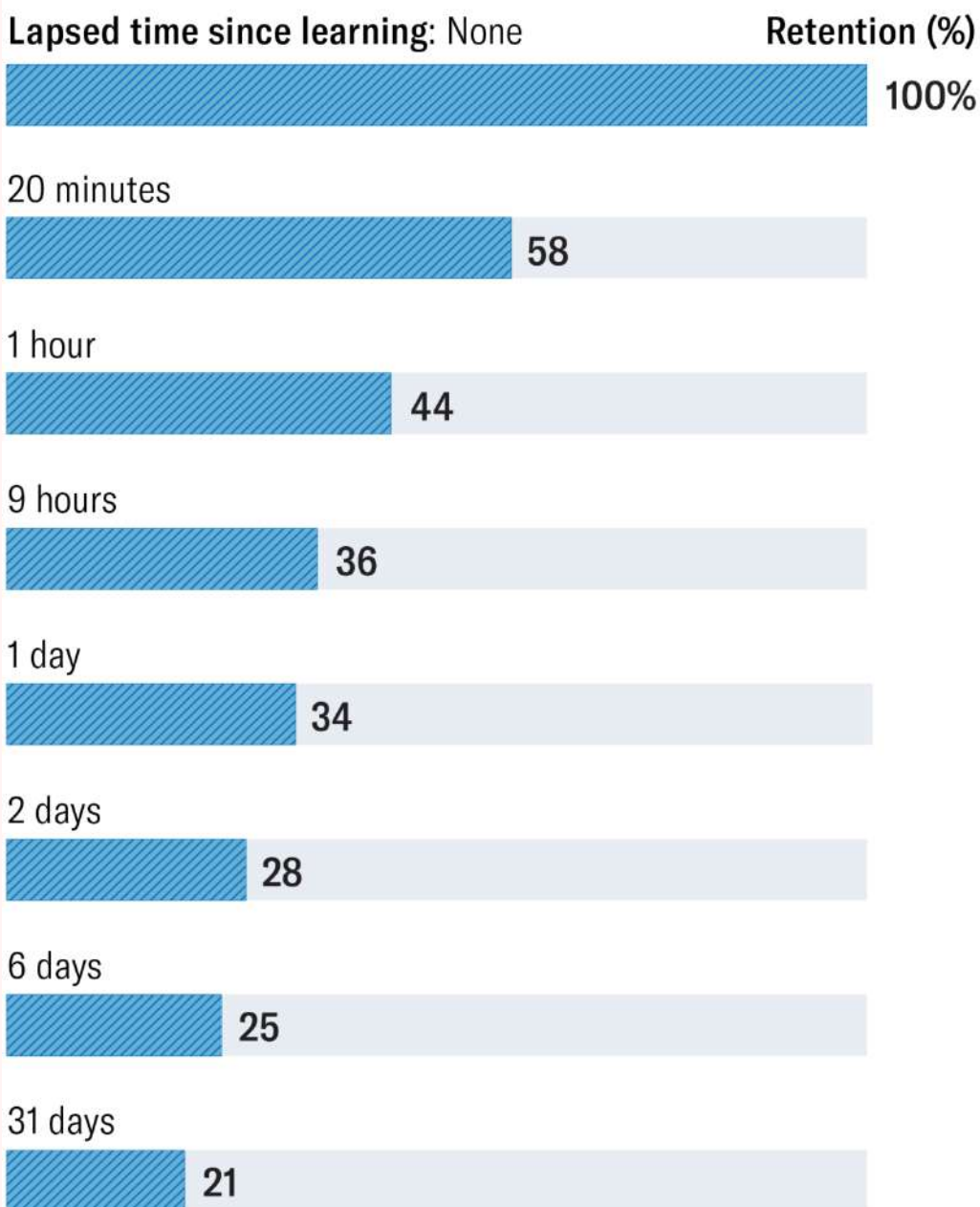
- **We quickly forget what we've learned**

Like first year college students who forget 60% of what they learn in high school, studying merely to get the CPE credit suggests that employees, too, will quickly forget what they learn. German psychologist Hermann Ebbinghaus pioneered experimental studies of memory in the late 19th Century, culminating with his discovery of “The Forgetting Curve.” He found that if new information isn't applied, we'll forget about 75% of it after just six days.

Where Companies Go Wrong with Learning and Development

The Forgetting Curve

If new information isn't applied, we'll forget about 75% of it after just six days.



Source: Hermann Ebbinghaus

Where Companies Go Wrong with Learning and Development

Use It or Lose It

We can blame biology — and our innate, evolutionary desire for survival — for the fact that humans quickly forget what we learn. As Matthieu Boisgontier, of the University of British Columbia's brain behavior lab put it, "Conserving energy has been essential for humans' survival, as it allowed us to be more efficient in searching for food and shelter, competing for sexual partners, and avoiding predators." As a result, our brains quickly forget what we don't use. Incorporating new learning into your work is one way to retain knowledge. Another is spaced repetition. Originally proposed by psychologist Cecil Alec Mace in 1932, it refers to spreading learning out over time (material should be reviewed in gradually increasing intervals of roughly one day, two days, four days, eight

days, and so on). This approach takes advantage of the psychological spacing effect, which demonstrates a strong link between the periodic exposure to information and retention. Studies show that by using spaced repetition, we can remember about 80% of what we learn after 60 days — a significant improvement.

Sadly, most L&D programs overlook these biological realities and invest billions of dollars into what amounts to transfers of quickly forgotten information.

What needs to change

Today's fast-moving business landscape calls for organizations and their people to adapt to changing circumstances rapidly, and to always be learning. As Wired co-founder Kevin Kelly puts it,

Where Companies Go Wrong with Learning and Development

“Get good at beginner mode, asking dumb questions, making stupid mistakes, and teaching others what you learn.”

Lean learning, which pays homage to Toyota’s lean manufacturing system, stresses using effort only when it’s needed, improving outcomes, and cutting waste; it’s short, affordable, and provides employees and organizations with an immediate capability update.

Lean learning is about:

- Learning the core of what you need to learn
- Applying it to real-world situations immediately
- Receiving immediate feedback and refining your understanding
- Repeating the cycle

Like lean manufacturing and the lean startup before it, lean learning supports the adaptability that gives organizations a

competitive advantage in today’s market.

How to Apply Lean Learning

- **Think 80/20**

Tim Ferriss, entrepreneur and author of The Four Hour book series, is an advocate of a lean learning method he calls DiSSSCaFE. He suggests identifying the minimum learnable unit (MLU), and applying the Pareto Principle. If you want to learn Japanese, focus on the 20% of words and phrases that show up 80% of the time. Then apply what you learn in actual conversations with Japanese speakers as frequently as needed.

- **Apply learning to real-world situations**

At Collective Campus, we don’t just teach executives a specific innovation methodology.

Where Companies Go Wrong with Learning and Development

We first ensure that they can actually apply the methodology internally, and we request that they bring real-world projects to workshops so that we can apply what's learned in real-time, shorten the feedback loop, deliver business outcomes, and encourage "aha" moments.

- **Leverage guided learning**

Rather than provide training at specific intervals, guided learning embeds continuous learning into a live application. Think screen pop-ups as-you-go that support rapid, context-sensitive, and personalized learning. This is especially applicable for functional leads, employee on-boarding, cross functional teams, IT, and end-user training.

- **Personalize content**

Using today's technologies, you can personalize training so that it adapts lessons based on employee

performance, tailoring content to every single employee's needs, learning style, and delivery method.

- **Provide ongoing support**

Providing employees with further support after a learning session via a combination of instant messaging, voice messaging, and chatbots ensures that they can apply learning to specific challenges.

- **Activate peer learning**

When your employees want to learn a new skill, they typically don't Google it or refer to your learning management system (LMS) first; 55% of them ask a colleague. When you account for the fact that humans tend to learn as they teach, peer learning offers a way to support rapid, just-in-time learning, while strengthening the existing understanding your employees have about concepts.

Where Companies Go Wrong with Learning and Development

It could be as simple as establishing an online marketplace, or periodic peer learning workshops, to connect employees who are willing to teach specific skills with colleagues who want to acquire such skills. Incentivizing peer learning by incorporating it into performance reviews can ensure that employees continue to invest time into the program.

- **Offer micro courses**

Give employees short, bite-sized learning opportunities, which can take the form of digestible, hour-long courses on topics of relevance to an employee's immediate challenges or opportunities.

Moving From Credits to Outcomes

In order to begin practicing lean learning, organizations need to move from measuring CPEs earned to measuring business outcomes created. Lean learning ensures that employees not only learn the right thing, at the right time, and for the right reasons, but also that they retain what they learn.

And as Eric Ries, author of *The Lean Startup*, says, "The only way to win is to learn faster than anyone else." This has never been truer than it is today.

GLOBAL ELITE

LEARN
FROM
THE
BEST

TO
BE
THE
BEST

ITD WORLD
Your Global Coaching &
Leadership Development Partner

SENIOR LEADERSHIP DEVELOPMENT PROGRAM

**World #1 Executive Coach
& Leadership Thinker**

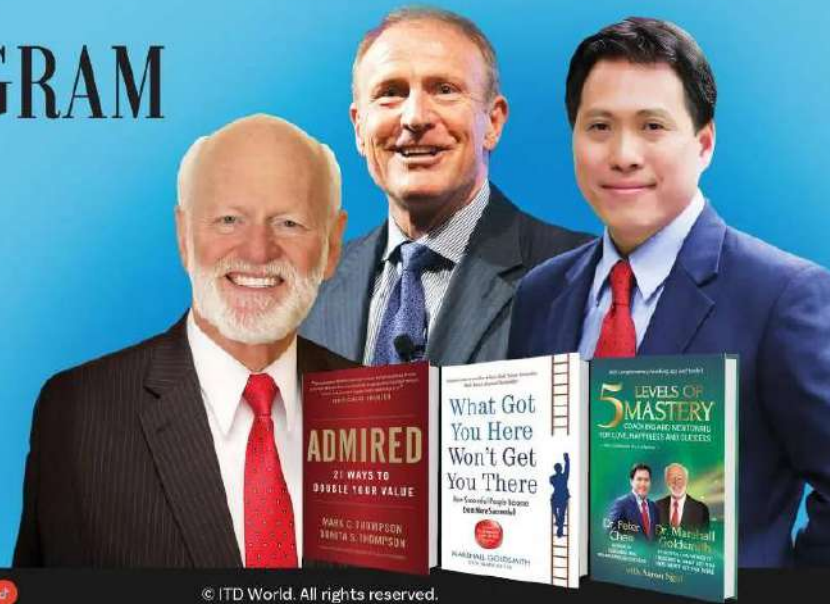
DR MARSHALL GOLDSMITH

World #1 CEO Coach

DR MARK C THOMPSON

World #1 Strategic Innovation Coach

DR PETER CHEE



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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.

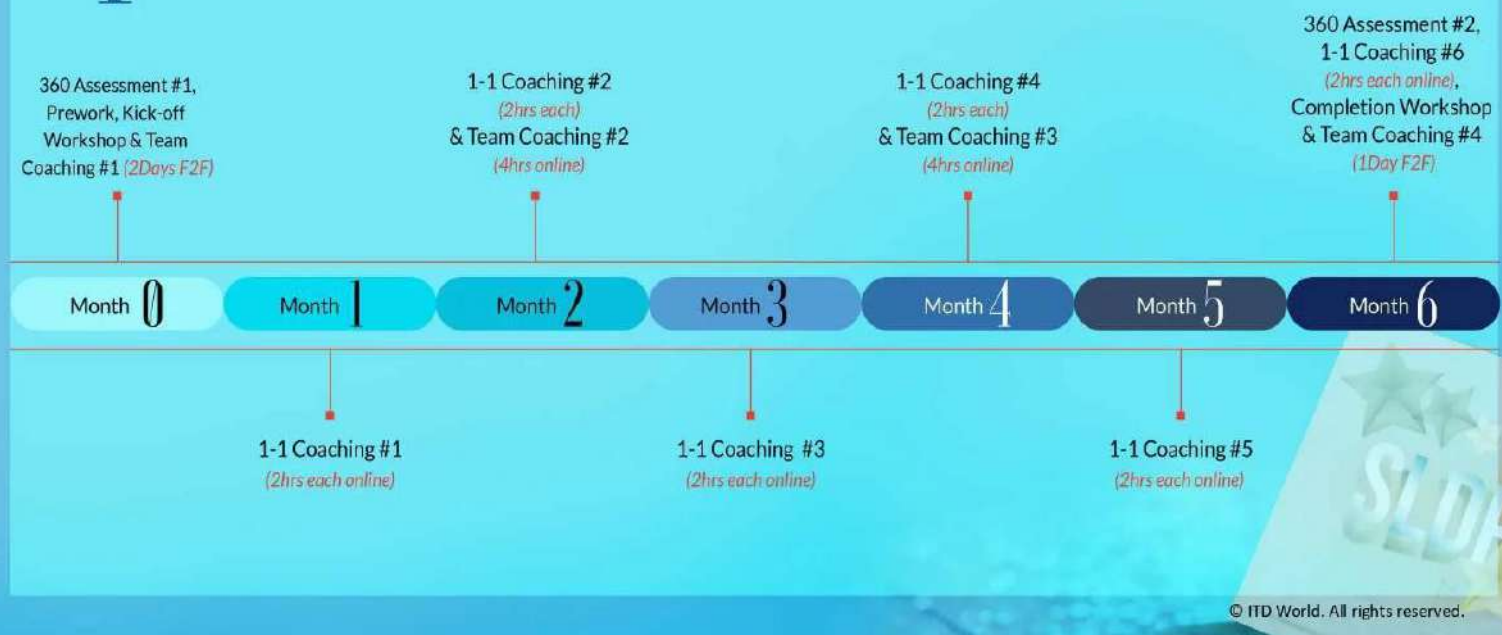
The SLDP is masterfully created to vitalize CEOs, C-Suite Executives, Business & Department Heads for exponentially multiplying their contributions, influence, and profound impact in work and life for a better world.

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

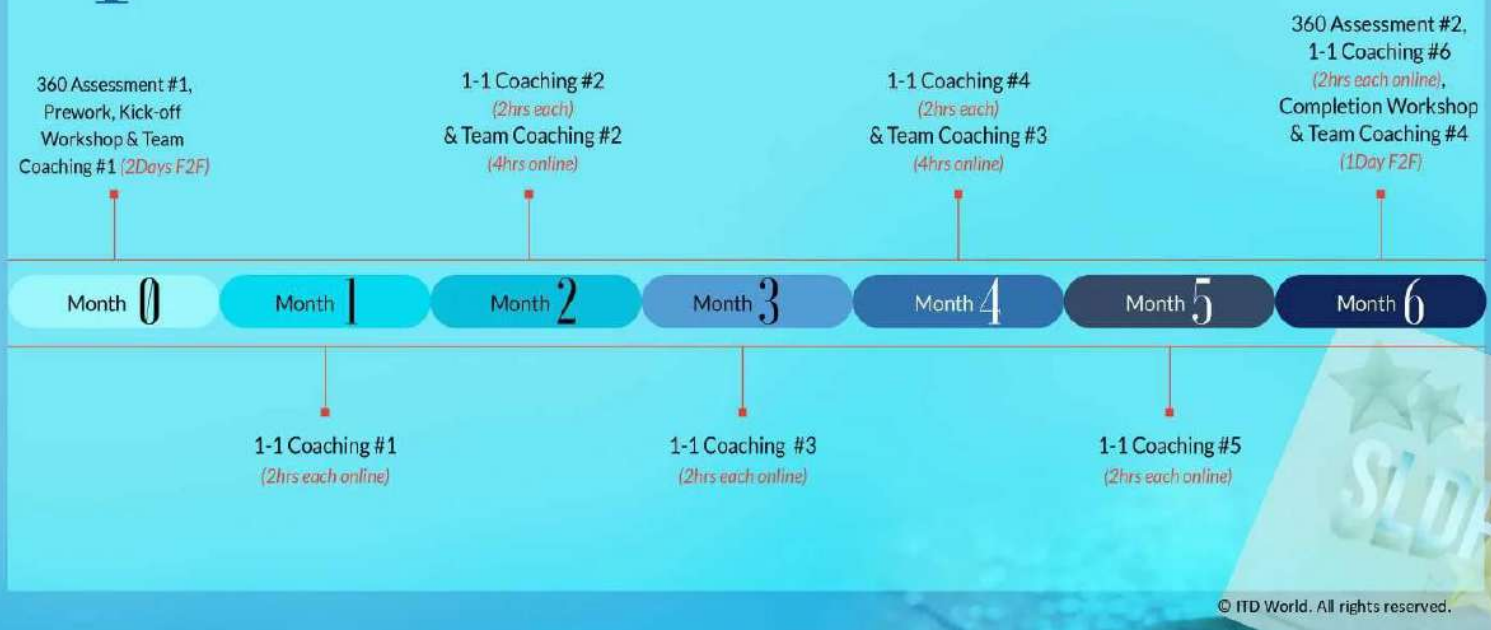
- Tested and proven diagnostic tool to evaluate global leadership excellence capabilities
- Gain insights on strengths to multiply and crucial areas for development
- Discover solutions for effective collaboration and influence with key stakeholders
- Identify areas to focus on during 1-1 and team coaching
- 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

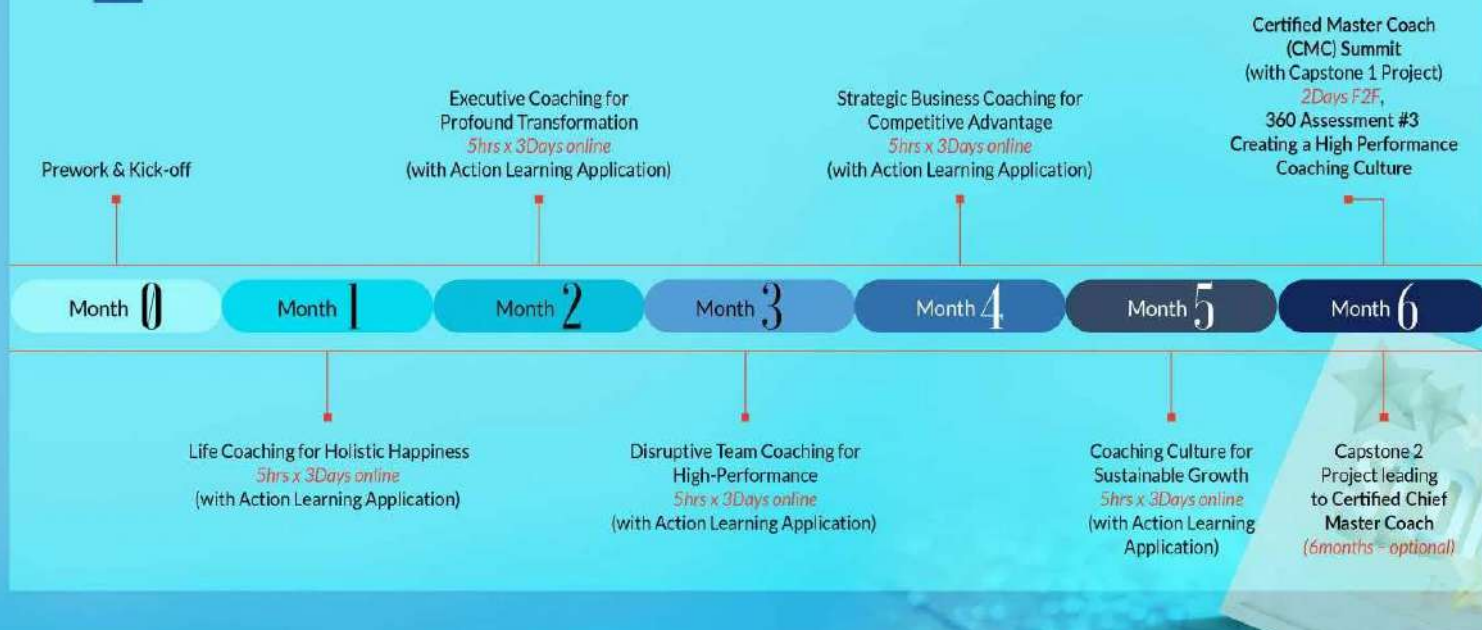
- Build High-Performing Teams ~ Foster trust and collaboration to create cohesive, results-driven teams.
- Align and Execute with Excellence ~ Integrate team goals with organizational priorities to achieve maximum impact and execution.
- Navigate Team Dynamics ~ Overcome challenges effectively with strategies 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

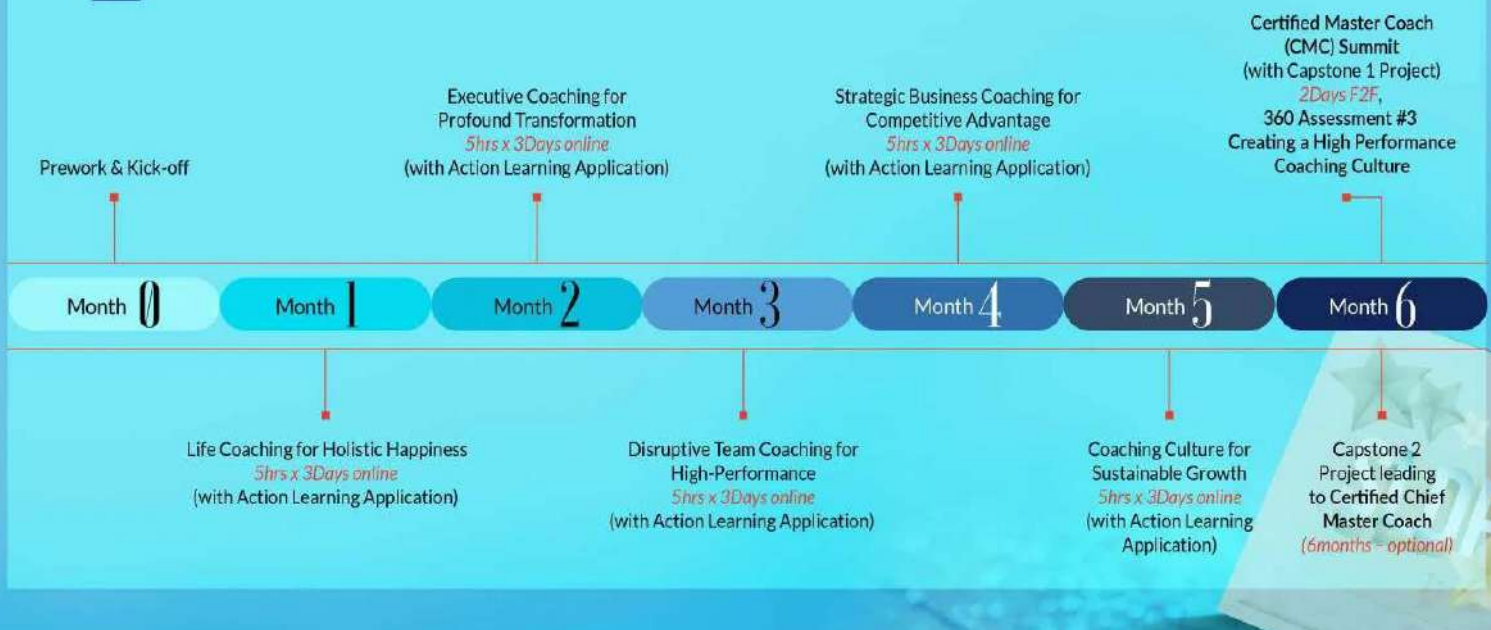
- Gain deep insight into the psychology of coaching and the different approaches to powerful coaching
- Understand the Coaching Mastery Model (CMM) and the Situational Coaching Model (SCM)
- Apply the 9 best practices of master coaches to deliver outstanding results
- Deploy 5 Levels of Mastery assessment 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)



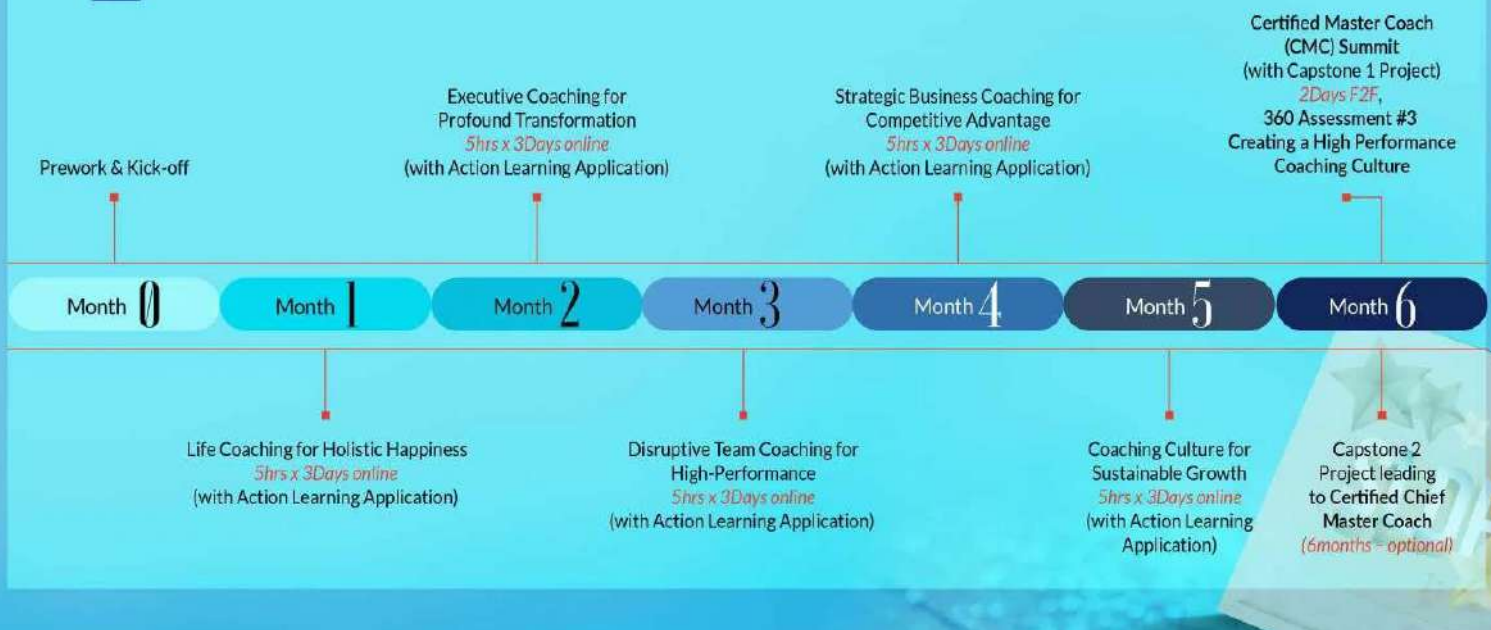
- Deploy tools and techniques for executive career coaching for high performance
- Enable coaching for different groups of top executives, key talents, successors, average-performers
- Gain insights into coaching executives in times of great need (e.g. radical changes, crisis, big vision)
- Learn how 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

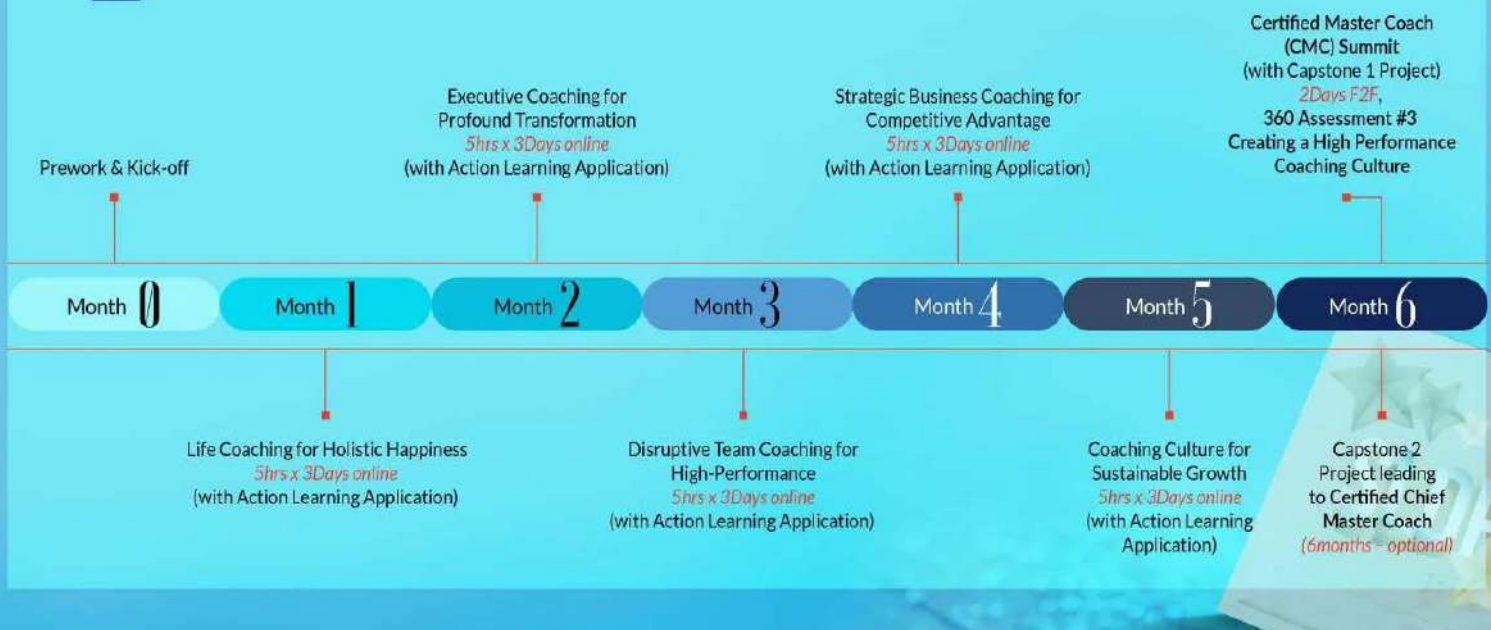
- Understand best practices of team coaching for strategic competitive advantage
- Apply team coaching using the strategy process to unleash the potential of strategic leaders
- Use team coaching authoritatively in the context of corporate and functional strategy
- Employ Scenario planning and Scenario 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

AT YOUR FINGERTIPS



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.



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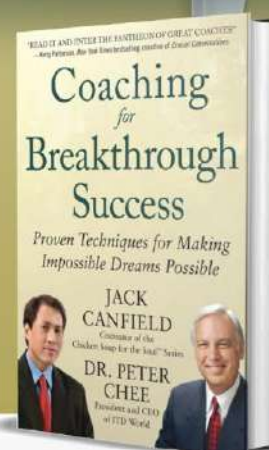
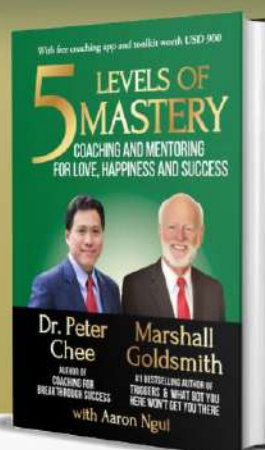
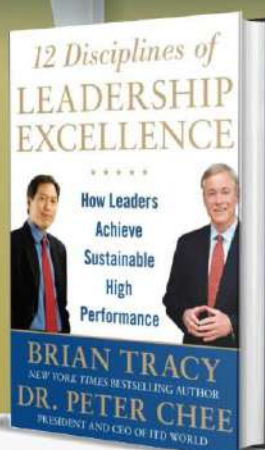
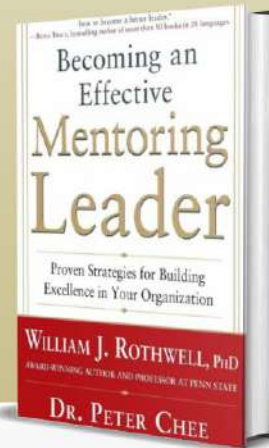
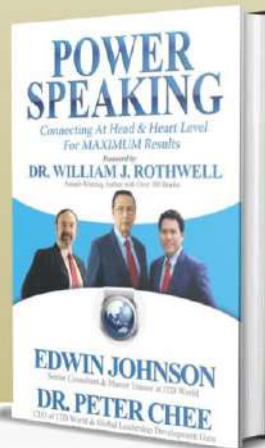
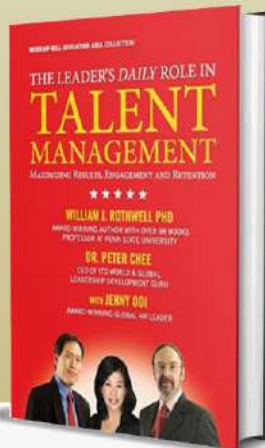
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Monthly Issue

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2025



August 2025

Topic: *Talent Acceleration*



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*



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