

MARCH 2026 EDITION

A special issue from ITD World Vietnam

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Letter from the Editors

Dear valued readers!

The storm isn't passing. This is the new climate.

For decades, leadership strategy was built on a dangerous assumption: that turbulence was temporary. We treated crises like passing storms – we hunkered down, held our breath, and waited for the return of “business as usual.”

But in 2026, waiting for stability is a losing strategy.

We have entered the era of the “**Permacrises**” – a state where uncertainty is the default setting and the fog of disruption never fully lifts. In this environment, the traditional definition of resilience is obsolete. “Bouncing back” is no longer enough; if you bounce back to where you were yesterday, you are already behind.

The mandate for today's leader is **Resilience 2.0**. It is not about endurance; it is about “Change Fitness” – the capacity to absorb disruption and use it as fuel to bounce *forward*.

In this edition, we are rewriting the crisis management playbook. We move beyond survival tactics to explore how leaders can transform anxiety into action and confusion into clarity.

Key Takeaways from this Edition:

- **The “Anxiety Amplifier” vs. The Stabilizer:** Why your team's performance depends entirely on your ability to act as a shock absorber, not a mirror of the chaos.
- **The 5Fs of Change Fitness:** A practical framework (Focus, Fast, Flexible, Fearless, Fun) to move your organization from decision paralysis to agile experimentation.
- **The Chief Sense-Maker:** Why your primary role has shifted from managing tasks to "managing meaning" amidst the fog.

Letter from the Editors

It's time to stop waiting for the rain to stop and start learning how to navigate the storm!


Warm regards,

ITD World Vietnam



THE FOG IS THE CLIMATE: MASTERING LEADERSHIP IN THE AGE OF PERMACRISIS

(Note: This article has been adapted based on the core concepts from our articles about [“Leading through uncertainty”](#) and [“Resilient leadership”](#), published on [ITD World’s blog](#))



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis


For decades, leadership training utilized a specific metaphor for crisis: the storm. The implication was that turbulence was temporary – a disruption to the norm that required us to batten down the hatches, endure the waves, and eventually emerge back into calm waters. Strategic planning presumed stability, and resilience was measured by how quickly you could return to “business as usual.”

That metaphor is dead.

We are no longer navigating a temporary storm; we are operating in an entirely new climate. The pervasive feeling of navigating through a dense fog is no longer a transient condition – it is the default state of the modern business world. Economists and sociologists have coined a term for this era: the “**Permacrisis.**”

Driven by the convergence of rapid AI advancements, geopolitical instability, supply chain vulnerabilities, and shifting work models, uncertainty is now the only certainty. In this environment, the traditional five-year strategic plan is often obsolete before the ink is dry. More importantly, the old definition of resilience – “bouncing back” to a previous state – is insufficient. When the world has fundamentally changed, bouncing *back* means retreating to a reality that no longer exists.

To lead effectively today, we must upgrade our operating system to **Resilience 2.0**. Rather than just endurance, it is about “Change Fitness” – the capacity to bounce *forward*, absorbing disruption and using it as fuel to grow, adapt, and emerge more capable than before.



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis

The Anatomy of the Permacrisis


To navigate this new reality, we must first understand the forces shaping it. The current state of flux isn't caused by a single event but by a “polycrisis” – an entanglement of global forces that amplify one another.

Technological disruption is automating tasks and demanding rapid upskilling in uniquely human capabilities like critical thinking and empathy. Simultaneously, the inter-connectedness of the global economy means a ripple in one region – be it a health crisis or conflict – causes tidal waves in supply chains worldwide.

For the leader, these macro trends manifest in specific, tangible pressures:

1. **Shortened Strategic Cycles:** The horizon of predictability has shrunk. Leaders who rely on rigid long-term plans risk paralysis.
2. **Decision Paralysis:** Faced with overwhelming complexity and incomplete information, the fear of making the "wrong" move often leads to inaction.
3. **The Human Toll:** Constant disruption takes a physiological toll. Employee anxiety is at record levels. In the absence of clarity, burnout and disengagement spread like a contagion.

In this volatile context, a leader's emotional state becomes a strategic lever. You will inevitably become one of two things for your organization: an **Anxiety Amplifier** or a **Stabilizing Force**.



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis

The Anxiety Amplifier mirrors the external chaos, forwarding frantic emails and shifting priorities with every headline, leaving the team panicked. The Stabilizing Force, however, acts as a shock absorber. They acknowledge the challenges but remain deliberate, projecting a confidence that allows the team to focus on problem-solving rather than survival.

Resilience 2.0: From Elasticity to “Change Fitness”


If the environment has changed, our definition of strength must change with it. Traditionally, resilience was viewed as *elasticity* – the ability of a material to return to its original shape after being stretched.

Resilience 2.0 is about *plasticity* – the ability to be molded by pressure into a new, stronger form. This is “Change Fitness.”

A resilient leader in the permacrisis doesn't just weather the storm; they learn from it, harnessing the experience to become more insightful and effective.

This requires a shift in mindset:

- **From Survival to Growth:** Viewing uncertainty not as a threat to be endured, but as a complex problem to be solved.
- **From “Know-it-All” to “Learn-it-All”:** embracing the fact that you cannot have a perfect map, but you can have a reliable compass.
- **From Reactive to Creative:** Moving from a defensive posture of “how do we survive this?” to an offensive one of “what new opportunities does this disruption create?”



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis


The Framework: The 5Fs of the New Resilient Leader

How do we operationalize this mindset? We can look to the “5Fs Framework,” a holistic system for cultivating sustainable resilience. This is the toolkit for the Resilience 2.0 leader.

1. Focus (The North Star)
In the midst of noise, the ability to focus is a superpower. When everything is in motion, the leader must provide a static point of reference. This means ruthlessly prioritizing the few high-impact tasks that deliver results and cutting out the “busy work” that clutters the agenda. For the team, “Focus” means aligning energy with the organization's core purpose. You may not know *how* you will get there, but you must remain crystal clear on

where you are going and *why* it matters.

- 2. Fast (Speed of Adaptation)**
Perfection is the enemy of progress in a permacrisis. “Fast” is not about rushing; it is about the speed of iteration. It implies valuing effective action over slow, perfect planning. Resilience 2.0 leaders encourage their teams to test ideas, launch “minimum viable” solutions, and learn quickly from real-world feedback.
- 3. Flexible (Mental Agility)**
This is the ability to let go of a failing plan without ego. When a key supplier fails or a market shifts, the flexible leader doesn’t waste time mourning the loss of “Plan A.” They immediately pivot to generating Plan B, C, and D. It is the mental agility to hold your vision tightly while keeping your tactics light.



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis

4. Fearless (Courageous Conviction)

Fearlessness in this context is not the absence of fear – it is the mastery of it. It is the courage to make high-stakes decisions with incomplete information. It is the willingness to decommission a legacy product or pivot a strategy because you have the conviction that it is right for the long term. This inner strength is fueled by “detached self-awareness” – the ability to observe your own anxiety without being swayed by it.

It is the leader’s job to ensure the team doesn’t run dry, using positive emotion as a buffer against burnout.


The Leader's Mandate: The Chief Sense-Maker

In a stable environment, a leader’s role centers on optimizing processes and driving efficiency. In a permacrisis, the role undergoes a fundamental transformation. You are no longer just a manager of tasks; you are a **Manager of Meaning**. A “Chief Sense-Maker.”

5. Fun (The Human Element)

This is often the most overlooked element of resilience. You cannot sustain high performance in a crisis environment without replenishing emotional reserves. “Fun” here means fostering authentic human connection, celebrating small wins, and finding moments of lightness.

When external circumstances are chaotic, your most crucial job is to create internal clarity. You must absorb the complexity of the outside world and translate it into a coherent narrative for your team.



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis

Leading with “Clarity and Care”

This requires a dual approach. First, you must anchor the team in **Psychological Safety**. People cannot innovate when they are terrified. Create a space where team members feel safe to voice concerns or suggest risky ideas without fear of blame. When people are afraid to speak up, you lose access to the vital on-the-ground information needed to navigate the fog.

Second, you must practice radical **Transparency**. In a vacuum of information, human beings assume the worst. The antidote is to over-communicate. Be honest about what you know, what you don’t know, and the plan to find out more. Transparency builds trust far more effectively than projecting false confidence.

Leading Yourself First


You cannot project calm to your team if you are internally

chaotic. Resilience 2.0 begins with “Leading Yourself First.” This is the discipline of self-regulation. It involves checking your own “Anxiety Amplifier” tendencies and engaging in detached self-awareness. When you feel panic rising, name it. Acknowledge it. Then, choose a deliberate response rather than a reactive one. Your personal resilience is the ceiling for your team’s resilience.

Strategy in the Fog: From Paralysis to Experimentation

How do you make decisions when the future is opaque? The Resilience 2.0 leader abandons the quest for the “perfect decision” and adopts an **Agile, Experimental Mindset**.

Instead of betting the farm on a single, irreversible strategy, break large decisions down into smaller, safer steps.



The Fog is the Climate: Mastering Leadership in the Age of Permacrisis

Frame your actions as experiments designed to gather data. For example, rather than debating a new market entry for six months, run three low-cost experiments in one month to test assumptions.

This approach solves two problems:

1. **It cures decision paralysis:** The stakes for each step are lower, making it easier to act.
2. **It turns uncertainty into an asset:** Every experiment, whether it succeeds or fails, generates proprietary data that your competitors don't have.

This is the shift from a defensive posture to an offensive one. Once the immediate anxiety is managed, the resilient leader asks: "Does this disruption create an opportunity for us to fix a broken system, find a new supplier, or serve our customers in a way we hadn't considered?"

Conclusion: The Only Way Out is Through

The "fog" of uncertainty is not lifting. The pace of change will likely never be this slow again. Waiting for stability is a losing strategy.

The leaders who thrive in this era will be those who stop waiting for the storm to pass and start learning to navigate the rain. By embracing Resilience 2.0 – cultivating Change Fitness, adopting the 5Fs, and serving as the Chief Sense-Maker – you do more than just survive the permacrisis. You build an antifragile organization, one that gets stronger, smarter, and more capable the more the world shakes.

The path ahead is unclear, but with the right internal compass, you don't need to see the whole road. You just need to be ready to take the next step.

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**

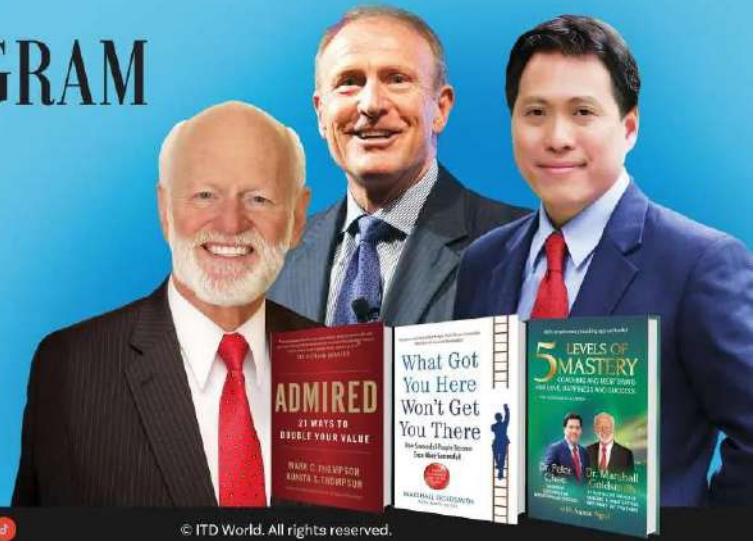
DR MARSHALL GOLDSMITH

World #1 CEO Coach

DR MARK C THOMPSON

World #1 Strategic Innovation Coach

DR PETER CHEE



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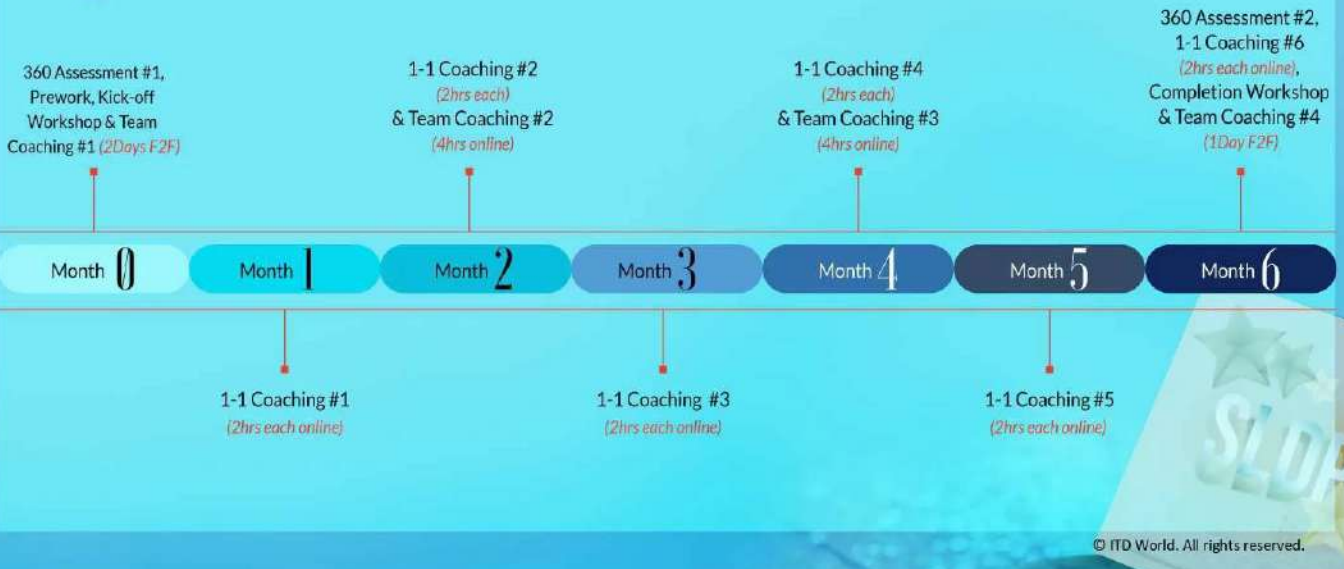
The Global Elite Senior Leadership Development Program (SLDP) is a customized mega-guru signature solution designed for senior top level executives who are committed to differentiate their leadership impact to enable sustainable growth in their organizations and community.

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.

PHASE 1 SLDP



360 Feedback Diagnosis & Discovery

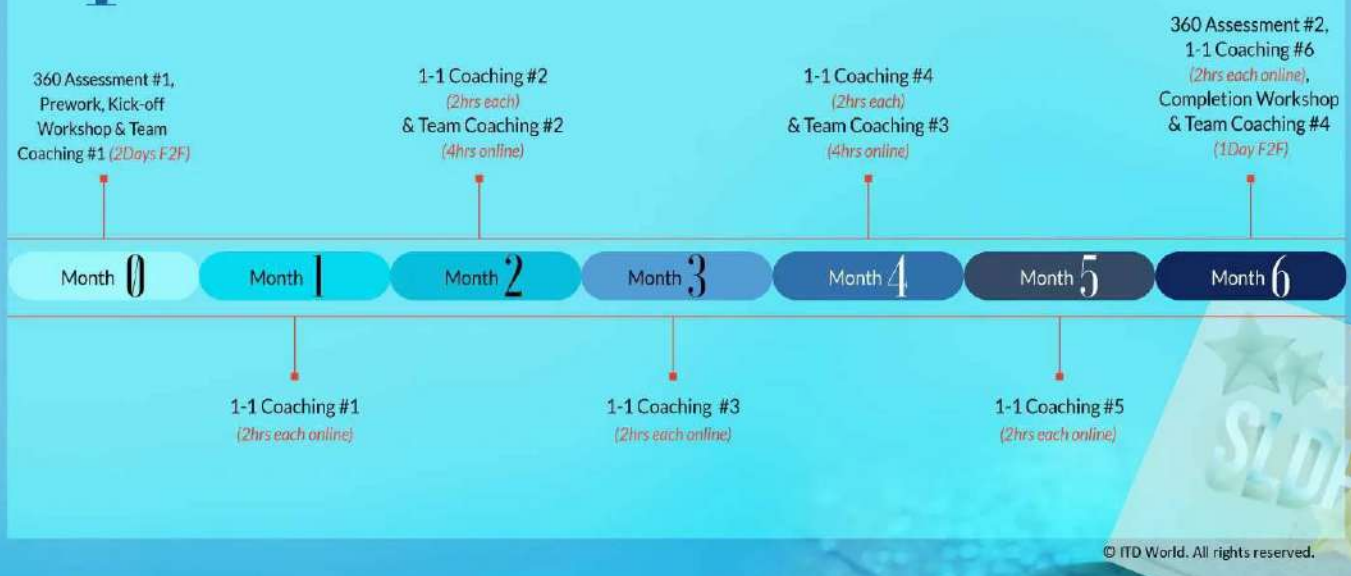
- Tested and proven diagnostic tool to evaluate global leadership excellence capabilities
- Gain insights on strengths to multiply and crucial areas for development
- Discover solutions for effective collaboration and influence with key stakeholders
- Identify areas to focus on during 1-1 and team coaching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

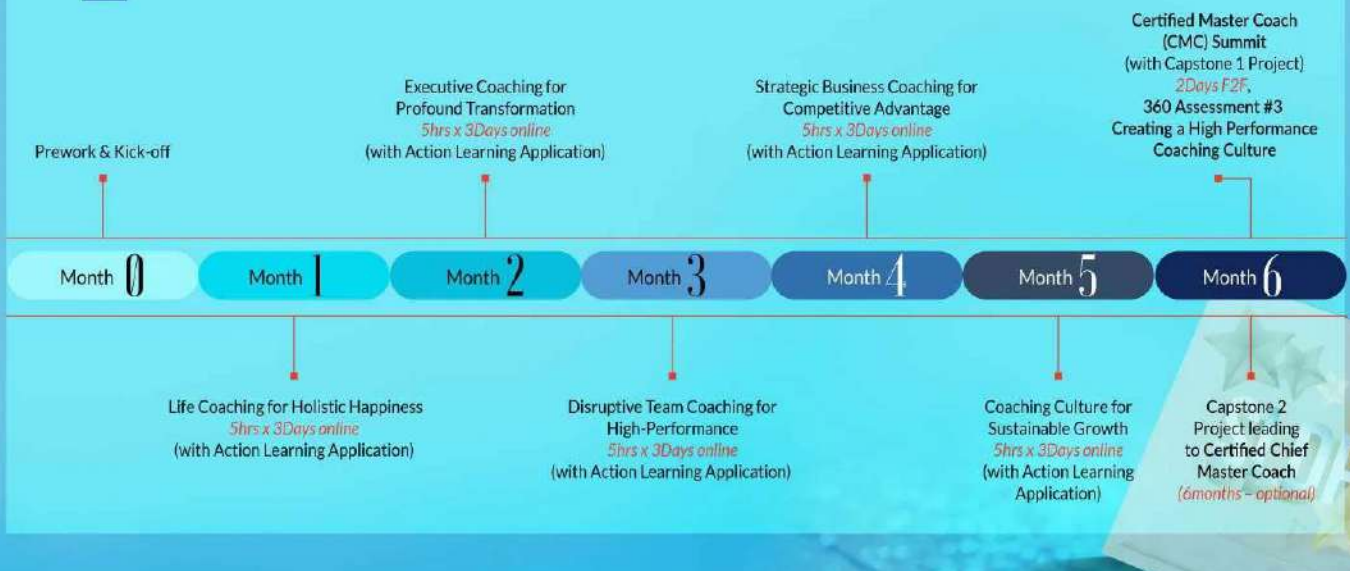
- Build High-Performing Teams ~ Foster trust and collaboration to create cohesive, results-driven teams.
- Align and Execute with Excellence ~ Integrate team goals with organizational priorities to achieve maximum impact and execution.
- Navigate Team Dynamics ~ Overcome challenges effectively with strategies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

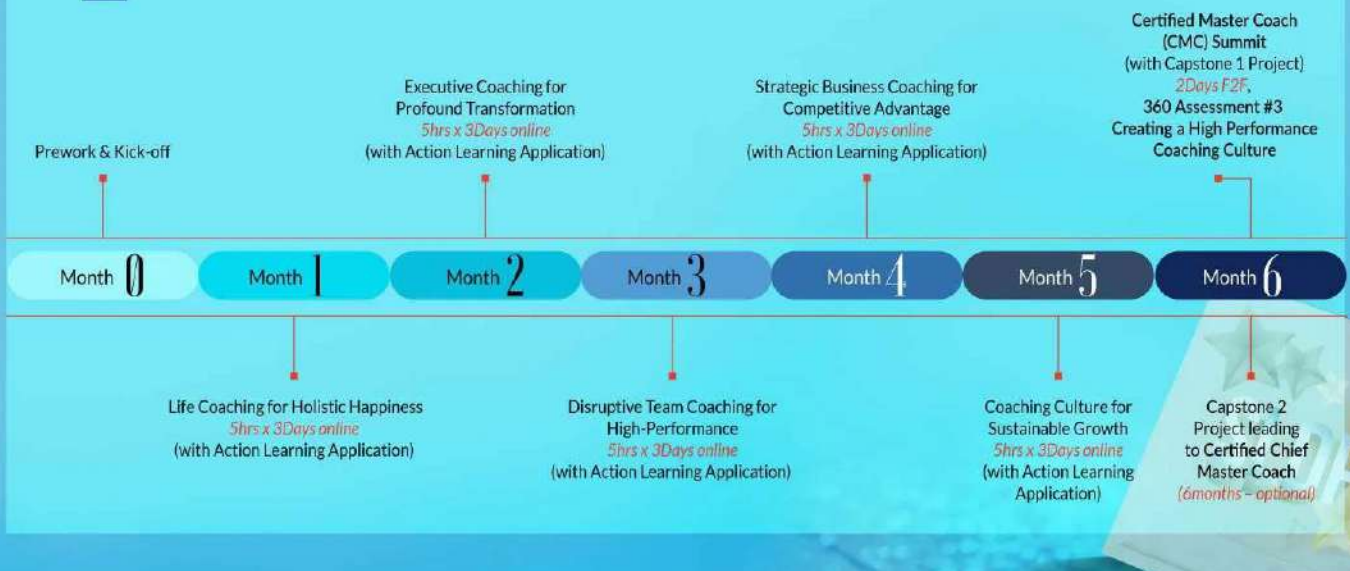
- Gain deep insight into the psychology of coaching and the different approaches to powerful coaching
- Understand the Coaching Mastery Model (CMM) and the Situational Coaching Model (SCM)
- Apply the 9 best practices of master coaches to deliver outstanding results
- Deploy 5 Levels of Mastery assessment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



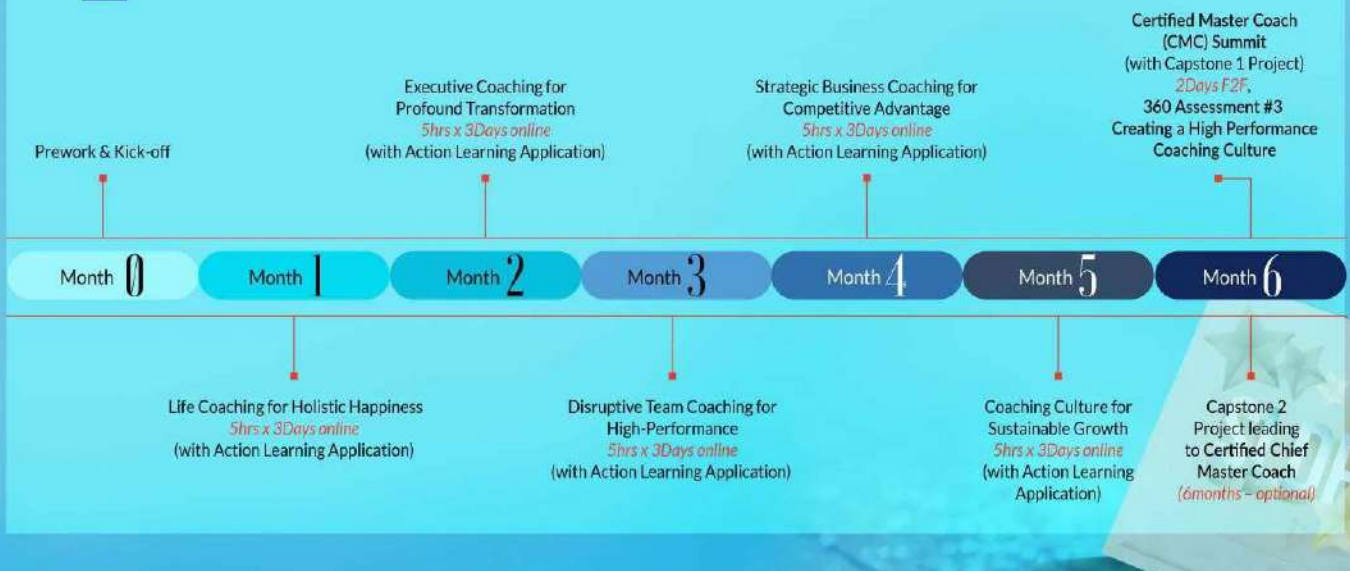
- Deploy tools and techniques for executive career coaching for high performance
- Enable coaching for different groups of top executives, key talents, successors, average-performers
- Gain insights into coaching executives in times of great need (e.g. radical changes, crisis, big vision)
- Learn how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

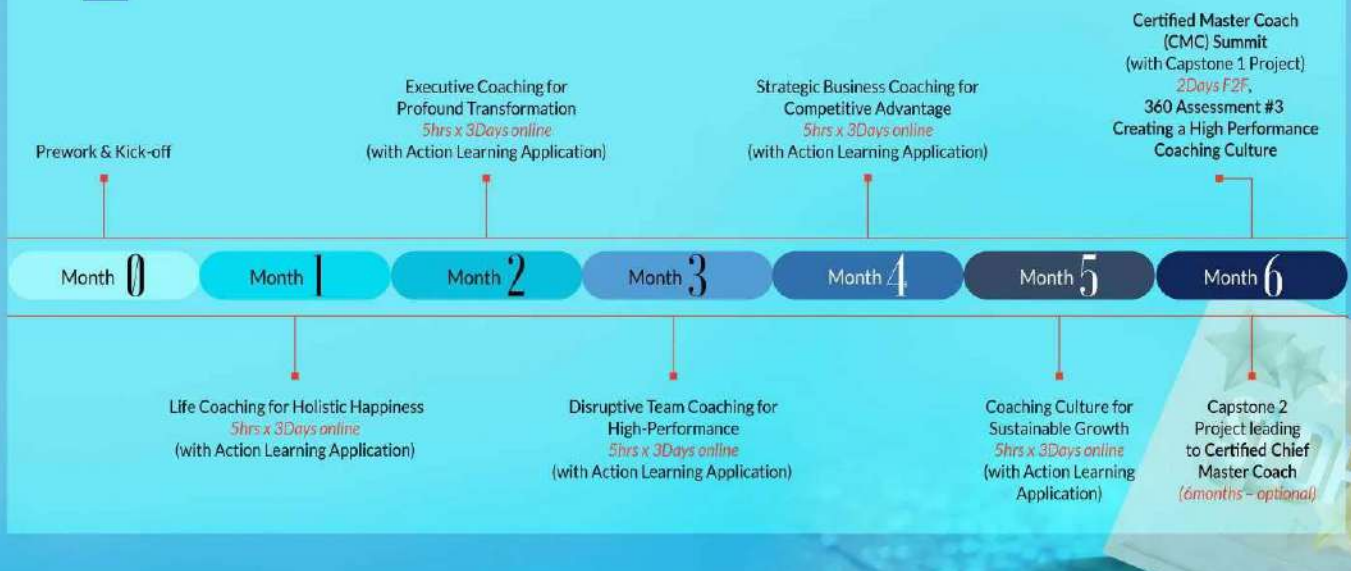
- Understand best practices of team coaching for strategic competitive advantage
- Apply team coaching using the strategy process to unleash the potential of strategic leaders
- Use team coaching authoritatively in the context of corporate and functional strategy
- Employ Scenario planning and Scenario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



Your Leadership & Coaching Culture Ecosystem
by World #1 Experts

What is LETs LEAD?

LETs LEAD is your leadership and coaching culture ecosystem by world #1 experts to enable leaders to transform and thrive for a better world.

LETs LEAD is your leadership and coaching culture ecosystem by world #1 experts to enable leaders to transform and thrive for a better world.



transform and thrive for a better world.

This Super App comes with **10** **GAME CHANGING SYSTEMS** to drive talent development in a coaching culture that fosters sustainable growth and competitive advantage.



LETs LEAD! Your Leadership & Coaching Culture Ecosystem by World #1 Experts.



CHRBP

ITD WORLD
Your Global Coaching &
Leadership Development Partner

Certified HUMAN RESOURCE BUSINESS PARTNER

Scan here for
more information



TRANSFORMING human resources

ENHANCING business partner capabilities

There are **2 levels of accreditation** when completing the CHRBP program.

S Upon fulfilling all workshop attendance requirements and also the timely submission of all coursework assignments, you will be awarded a **Certificate in CHRBP**.

S Subsequently when you complete a capstone project that illustrates evidence of successfully applying the CHRBP competencies in your organization, you will be awarded a **professional "Certified CHRBP" certification from ARTDO/ITD World.**

**FACILITATOR
KC YAN**



Benefits of attending this HRBP Program

why attend this 5-day program?

BY ATTENDING THE **5-DAY HRBP PROGRAM**, YOU WILL BE ENERGIZED AND HAVE A REFORMED HR PROFESSIONAL PERSONA:

- Self-belief in your personal ability to make a strategic difference to the business
- Belief in the strategic value of the HR function
- Confidence to have a strong point of view and express it even if it proves unpopular
- Knowledge and experience of the business and its intricacies and an ability to communicate in business terms
- An ability to build long-term, credible and trusting relationships with business (clients) and with HR colleagues
- A focus on delivering business outcomes through leveraging the whole HR function and acting as a strong role-model for the rest of the HR team



Objectives of the Program

upon completing the 5-day program, participants will be able to:

- Define the term human resource transformation and mega trends impacting that transformation
- Reflect on and identify strategies to address the key megatrends.
- Define the term human resource partnering
- Describe and summarize unique choices in HR transformation and HR partnering
- Examine in depth what Talent Management is and how it can become the focus of HR transformation
- Come up with a blueprint of a Strategic HR transformation and partnering plan and implementation
- Strengthen your personal credibility by building a set of partnering competencies that will make a difference to the business in strategy, change management, and organizational development and performance front
- Establish an effective HR Metrics and Analytics framework that provides critical business insights to the human capital model of the enterprise
- Deliver a differentiated and distinct integrated talent management capability to the enterprise

Who Should Attend

HR Managers, Directors, Vice Presidents, OD Practitioners and Senior Executives responsible for HR functions



Program Outline

Mode	Hybrid Approach a) Self Paced (Asynchronous) Learning – individual and group assignments, case studies, videos, google research b) Trainer Paced (Synchronous) Learning – interaction with class mates and trainer
Language	English
Duration	2 weeks – Week 1: 4 Modules over 2 days, Week 2: 6 Modules over 3 days 3 months to complete cap stone project Anticipate approx. 4 months from start to certification
Curriculum Structure	Transformational. Future Relevant. Practical 6 HRBP Competency Tracks with 10 Learning Modules, each Module 3.5 hours 1 Self Paced (Asynchronous) Learning – individual and group assignments, case studies, videos, google research 1) Decoding Business Partner Competencies, Roles, Expectations (3 modules) 2 Leading Change & Transformation (2 modules) 3 Becoming a Trusted Internal OD Consultant (1 module) 4 Leveraging HR Metrics & Analytics (1 module) 5 Shaping the Future of Talent Management & Leadership Capital (2 modules) 6 Designing & Delivering Agile HR Capabilities (1 module)
Testing & Certification	Assignments, Quizzes, Cap Stone Project, 360 Assessment (Before/ After)

A Detailed Look At the Modules & Curriculum

Track 1 (3 modules) Decoding Business Partnering	<ul style="list-style-type: none"> • HR Transformation – the Ulrich Change Champion Model • Contracting RACI With Business Leaders – Business RACI, HRBP RACI for People Processes • The (HRBP + OD = HR Strategist) Integrated Competency Model • RBL's HRCS Round 7 Model (Organization Enablers, Core Competencies, Delivery Enablers)
Track 2 (2 modules) Managing Change	<ul style="list-style-type: none"> • 3 Levels of Change Management (Design, Implement, Sustain) • Managing Expectations of Stakeholders • Overcoming Change Resistance; Change Readiness Diagnostics • Review of 3 Change Models (ADKAR, Kotter, GE CAP)

A Detailed Look At the Modules & Curriculum (cont'd)

Track 3 (1 module) OD – Consulting	<ul style="list-style-type: none"> • The 7Cs of Effective Internal Consulting • OD – Sx, Hx, Dx, Tx – Diagnostics & Design Thinking • Tools & Methods for Organization Vitality Check • Organization Capability-Vitality Audit
Track 4 (1 module) HRMA	<ul style="list-style-type: none"> • 3 Aspects of HRMA Value-Add: Reporting, Interpreting, Leveraging • Differentiating Between HRMA and EFMA • Important Roles & Responsibilities for Organizing the HRMA Function • Metrics vs Analytics (Working In the Business, Evaluating the Business, Working On the Business)
Track 5 (2 modules) Talent Management & Leadership	<ul style="list-style-type: none"> • Talent Definition & Talent Segmentation • Future Centricity of Talents = Future of Work • Setting Up an Integrated Talent Management Capability • Managing the Talent Brand • 3 Perspectives on Succession Planning
Track 6 (1 module) Agile HR	<ul style="list-style-type: none"> • Talent Definition & Talent Segmentation • VUCA of Business – Agile Human Resource Capability (Agile Leaders, Agile Employees, Agile HR Systems) • Designing Future Agile – 3 Adaptive Conversations (Agile Workflow, Agile Workplace, Agile Workforce) • Enabling the “AwE” Agile Model • Strategic Career Coaching

Course Leader Profile

KC Yan



- KC is a Human Resource Practitioner with extensive experience in manufacturing and service industry, with a number of leading global MNCs
- Senior Principle Consultant at ITD World, Corporate Director at ITD Asia and Director for ARTDO
- Sr Human Resources Director, Asia-Pacific & Japan of Freescale Semiconductor
- Responsible for business HR in 9 countries (Japan, Korea, China, Taiwan, Hong Kong, Malaysia, Singapore, India, Australia)
- Spin off from Motorola SPS, set up new performance culture, win in business, strategic talent life cycle development, from public to private LBO, build best in class regional HR leadership team
- Human Resources Director, Asia-Pacific & Japan of Motorola Semiconductor Product Sector
- Sr Human Resource Business Partner Reinsurance Asia of Swiss Reinsurance Company
- Head of Human Resources, Asia-Pacific
- Dual reporting to Group Executive Council Member & CEO of Asia Division in Hong Kong and Group Management Board Member & Group Head of Human Resources in Zurich (for Head Asia HR role) and MD Head of HR for Reinsurance
- Certified Coaching & Mentoring Professional
- Speaker at a variety of International and Regional for Creative Leadership, Corporate Executive Board and Conference Board
- Master in Industrial Management from University of East Asia, Macau

Endorsement



Swiss Re



KC was my Senior Human Resources business partner for my role as Regional President AsiaPacific for Swiss Re Group.

We built an effective relationship where he operated as a key sounding board and KC led HR related strategic discussions with the Asia Management Team.

Our key focus was resourcing and succession. Matters of talent engagement, retention and motivation were high on our agenda. KC was highly engaged, often at the individual person level in career discussions and made a valuable contribution to our success.



MARTYN PARKER

*Member of Group Management Board Chairman,
Global Partnerships SWISS REINSURANCE GROUP*



I have known KC Yan for over 15 years and he has impressed me as a person of high integrity and wealth of knowledge. KC had worked with me at Motorola Semiconductor as the Director of Human Resources for the Asia-Pacific Region.

We had worked closely in many areas, including compensation plan, performance evaluation, talent retention, competitive benchmarking, leadership training, talent pipeline and much more.

In addition, KC was also a key staff on my Asia Country Management Council, covering China, Hong Kong SAR, Japan, Korea, Malaysia, India, Singapore and Australia on strategic issues. His deep insights in organization development had contributed to the fast business expansion at the time. I believe his knowledge and skill set should benefit many of the companies seeking for performance excellence.



JOE YIU

*Chairman Emeritus Asia Region
FREESCALE SEMICONDUCTOR LTD
Formerly Executive Vice-President & General
Manager
Motorola Semiconductor Products Sector/Freescale*



I was privileged to work with KC Yan at Freescale Semiconductor. KC's strength lies in his keen ability to translate business strategies into granular bites for practical execution on the ground.

With his sharp analytical mind, he can "connect the dots" in the business with ease.

His strategic HR work around talent management and engagement has great impact on workforce retention. Certainly an excellent HR strategist with a well-balanced view of what makes business sense!



DATO' MOHD KHALIS ABDUL RAHIM

*Human Capital Officer
Malaysian Airlines Bhd*

Clients include

VIETNAM – Vietinbank, Vietnamworks, Petro Vietnam Drilling, VinGroup

MALAYSIA – Intel Malaysia, Osram Malaysia, B Braun Asia-Pacific, Motorola Solutions Malaysia, First Solar, Guinness Anchor Bhd., Robert Bosch, LotteChem Titan, University Sains Malaysia Graduate Business School, ShangriLa Hotels

MAURITIUS – Institutional Expertise Services, Mauritius Civil Service College

SINGAPORE – Schneider Electric Asia-Pacific

THAILAND – Inter Thai Pharmaceutical, ThaiBev

AFRICA – Africa World Scout Council

INDONESIA – Citibank Jakarta

Thrive WITH ITD WORLD'S e-Certification

e-Workshops →



← e-Workshop & e-Certification



DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
	Leadership Development Program ↗ Leading Strategy ↗ Leading Self & Others ↗ Leading Growth	Vietnam	F2F	Kenzer Tan KC Lee Dion Ooi	1,800-3,000/pax
23 January Kick-off	e-CCMP Certified in Coaching & Mentoring Professional ↗ ECS ↗ HOC ↗ EMS ↗ CMBS	International	Online	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000-3,690/pax
11 – 12 Feb 12 – 13 Mar 7 – 8 Apr 5 – 7 May					
26 – 27 Feb, 2 – 4 Mar	e-CTCS Certification in Talent Competency and Succession Management	International	Online	Dr William Rothwell	1,200/pax
27 Feb, 6, 13, 27 Mar 3, 10 April	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax



Thrive WITH ITD WORLD'S e-Certification

e-Workshops →



← e-Workshop & e-Certification

DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
30 – 31 Mar	Hybrid GWLDP Global Women Leadership Development Program – Phase 1	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax
27 March Kick-off	e-CCMC Certified Chief Master Coach	International	Online	Dr Marshall Goldsmith John Mattone Dr Peter Chee Darelyn DJ Mitsch Brenda Bence Dr Marcia Reynolds Arthur Carmazzi	9,830/pax
20 – 22 April					
20 – 22 May					
24 – 26 June					
22 – 24 July					
26 – 28 August					
4, 7, 11, 14, 18, 21, 25, 28 May (Mon & Thur)	e-CIDD Certification in Instructional Design and Development	International	Online	Dr Mario Aquino del Castillo	2,800/pax
11 – 12 May	Hybrid GWLDP Global Women Leadership Development Program – Phase 2	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax
6 – 7 May 12 – 13 May 18 – 20 May 25 – 26 May (8.30am-10.30am Vietnam time)	e-CTLP Certified Development and Learning Professional	International	Online	Dr William Rothwel Dr Mario Aquino del Castillo	2,800/pax
Tentative in May - June	CHRBP Certified Human Resource Business Partner	Vietnam	F2F	KC Yan	1,500/pax



Thrive WITH ITD WORLD'S e-Certification

e-Workshops →



← e-Workshop & e-Certification

DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
13 – 14 Jul	Hybrid GWLDP Global Women Leadership Development Program – Phase 3	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax
2, 9, 16, 23, 30 Jul 7 Aug	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax
8 – 9 June 29 – 30 June 20 – 21 Jul 17 – 19 Aug	CCMP Certified Coaching and Mentoring Professional	Malaysia	F2F	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000-3,890*/pax
6 – 8 Sept	53rd ARTDO Conference	Kota Kinabalu Malaysia	F2F		1,000/pax (Early Bird) 1,300/pax (Normal)
Sept	e-CCMC Certified Chief Master Coach	International	Online	Dr Marshall Goldsmith John Mattone Dr Peter Chee Darelyn DJ Mitsch Brenda Bence Dr Marcia Reynolds Arthur Carmazzi	9,830/pax
14 – 15 Sept 15 – 16 Oct 4 – 5 Nov 1 – 3 Dec	e-CCMP Certified Coaching and Mentoring Professional	International	Online	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000-3,890*/pax

* Includes Premium Access to LETs LEAD app



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← e-Workshop & e-Certification

DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
16, 23, 30 Oct, 6, 13, 20 Nov	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax

Legend





CCMP	Certified Coaching and Mentoring Professional	CTCS	Certification in Talent Competency and Succession Management
ECS	Essential Coaching Skills	CCMC	Certified Chief Master Coach
HOC	Heart of Coaching	CTP	Certified Training Professional
EMS	Essential Mentoring Skills	CHRBP	Certified Human Resource Business Partner
CMBS	Coaching and Mentoring for Breakthrough Success	GWLDP	Global Women Leadership Development Program
CTLP	Certified Talent Development and Learning Professional		
CIDD	Certification in Instructional Design and Development		



Letter from the Editors

Stay updated with the latest trends & insights in coaching, HR, and leadership development with ITD World Vietnam's monthly issues – compiled based on various research & publications from our team of experts and other world-renowned authors in the industry.

2026

	
<p>February 2026</p>	<p>January 2026</p>
<p>Topic: <i>The "Skills-First" Revolution</i></p>	<p>Topic: <i>The AI-Human "Power Couple"</i></p>
	

		
<p>December 2025</p>	<p>November 2025</p>	<p>October 2025</p>
<p>Topic: <i>Talent Sustainability</i></p>	<p>Topic: <i>Succession Planning</i></p>	<p>Topic: <i>Organizational Transformation</i></p>

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Mission

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