



APRIL 2026 EDITION

A special issue from ITD World Vietnam

TABLE OF CONTENTS

1	Letter from the Editors
2	The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect
3	Senior Leadership Development Plan (SLDP)
4	Let’s Lead
5	Upcoming Training Workshops & Webinars
6	Explore ITD’s Publications

Letter from the Editors

Dear valued readers!

The Middle Manager is tired. And it's our fault.

For the last decade, we have celebrated the visionary CEO and the disruptive entry-level innovator. But the people in the middle? We've mostly just given them more work.

We have arrived at a breaking point. Middle managers are currently the most burnt-out demographic in the global workforce, squeezed between the efficiency mandates of AI and the emotional expectations of a new generation.

As such, we are declaring April the month of the **Middle Manager Renaissance**.

The “hollowing out” of middle management is a strategic error. In a fragmented, hybrid, and hyper-fast world, middle managers are not bureaucratic gatekeepers — they are the organization's nervous system. They are the only ones capable of translating the C-Suite's vision into the frontline's reality.

But they cannot function with an outdated operating system.

Letter from the Editors

Key takeaways from this edition:

- **The Identity Shift:** Why managers must stop being “Super-Doers” and start being “Talent Architects.”
- **The New Toolkit:** Exploring why Emotional Intelligence and Conflict Resolution are no longer “soft skills”, but critical survival mechanisms.
- **Micro-Coaching:** How to break the “I don't have time” cycle by integrating leadership into the flow of work, rather than adding it to the to-do list.

It is time to stop squeezing the middle and start strengthening the core!

Warm regards,
ITD World Vietnam Team

THE MIDDLE MANAGER RENAISSANCE: FROM “THE SQUEEZE” TO STRATEGIC ARCHITECT



The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

The Unsung Casualty of the AI Era

If you look at the corporate landscape of 2026, the C-Suite is focused on AI integration and market disruption. The entry-level workforce (Gen Z and the emerging Gen Alpha) is focused on purpose, boundaries, and values.

But what about the layer in between?

For years, pundits predicted the death of the middle manager. The logic was that Artificial Intelligence would flatten hierarchies, automating the oversight tasks that managers traditionally held. They were wrong. AI didn't kill the middle manager; it *squeezed* them.

Today, middle managers are the most burnt-out demographic in

the workforce. They are trapped in a vice grip: pressure from above to drive efficiency and implement complex strategies, and pressure from below to mentor, support, and retain a workforce that demands high-touch, empathetic leadership.

They are expected to be therapists, strategists, data analysts, and taskmasters all at once.

However, smart organizations are realizing that this “hollowed out” middle is a critical failure point. You cannot have a thriving culture with an exhausted core. We are now entering the **Middle Manager Renaissance**. This is a shift where we stop viewing middle management as a layer of bureaucracy and start viewing it as the organization's “nervous system” - the vital link that translates high-level strategy into on-the-ground action.

The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

To save this demographic, we must equip them with a new toolkit. We must help them evolve from “Task Supervisors” to “Talent Coaches.”

This creates a vicious cycle. They view coaching as a “luxury” they don't have time for. They are drowning in operational weeds, unable to rise to the strategic surface.

The Diagnosis – Why the Center is Cracking

Before we can rebuild, we must understand the friction. Drawing from common coaching challenges, we see that the struggle isn't a lack of competence; it's a conflict of identity and resources.

1. The “Doer-Leader” Trap

Most middle managers were promoted because they were excellent individual contributors. They were the best engineers, salespeople, or coders. Now, they are expected to lead. Yet, under the pressure of tight deadlines, they default to what they know: doing the work themselves.

2. The Resistance Factor

Managers often report that their biggest hurdle is dealing with “uncoachable” employees or difficult personalities. In 2026, this resistance often manifests as a clash of expectations. The manager is pushing for KPI output; the employee is pushing for “psychological safety” and work-life balance. Without the skills to bridge this gap, the relationship fractures, leading to quiet quitting or active disengagement.

3. The Ambiguity of Success

In the old world, success was hitting a quota. In the Renaissance, success was “developing capacity in others.”

The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

This is harder to measure. Many managers struggle because they don't know how to track the ROI of their leadership behaviors. They feel productive when they clear an inbox, but they feel “unproductive” when they spend an hour listening to an employee's career concerns. This mindset needs a hard reset.

The New Toolkit – The Manager-as-Coach

To survive “The Squeeze”, middle managers must stop trying to manage *tasks* (which AI can help with) and start managing *people* (which AI cannot do). This requires mastering specific “High-Touch” leadership domains.

1. Emotional Intelligence (EQ) as a hard skill

Historically, EQ was a “nice to have.” Today, it is the primary engine of retention.

Middle managers are the first line of defense against employee burnout. The new toolkit requires them to detect subtle shifts in team morale before they become resignation letters. This involves deep listening - not listening to respond, but listening to understand. It means managing their own emotional triggers so they don't project stress onto the team. A manager with high EQ creates a “containment vessel” for the team's anxiety, allowing focus to return.

2. Navigating change and uncertainty

If the C-Suite sets the direction for change, the middle manager is the one who has to sell it. They are the “Change Agents.”

A critical coaching topic today is helping teams process the “Permacrisis.” Managers need the framework to help employees separate what they can control from what they cannot.

The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

They must move from simply delegating tasks to explaining the *context*. The “Why” is now just as important as the “What.”

3. Conflict resolution and Radical candor

In a hybrid, high-speed world, conflict is inevitable. The “nice” manager who avoids difficult conversations is a liability. The Renaissance Manager masters the art of “Radical Candor” - the ability to challenge directly while caring personally. They don't shy away from performance issues; they view them as coaching moments. They treat conflict not as a disruption, but as a sign that diversity of thought is happening. The skill lies in de-escalating the emotion so the logic can be addressed.

4. Strategic thinking (Escaping the weeds)

This is the hardest leap. To survive, managers must carve out

time to think. They must understand how their department's daily grind connects to the company's 5-year vision. This isn't just for the VP level anymore. A middle manager who can articulate the business strategy to their team creates alignment. One who cannot create confusion.

Overcoming the obstacles – How to make the shift

Knowing the toolkit is one thing; using it while the building is on fire is another. How do we help middle managers make this transition practically?

1. Reframe “time”

The number one objection is: “I don't have time to coach.”

We must reframe coaching. It doesn't always require a scheduled 60-minute sit-down.

The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

It happens in “micro-moments” - a 5-minute debrief after a meeting, a thoughtful question asked on Slack, or a feedback loop on a project. The Renaissance Manager understands that investing 10 minutes in coaching today saves 5 hours of fixing mistakes next week.

2. Addressing the “uncoachable”

When faced with resistance, the manager must shift from “telling” to “asking.”

The old model was directive: “Do it this way.” The new model is inquisitive: “What is blocking you from achieving this?” or “How would you approach this problem?”

By transferring the cognitive load to the employee, the manager reduces their own burden and increases the employee’s ownership. If an employee remains resistant to this growth-

oriented approach, the manager must have the courage to make tough talent decisions - another key aspect of the new toolkit.

3. Building a support ecosystem

Middle managers cannot do this alone. They need their own coaches. Organizations must stop assuming that because someone is a manager, they are fully formed. Peer coaching circles, where managers can share struggles without fear of judgment from upper leadership, are vital for maintaining mental health and sharing best practices.

Conclusion: The Glue that Holds it Together

The “hollowed out” middle is a myth we can no longer afford to believe.

The Middle Manager Renaissance: From “The Squeeze” to Strategic Architect

Note: This article has been adapted based on the core concepts from our articles about "[12 Leadership Coaching Topics](#)" and "[10 Common Coaching Challenges](#)", published on ITD World's blog

In 2026, the Middle Manager is the most strategic asset in the building. They are the ones who humanize the strategy. They are the ones who retain the talent. They are the ones who translate the abstract into the actual.

But they cannot do it while running on empty.

The Renaissance isn't just about demanding more from managers; it's about valuing them differently. It's about permitting them to step back from the “doing” so they can focus on the “leading.” It is about recognizing that in a world of artificial intelligence, the most valuable skill is genuine human connection, and that connection lives in the middle.

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**

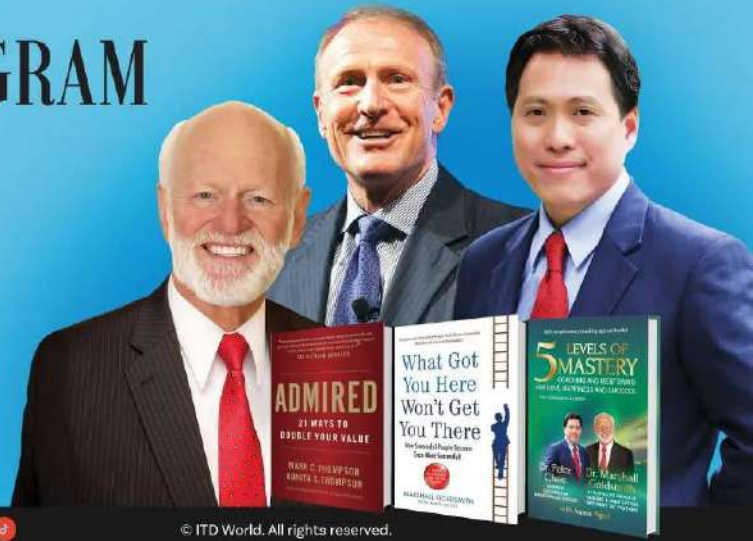
DR MARSHALL GOLDSMITH

World #1 CEO Coach

DR MARK C THOMPSON

World #1 Strategic Innovation Coach

DR PETER CHEE



www.itdworld.com/sldp

Follow us on    

© ITD World. All rights reserved.

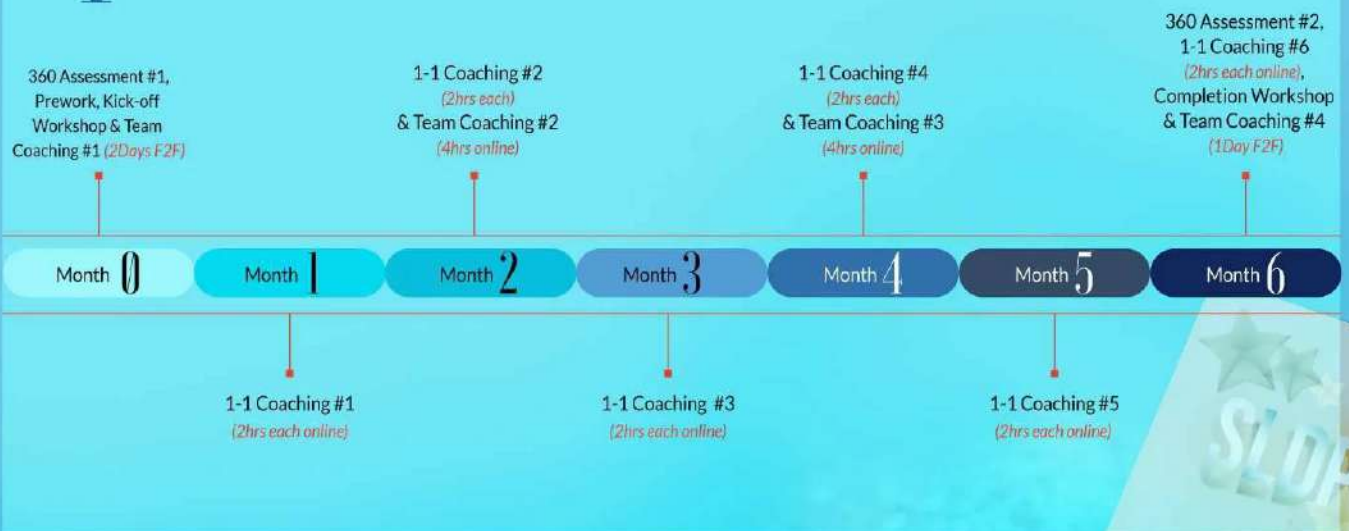
The Global Elite Senior Leadership Development Program (SLDP) is a customized mega-guru signature solution designed for senior top level executives who are committed to differentiate their leadership impact to enable sustainable growth in their organizations and community.

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



© ITD World. All rights reserved.

360 Feedback Diagnosis & Discovery

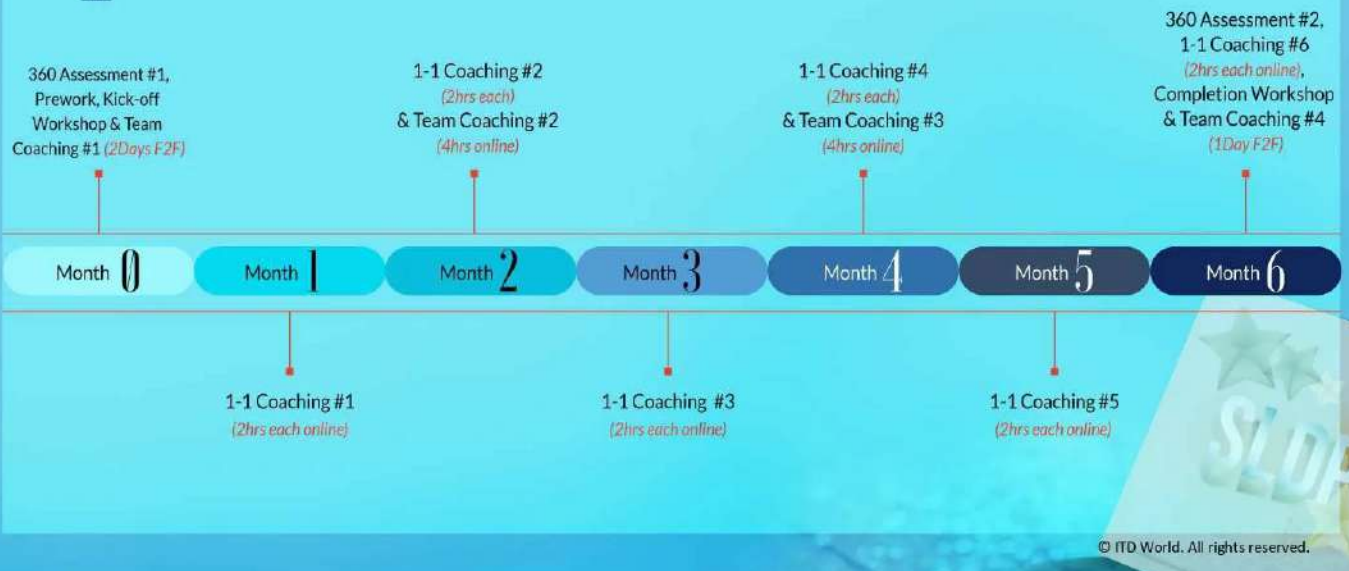
- Tested and proven diagnostic tool to evaluate global leadership excellence capabilities
- Gain insights on strengths to multiply and crucial areas for development
- Discover solutions for effective collaboration and influence with key stakeholders
- Identify areas to focus on during 1-1 and team coaching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

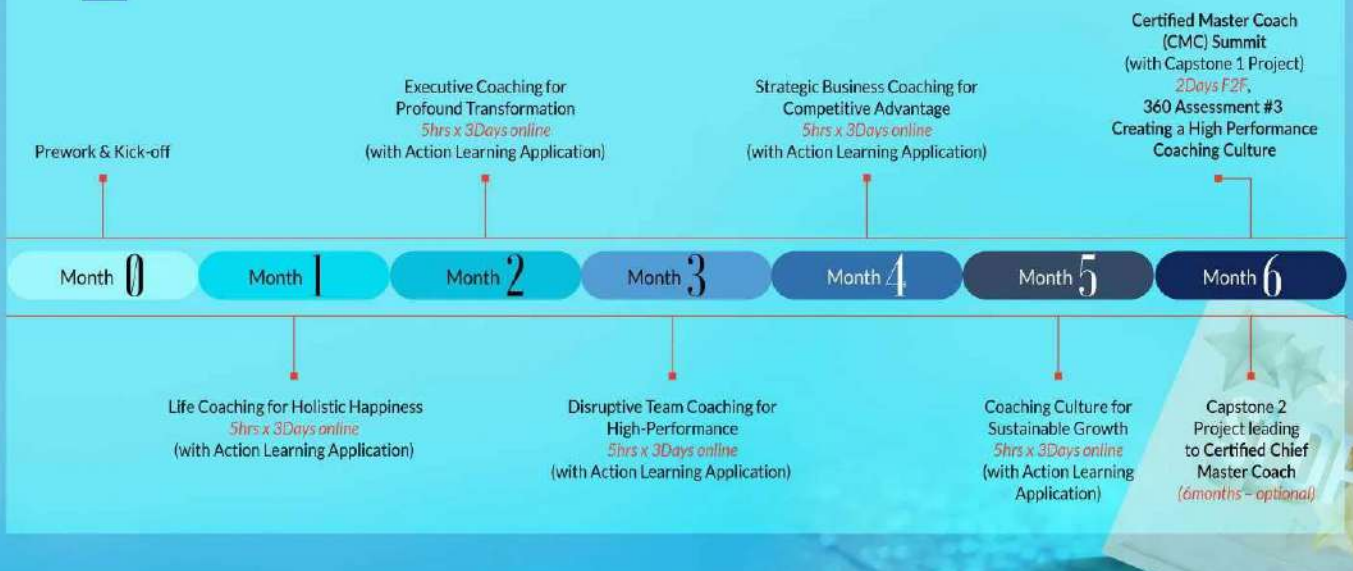
- Build High-Performing Teams ~ Foster trust and collaboration to create cohesive, results-driven teams.
- Align and Execute with Excellence ~ Integrate team goals with organizational priorities to achieve maximum impact and execution.
- Navigate Team Dynamics ~ Overcome challenges effectively with strategies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

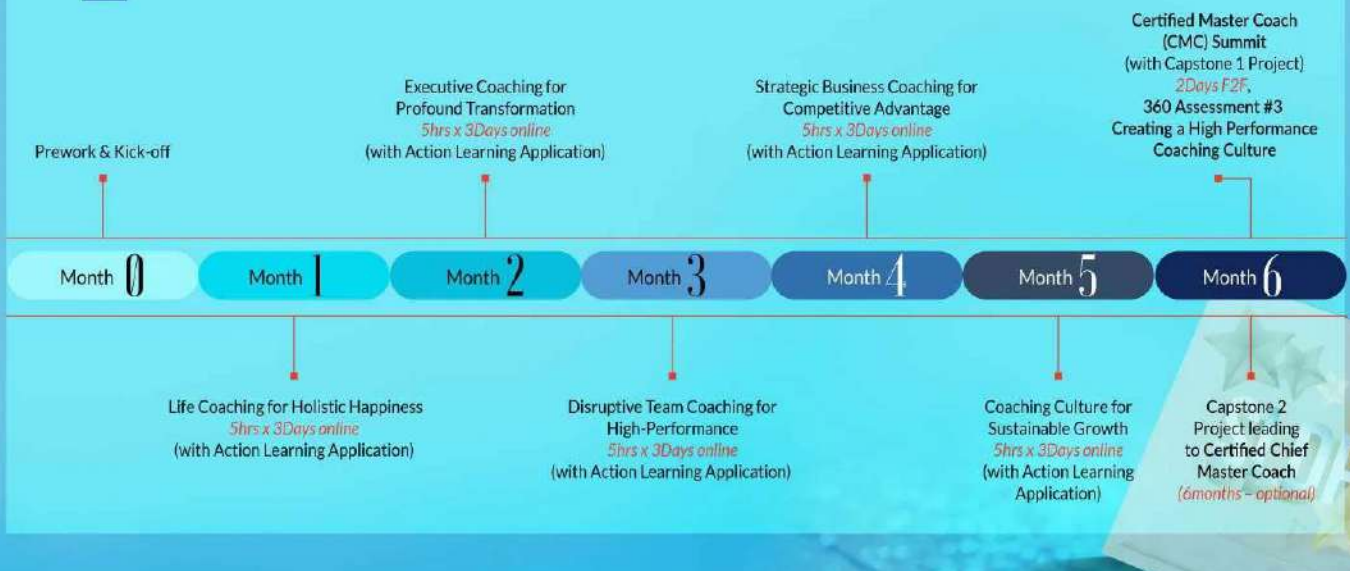
- Gain deep insight into the psychology of coaching and the different approaches to powerful coaching
- Understand the Coaching Mastery Model (CMM) and the Situational Coaching Model (SCM)
- Apply the 9 best practices of master coaches to deliver outstanding results
- Deploy 5 Levels of Mastery assessment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



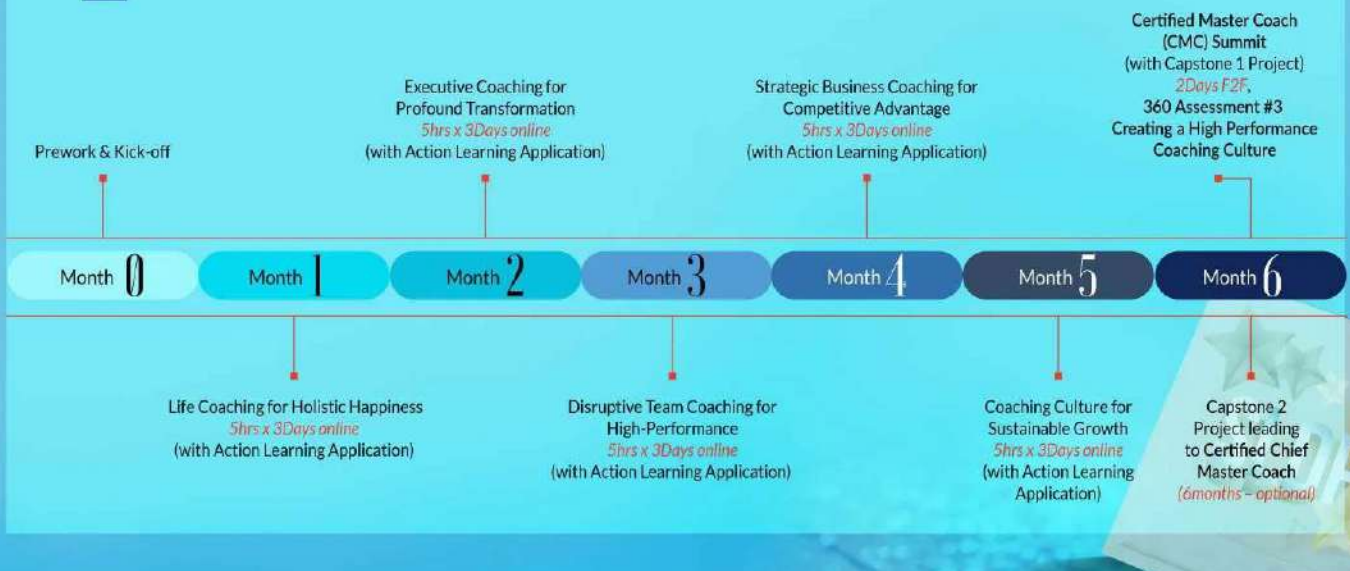
- Deploy tools and techniques for executive career coaching for high performance
- Enable coaching for different groups of top executives, key talents, successors, and average performers
- Gain insights into coaching executives in times of great need (e.g. radical changes, crisis, big vision)
- Learn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

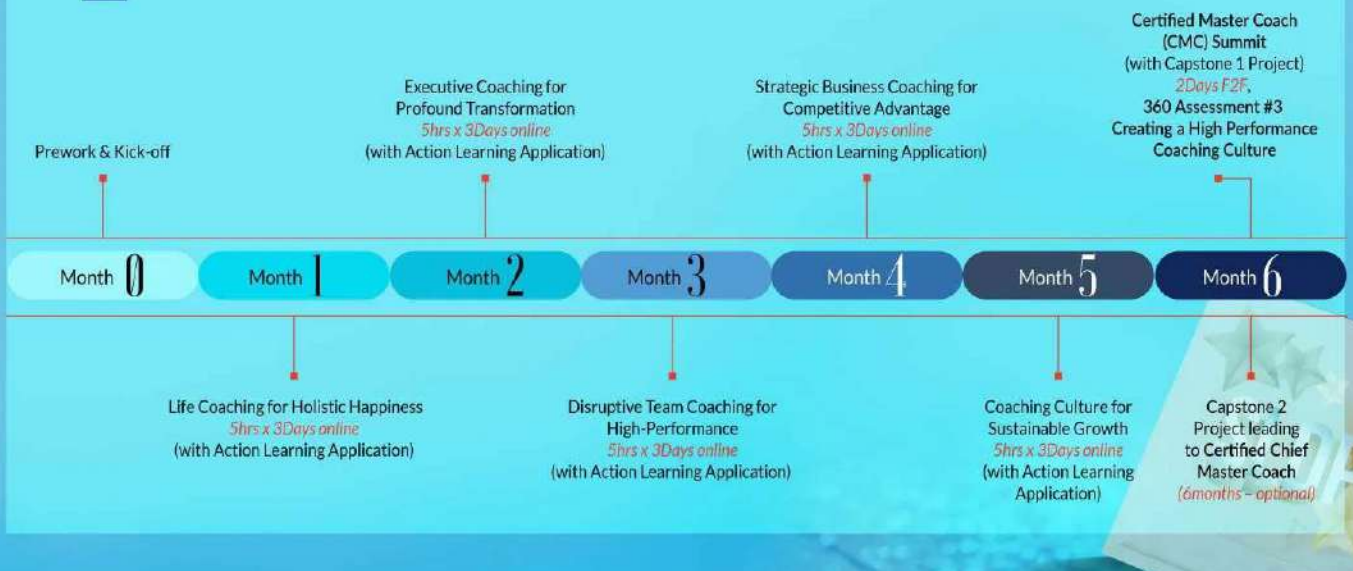
- Understand best practices of team coaching for strategic competitive advantage
- Apply team coaching using the strategy process to unleash the potential of strategic leaders
- Use team coaching authoritatively in the context of corporate and functional strategy
- Employ Scenario planning and Scenario-based 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 models, 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
- Understand and embrace the role as Chief Master Coach and CEO to coach and grow internal coaching talent

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

LETs LEAD by ITD World is a leadership and coaching development platform for leaders and organizations to build strong coaching cultures for peak performance. This super app integrates structured learning, peer collaboration, and cutting-edge coaching tools to transform everyday leadership interactions into impactful moments that drive results. Built by global experts including World #1 Coaching Professional Dr Peter Chee, LETs LEAD supports leaders to learn, practice, and apply leadership and coaching competencies for growth and performance.

10 GAME CHANGING SYSTEMS

LIVE!

Interactive sessions with global coaching gurus, cutting-edge tools demonstrations, and real-world leadership insights.

TRIPLE WIN

A global peer-to-peer network to enable and pay-it-forward growth.

RESULTS

Speed coaching tools, expert guidance, and a coaching log to document progress.

LEARNING

Structured journeys that build coaching and leadership competencies.

10X MASTERMIND

Small yet robust peer-driven mastermind focusing on problem-solving and breakthrough thinking.

365

Daily inspiration to keep development consistent

STORIES

Coaching stories with lessons leaders can apply in their life and work.

GAME

Gamification with points, badges, and community recognition.

MASTERY

Companion to the best-selling 5 Levels of Mastery book by Dr Peter Chee & Dr Marshall Goldsmith.

MARSHALL AI

AI-generated coaching insights drawn from Dr Marshall Goldsmith's expertise.

Enterprise Value

- Scalable leadership and coaching development across teams and organizations
- Build a sustainable coaching culture
- Increase engagement with community platforms and recognition systems
- Cost-effective subscription plans for individuals and enterprise
- Track development with analytics and dashboards (for enterprise package)



DOWNLOAD TODAY!



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	9,830/pax
20 – 22 April				Dr Peter Chee	
20 – 22 May				Darelyn DJ Mitsch	
24 – 26 June				Brenda Bence	
22 – 24 July				Dr Marcia Reynolds	
26 – 28 August				Arthur Carmazzi	
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	e-CTLP Certified Development and Learning Professional	International	Online	Dr William Rothwel Dr Mario Aquino del Castillo	2,800/pax
12 – 13 May					
18 – 20 May					
25 – 26 May (8.30am-10.30am Vietnam time)					
Tentative in May - June	CHRBP Certified Human Resource Business Partner	Vietnam	F2F	KC Yan	1,500/pax



e-CTLP CERTIFIED TALENT DEVELOPMENT AND LEARNING PROFESSIONAL

*Cutting-edge approaches to
People Development in the
dynamic present and beyond*



*The awarding body for eCTLP is Rothwell & Associates, Centre for
Talent and Competency Development.*

BY Dr William Rothwell and Dr Mario del Castillo

DATE MAY 6-7 12-13 and 18-20, 25-26

TIME 09.30am - 11.30am (MY/+GMT 8)

TARGET PARTICIPANTS

- > Talent Development Heads, managers and practitioners
- > Learning and Development Heads, managers and senior executives
- > Training managers, directors and practitioners
- > HR Heads and professionals

What is needed in the present era and beyond are fresh, cutting-edge approaches that are needed now to cope with the new and unusual, for a more future ready, strategically focused, continually developing, high performing human capital.

What does the future hold in store for work, workers, workplaces, and the world outside traditional workplaces? How can leaders create work settings where people can effectively learn as they work or even in anticipation of new changes and challenges? This certification will provide insights to answer these and other important questions. Participants will be given work-based assignments as part of the requirements of this certification.

LEARN ANYTIME AND ANYWHERE!



SAVE COST



SAVE TIME



STAY SAFE



STAY AHEAD



**AVAILABLE VIA
E-WORKSHOP**

For further enquiries, please visit: www.itdworld.com

Follow us on





Scan here for online registration

PREVIEW

28 APR, 12 MAY 2026

4:00 PM (GMT+8 MY/SG)



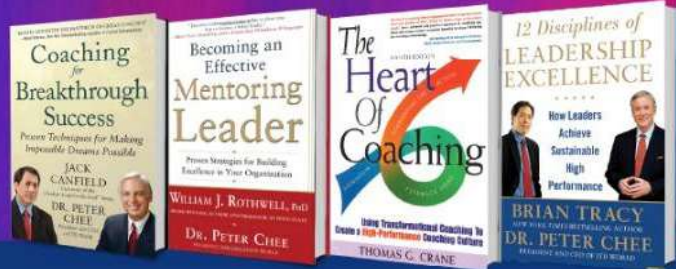
WE ARE #2 IN COACHING DEVELOPMENT PROGRAM

e-CCMP

CERTIFIED COACHING AND MENTORING PROFESSIONAL

This ICF accredited journey equips you with crucial coaching and mentoring competencies to add tremendous value to the people around you at work, home, and the community by unleashing their potential for great results.

- Module 1 Essential Coaching Skills
- Module 2 The Heart of Coaching
- Module 3 Essential Mentoring Skills
- Module 4 Coaching & Mentoring for Breakthrough Success



Plus Certificate in Performance Coaching and Certificate in Advanced Coaching and Mentoring

With e-Learning & e-Workshop

KICK-OFF SESSION

JUNE 2, 2026
3:00 PM - 4:00 PM

MODULE 1	JUN 22-23	1:30 PM - 6:00 PM
MODULE 2	JUL 23-24	1:30 PM - 6:00 PM
MODULE 3	AUG 17-18	1:30 PM - 6:00 PM
MODULE 4	SEP 21-23	1:30 PM - 6:00 PM
Zoom		GMT+8 MY/SG

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



Thrive WITH ITD WORLD'S e-Certification

e-Workshops →



← 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		



Explore ITD's Publications

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



March 2026

Topic: *Leading Through "Permacrisis"*



February 2026

Topic: *The "Skills-First" Revolution*



January 2026

Topic: *The AI-Human "Power Couple"*



MALAYSIA

ITD PENANG (Head Office)

Tel: +604 228 3869

E-mail: itdpg@itdworld.com

ITD KUALA LUMPUR

Tel: +603 6203 3880

E-mail: itdkl@itdworld.com

SINGAPORE

ITD INTERNATIONAL PLE LTD

Tel: +65 85 556 001

E-mail: itdsg@itdworld.com

THAILAND

INTERNATIONAL ITD LTD

Tel: +662 116 9336 to 7

E-mail: itdbkk@itdworld.com

VIETNAM

ITD VIETNAM

Tel: +84 28 38 258 487

E-mail: itdhcmc@itdworld.com

PHILIPPINES

ITD CONSULTING GROUP INC

Tel: +63 916 33 47 248

E-mail: itdmanila@itdworld.com

CAMBODIA

ITD-LDC

Tel: +855-23 555 0505

E-mail: itdcambodia@itdworld.com

INDONESIA

ITD-GLC

Tel: +6221 2930 8710

E-mail: itdjakarta@itdworld.com

MYANMAR

ITD - BCTC

Tel: +959 765 222 103

E-mail: itdmyanmar@itdworld.com

MEDITERRANEAN

ITD MEDITERRANEAN

Tel: +90 532 263 6666

E-mail: itdmediterranean@itd-world.com

BRAZIL

ITD BRAZIL

Tel: +55 11 99961 9706

E-mail: itdbrazil@itdworld.com

EUROPE

ITD EUROPE

Tel: +55 11 99961 9706

E-mail: itdeurope@itdworld.com

AUSTRALIA

ITD AUSTRALIA

E-mail: itdaustralia@itdworld.com

AFRICA

ITD AFRICA

E-mail: itdafrica@itdworld.com

Mission

Transforming Leaders and Changing the World for the Better.

Vision

The #1 Global Coaching and Leadership Development Partner.

Core Values (LISTEN):

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

Competitive Advantage Statement:

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

Core Activities and Resources:

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

Exclusive Mega Gurus:

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

Quality Certification, Awards & Publications:



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



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



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

Clients:

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



Follow us on



ITD WORLD

www.itdworld.com