

# CORPORATE HIGHLIGHTS

# WELCOME



**DR. PETER CHEE**  
President & CEO of ITD World

We are glad to connect with you. It is our sincere intention to add the most value to you by using our greatest strengths and passion **to deliver sustainable results and growth**. The main purpose of this corporate highlight is **to share with you about the core strengths and key solutions** of ITD World so you can easily navigate through the abundant offerings and identify the most important ones that match your needs and objectives.

ITD World was founded on an inspiring and compelling mission of Transforming Leaders and Changing the World for the Better. Our origin goes back to April 1984 when a group visionary leaders established an institution that has emerged as global leadership development expert with a proven track record of delivering outstanding quality and results.

**ITD World's vision is all about people.** The truly shared meaning behind ITD World's torch goes beyond global excellence, it's about bringing 'light' to people's lives and helping people, organizations and nations attain their aspirations for a happier and better world.

## MISSION

Transforming leaders and changing the world for the better

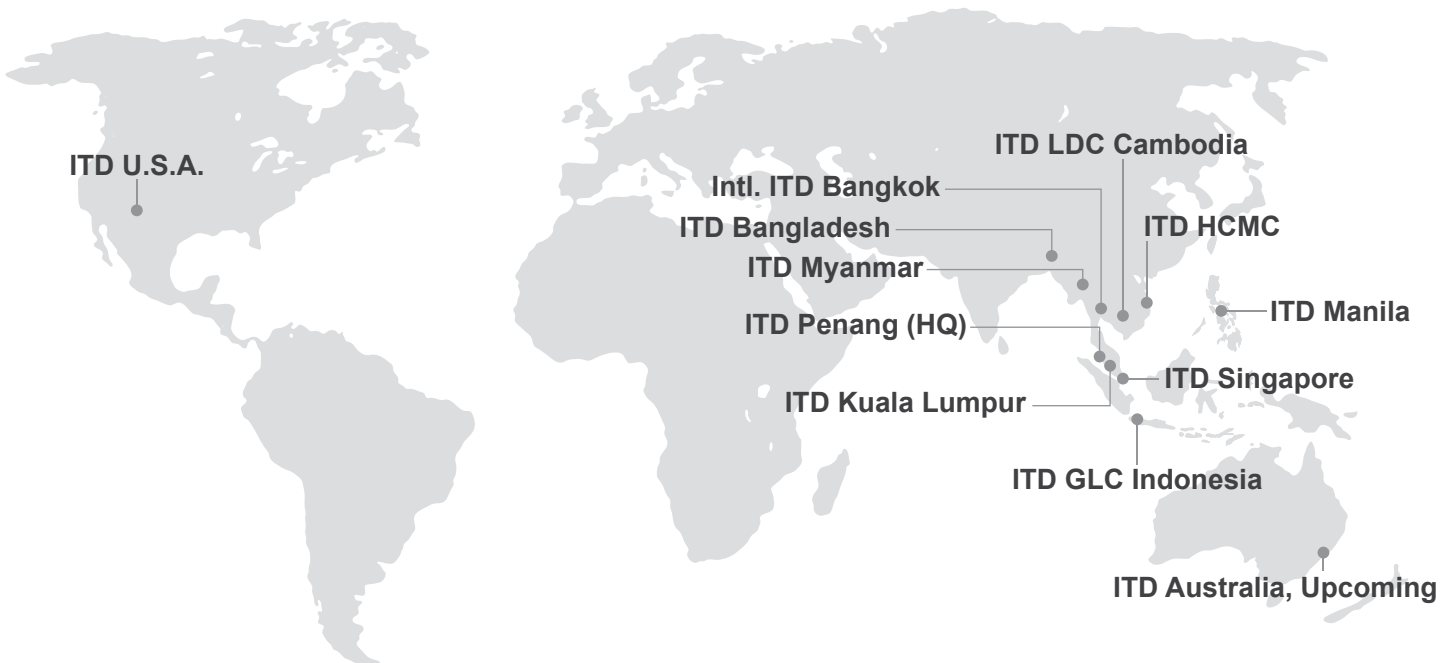
## VISION

The #1 global leadership development expert

## CORE VALUES

**LISTEN:**  
Love, Innovation, Synergy, Trust, Excellence, Nurture

## GLOBAL CENTRES OF EXCELLENCE



## 1 TALENT & LEADERSHIP DEVELOPMENT SOLUTIONS

- ▶ Aligning People Development with Business Results & Strategy
- ▶ Designing Results based Solutions & Mapping of Competencies
- ▶ Certified Competent & Professional Leader
- ▶ Certified Master of Leadership
- ▶ Enabling the 10-20-70 Model for Optimum Results
- ▶ Integrating Training, Coaching, Mentoring & Action Learning & Assessments
- ▶ Delivering Bottom-line Results

## 2 HIGH PERFORMANCE TEAM COACHING CULTURE SOLUTIONS

- ▶ Global Center of Coaching Excellence (GCCE) Expert Resources
- ▶ Strategy and Execution Workshop & Consultation
- ▶ Executive Coaching for Top Management & Top Talent
- ▶ Certify a Pool of Top Professional Coaches
- ▶ Train & Develop Leaders to be Competent Coaches, Mentors & Trainers
- ▶ Blended Learning Coaching & Mentoring Solutions
- ▶ Designing Coaching & Mentoring Results Matrix, Assessment, Process & Systems

## 3 TALENT MANAGEMENT & EMPLOYEE ENGAGEMENT SOLUTIONS

- ▶ Talent Management Strategy & Tactical Plan
- ▶ Implementing the Talent Management System & Matrix
- ▶ Potential Assessment & Succession Planning System
- ▶ Certify a Pool of Talent & Competency Professionals
- ▶ Designing & Implementing Engagement Systems, Tools & Surveys
- ▶ Executing Engagement Interventions & Results Measurement
- ▶ Developing and Certifying Leaders to Maximize Engagement



Our solutions are delivered globally face to face, fully online or blended.

### PROFESSIONAL COMPETENCY CERTIFICATION PROGRAMS

CERTIFIED MASTER OF LEADERSHIP (CML)	CERTIFIED TRAINING PROFESSIONAL (CTP)
CERTIFIED COACHING & MENTORING PROFESSIONAL (CCMP)	CERTIFIED CHIEF MASTER COACH (CCMC)
CERTIFIED HUMAN RESOURCE PROFESSIONAL (CHRP)	CERTIFIED PERFORMANCE MANAGEMENT PRACTITIONER (CPMP)
CERTIFIED HUMAN RESOURCE BUSINESS PARTNER (CHRBP)	CERTIFIED TALENT & COMPETENCY PROFESSIONAL (CTCP)



# WHAT IMPORTANT PEOPLE SAY ABOUT US

"The ITD Group is a highly professional international HRD organization with a strong and talented multinational team. They have never failed to exceed my high expectations."



*William J. Rothwell*

**William J. Rothwell**  
World Renowned Consultant & Professor, Pennsylvania State University.

"The ITD Group is a highly impressive multinational organization. The realization of its vision - enabling organizational and HR development goals that enrich lives and create a better society is highly admired."



*Jack Canfield*

**Jack Canfield**  
World's Top Guru on Success & Peak Performance

"I have personally worked with various teams at ITD Group all across Asia. My experience has been absolutely wonderful. They really add value to people and I found that they are a team of excellence with uncompromising integrity and they share the same values as mine. These are some of the reasons why I am really enjoying the partnership with ITD group."



*John C. Maxwell*

**Dr. John C. Maxwell**  
World's #1 Leadership Guru

"Our talent and top leaders have shown significant improvement in the areas of strategy and goals alignment, collaboration, passion and results-orientation. We have been able to overachieve on our bottom-line business breakthrough goal. ITD world is truly at the forefront of the global leadership transformation field."



**LARS - AKE NORLING**  
FORMER CHIEF EXECUTIVE OFFICER  
DTAC ( PART OF TELENOR GROUP, NORWAY)

"Jack Canfield and Dr. Peter Chee have crafted the standard for anyone wanting to be an effective coach. Anyone being coached should make sure that their coach knows and follows these standards."



**DAVE ULRICH**  
PROFESSOR, ROSS SCHOOL OF MANAGEMENT,  
UNIVERSITY OF MICHIGAN,  
AUTHOR OF "LEADERSHIP SUSTAINABILITY"

"ITD World has delivered excellence in all the projects. Your teams have delivered outstanding results for us and you serve from the heart to really make a big difference to our leaders. ITD World team, you are truly the best leadership development strategic partner."



**DR. AGAPOL NA SONGKLA**  
GLOBAL CHIEF PEOPLE OFFICER,  
THAI BEV GROUP

"Dr. Peter Chee and ITD World have provided innovative and effective leadership and talent development solutions to Intel for various groups and factories for many years and I must say that we have achieved outstanding breakthrough results. I can say simply that ITD world is the best leadership and talent development expert."



**LAU CHZE TAT**  
FORMER FACTORY MANAGING DIRECTOR  
INTEL VNAT

"The 12 months executive coaching experience with ITD World has been absolutely outstanding. I along with my team have achieved a complete business turnaround, exceeding all key metrics. What is even more exciting is that the results are holistic and sustainable. I am deeply grateful for such an amazing life changing journey"



**VISHAL KAUL**  
VICE PRESIDENT  
PEPSICO

"ITD has been certifying UN trainers since 2007, we benefited from this splendid delivery. Since then I and my chief of section recommended ITD to all training Chiefs and Officers in all UN missions. Even UNHQ staff members have benefited from ITD's expertise. Since ITD entered the UN system, its trainers showed great improvement."



**MARIA CECELIA ICARO**  
UNITED NATIONS INTEGRATED MISSION  
TRAINING CENTER

# MEGA GURU GLOBAL STRATEGIC PARTNERS

At ITD World we make it possible for you to learn from the best to be the best. ITD- Mega Guru Signature programs are developed in partnership with the world's top gurus and authorities in respective fields.

We provide the widest range of over 100 excellent resource persons the comprise of : ITD - Mega Gurus, regional and local gurus, top master trainers, international certified trainers, coaches, consultants and certified local trainers.

## DR. PETER CHEE



- World #1 Coach for Strategic Innovation
- 1<sup>st</sup> Asian to co-author books with Dr. Marshall Goldsmith, Jack Canfield & William Rothwell
- Trained & developed leaders from over 80 countries



## DR. MARSHALL GOLDSMITH

- #1 Global Coaching Guru
- World's #1 Leadership Thinker
- Author of #1 New York Times bestsellers
- World's most Influential Leadership Thinker



## MARK C. THOMPSON

- World #1 CEO Coach by Goldsmith Global Awards
- World #1 Leadership Growth Coach
- Author of New York Times bestselling books



## JOHN MATTONE

- Executive Coach of Steve Jobs, Apple's late founder
- World #1 Coaching Guru by Global Gurus
- World #1 leadership coaching blog by Feedspot.com



## DR. MARCIA REYNOLDS

- International Coach Federation (ICF) Former Global President
- ICF Master Certified Coach (MCC)
- World #5 Global Coaching Guru by Global Gurus



## DR. JACK CANFIELD

- World's Top Guru on Success & Peak Performance
- Guinness Book of World Records for Most Books on NY Times Best Sellers List



## DR. WILLIAM ROTHWELL

- Best Selling Author of Over 180 HR & Management Books
- World Renowned Consultant & Professor, Pennsylvania State University



## THOMAS G. CRANE

- Author of bestselling book The Heart of Coaching
- World renowned consultant & facilitator
- Founder & CEO, Crane Consulting U.S.A.



## DR. JOHN C. MAXWELL

- World's #1 Leadership Guru
- NY Times Best Selling Author of Over 80 Books
- Developed over 5 million leaders in 126 countries



# CERTIFIED MASTER OF LEADERSHIP

The world's best in-house talent & leadership development solution



## WHAT will this Solution do for you & your organization?

- ☑ **INSPIRE** leaders to reach new heights of excellence.
- ☑ **ENABLE** application of learning, behavior and habit change.
- ☑ **CONNECT** learning to delivery of organizational results.
- ☑ **DEVELOP** and certify global leadership excellence competencies.
- ☑ **TRANSFORM** leaders and ensure consistent delivery of high performance.
- ☑ **ACCELERATE** the provision of a strong leadership pipeline talent for the future.
- ☑ **ACHIEVE** sustainable growth and competitive advantage.

**Certified Master of Leadership (CML)** is a result based learning solution developed for senior to mid-level leaders and high potential talents.

### Level 1 (6 months)

- Phase 1: Leading Self
- Phase 2: Leading People

**CERTIFICATE OF PROFESSIONAL LEADERSHIP (CPL)**

### Level 2 (6 months)

- Phase 3: Leading Growth
- Phase 4: Leading Strategy

**CERTIFIED COMPETENT LEADER (CCL)**

### Level 3 (6 months)

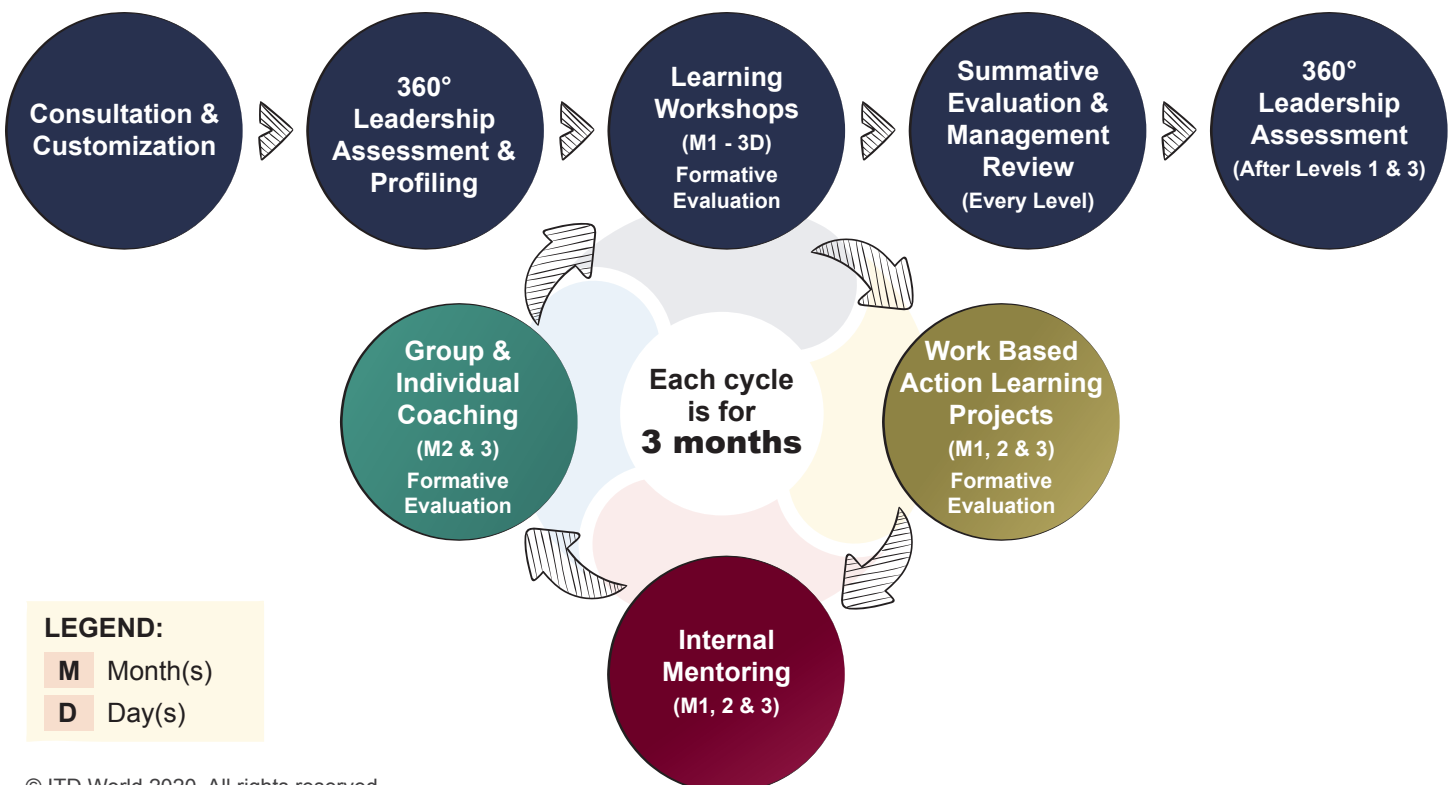
- Phase 5: Leading Execution
- Phase 6: Leading Innovation

**CERTIFIED MASTER OF LEADERSHIP (CML)**

6 Domains of GLOBAL leadership mastery + 360° Leadership Assessment + Learning Workshops, Coaching & Mentoring + RESULT based Action Learning Projects & Management Review

# THE WINNING DELIVERY SYSTEMS MODEL

FOR TALENT & LEADERSHIP DEVELOPMENT



**LEGEND:**

- M** Month(s)
- D** Day(s)

# THE STAR MODEL

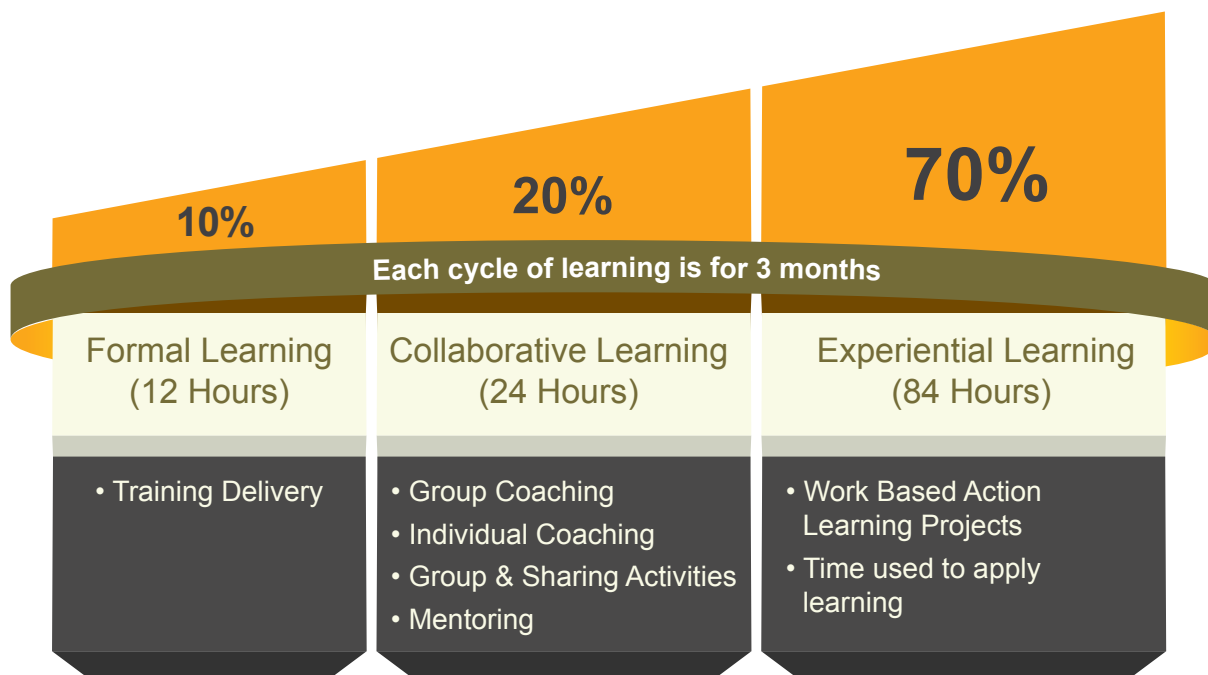
FOR TALENT & LEADERSHIP DEVELOPMENT



To download the program brochure, please visit:  
[www.itdworld.com/pro\\_cert](http://www.itdworld.com/pro_cert)

# THE LEARNING RESULTS MODEL

FOR TALENT & LEADERSHIP DEVELOPMENT





In collaboration with four of ITD World's Top Mega Gurus

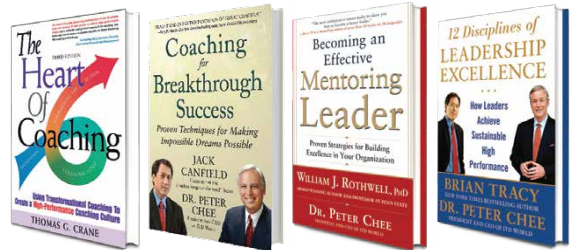
<b>DR. PETER CHEE</b>	<b>THOMAS G. CRANE</b>	<b>JACK CANFIELD</b>	<b>WILLIAM J. ROTHWELL</b>
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## WHAT MAKES

THE CCMP PROGRAM OUTSTANDING?

-  Brings together program intellect and design from the world's top authorities in coaching, mentoring and peak performance.
-  Recognized and approved by ICF (International Coach Federation) the world's leading professional non-profit professional body for coaching.
-  Learning support provided by a mentor coach throughout the action learning project phase.
-  A continuous learning intervention over 5 months that leads to professional mastery of coaching and mentoring. Delivered by the most experienced and competent facilitators and trainers.

The CCMP program is recognized by International Coach Federation (ICF) & approved for 83 Specific Coach Training Hours. Coaching, mentoring and growing people is indeed the most rewarding and fulfilling work of a lifetime.



-  Includes cutting-edge tools, learning materials and best-selling books to support effective learning, application and for ongoing research.
-  Uses training, coaching, mentoring, action and experiential learning all in one comprehensive results-based learning solution.
-  Comprehensive and effective assessment of each participant to demonstrate attainment of bottom-line results from coaching and mentoring.
-  The 3 awards obtained throughout the program offers great reward for achievement and motivation to learn, apply and succeed.

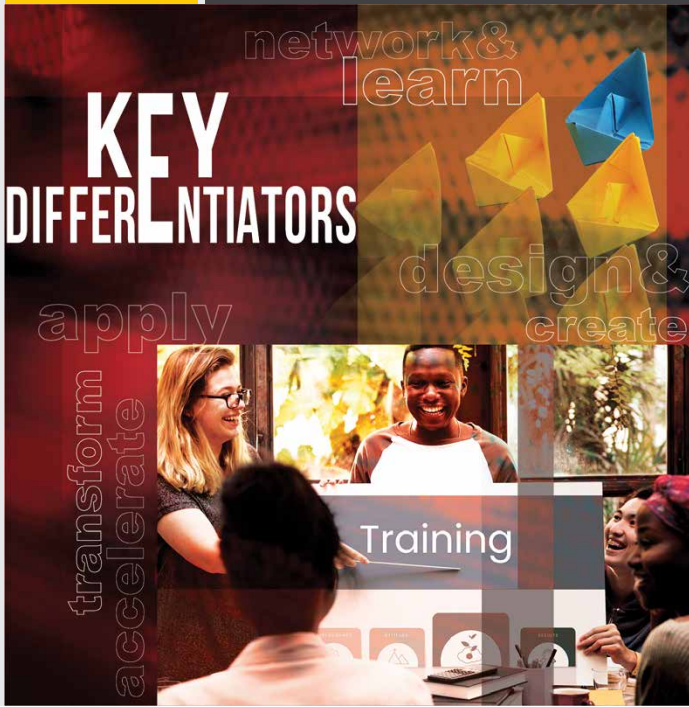
## PROGRAM MAP

### THE 3 PHASES

### THE 3 AWARDS







- ▶ **Master** learning from five of the world's top coaching gurus and be coached by the best to be the best
- ▶ **Leverage** best practices and learnings from cutting edge toolkit, materials, mobile app and eLearning
- ▶ **Accelerate** game-changing breakthrough results by accomplishing challenging assignments and projects
- ▶ **Transform and create** a high-performance coaching culture for exponential and sustainable growth
- ▶ **Empower** your rapid growth by having a chief mentor-coach throughout your journey
- ▶ **Synergize and network** with mega gurus, top leaders, key talents and industry captains
- ▶ **Validate** mastery with five certificate awards, CMC, and CCMC
- ▶ **Gain recognition and credibility** beyond academic qualifications such as MBAs and PhDs

## AWARDS MAP



## COURSE LEADER

Peter is the overall course leader. John, Marshall, Mark and Marcia will deliver keynote best practice sessions followed by open dialogue, Q&A in the respective courses. Other thought leaders in related industries are also invited to share deep learning insights.



A 12 months coaching intervention that delivers optimum results with 1-1 and team coaching methodology that enables leadership transformation and bottom-line results to create a high performance team coaching culture.

### METHODOLOGY

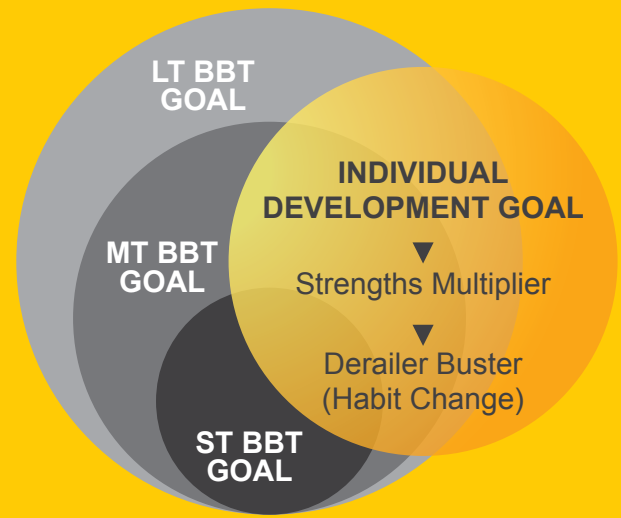
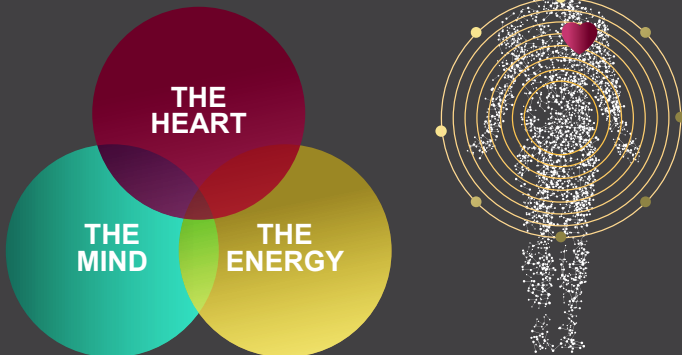
- ▶ 360 Degree Leadership Assessment and Profiling to assess development needs, leadership styles, strengths and areas for improvement
- ▶ Coaching Techniques for Breakthrough Results Workshop with Mind Mapping of the group business goal that is aligned with the company's overall business goal.
- ▶ Executive one on one coaching to unleash potential of leaders by drawing solutions from them to achieve their individual development and business breakthrough goal.
- ▶ Group coaching with leaders challenging each other to come up with innovative solutions, execution plan and how to synergize to reach the overall company's breakthrough goal.

### OUTCOMES & RESULTS

SMARTEST MOST COMPELLING BREAKTHROUGH GOAL

1. Alignment and achievement of most compelling Business Breakthrough (BBT) Goals and Development Goals
2. Alignment of Short Term (ST), Medium Term (MT) and Long Term (LT) BBT Goals
3. Enhance collaboration between talent leaders and their teams.
4. Talent leaders as role models of result orientation, positive disrupters and effective coaches
5. Talent leaders grow and multiply talent leaders

### COACHING FOR BREAKTHROUGH SUCCESS META MODEL



### PROCESS FOR RESULT-BASED BREAKTHROUGH COACHING SOLUTION



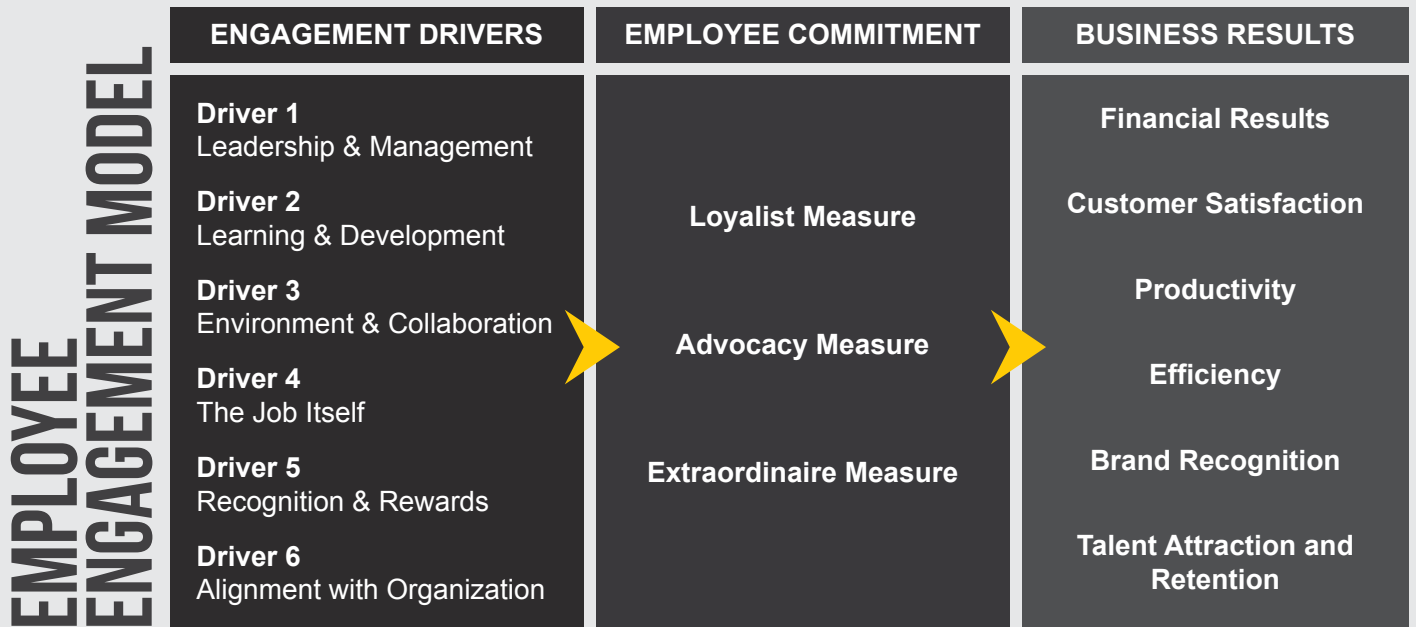
# LDR

## LEADER'S DAILY ROLE IN ENGAGING PEOPLE AND TALENT

Maximizing results, Engagement and Retention

**Great leaders** are the ones that genuinely engage with their people on a daily basis. They are involved in developing talent and creating great results with people through coaching, mentoring and energizing conversations.

**Engaging talent and creating a highly motivated team produces astonishing results.** The higher the levels of engagement, the more visible its effect on performance improvement, productivity, talent retention, excellent customer service, financial results and sustainable business growth.



## THE 10-MINUTE LEADER

Talent accelerator & multiplier

### ACCELERATED COACHING TIPS & BEST PRACTICE MODEL

- ▶ **Ask** Great Questions
- ▶ **Listen** Attentively and Empathetically
- ▶ **Appreciate** and **Encourage**
- ▶ **Avoid** Telling & Giving Advice
- ▶ **Get Consent** Before Giving Suggestion
- ▶ **Offer Feedback** as Needed
- ▶ Use the power of **focus** and **simplify**
- ▶ **Summarize** the key issues
- ▶ Move to **Action** and **Commitment**
- ▶ Provide Continuous **Support** and **Follow up**



### ACCELERATED MENTORING TIPS & BEST PRACTICE MODEL

- ▶ **Match** right expertise & expectations
- ▶ **Effective preparation** by mentor and mentee
- ▶ Build high trust relationship & exceed expectations
- ▶ Ensure effective **goals** and **challenges**
- ▶ **Reflect**, create & share power stories & models
- ▶ Be a great role model with effective dialogues
- ▶ **Frame** and reframe for a winning mindset
- ▶ Share network connections & create opportunities
- ▶ **Customize** multimethod, multisensory experience
- ▶ Action commitment, review & encouragement

## THE GREAT MANAGER MODEL



## ITD GLOBAL CENTRES OF EXCELLENCE:

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## INTERNATIONAL AWARD & RECOGNITION



The Global Leadership Development Expert

John Mattone, Mark C. Thompson.

### Mission

Transforming leaders and changing the world for the better.

### Vision

The #1 global leadership development expert.

### 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 leadership development solutions to leading global organizations. We offer comprehensive & innovative solutions that produce superior results.

### Core Activities & Resources:

Talent and Leadership Development; Corporate Training and Consulting; Professional Competency Certification; Mega Events and Seminars; Coaches, Mentors and Speakers Bureau; Community Services and Campaigns. Over 238 world-class programs and more than 100 dedicated mega gurus, top international resource persons, trainers, speakers, coaches and consultants from around the world.

### Mega Gurus:

Dr. Marshall Goldsmith, John Mattone, Mark C. Thompson, Dr. Peter Chee, Dr. Marcia Reynolds, Dr. William Rothwell, Thomas G. Crane, Dr. Jack Canfield, Dr. John C. Maxwell.

### 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**- "Coaching for Breakthrough Success," "12 Disciplines of Leadership Excellence," "Becoming an Effective Mentoring Leader," "The Leader's Daily Role in Talent Management" and "5 Levels of Mastery".

### Clients:

Intel, IBM, United Nations Missions, American Embassy, Agilent, Dell, Motorola, Nike, First Solar, Accenture, Citibank, Central Bank of Malaysia & Philippines, DHL, Ericsson, OSRAM, Infineon, Siemens, B Braun, Bosch, Beiersdorf, Schneider, TOTAL SA, Saint Gobain, Toyota, Ajinomoto, Samsung Vina, Singapore Press Holdings, Capitaland, PT Telkom, Siam Cement Group, Thaibev Group, CP Group, BaoViet, Sacombank, PetroVietnam, Petron, SM Supermalls, Thai Airways, Philippine Airlines, Shangri-La Hotels, Six Senses Resort, Sheraton, Prudential, AIA, GSK, MSD, Bayer, Johnson & Johnson, Unilever, Nestle, Pepsico, Flex.

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