

THE WORLD'S BEST IN-HOUSE TALENT AND LEADERSHIP DEVELOPMENT SOLUTION

CERTIFIED MASTER OF LEADERSHIP (CML)

IN COLLABORATION WITH THE WORLD'S LEADING MEGA GURUS



John C. Maxwell

- World's #1 Leadership Guru
- NY Times Best Selling Author of Over 70 Books



Jack Canfield

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



Peter Chee

- ITD World's Chief Coach who has developed leaders from over 80 countries
- Author of Coaching for Breakthrough Success & Inventor of the Situational Coaching Model



Robert B. Tucker

- World's Leading Innovation Guru
- Best Selling Author & Globally Renowned Innovation Consultant



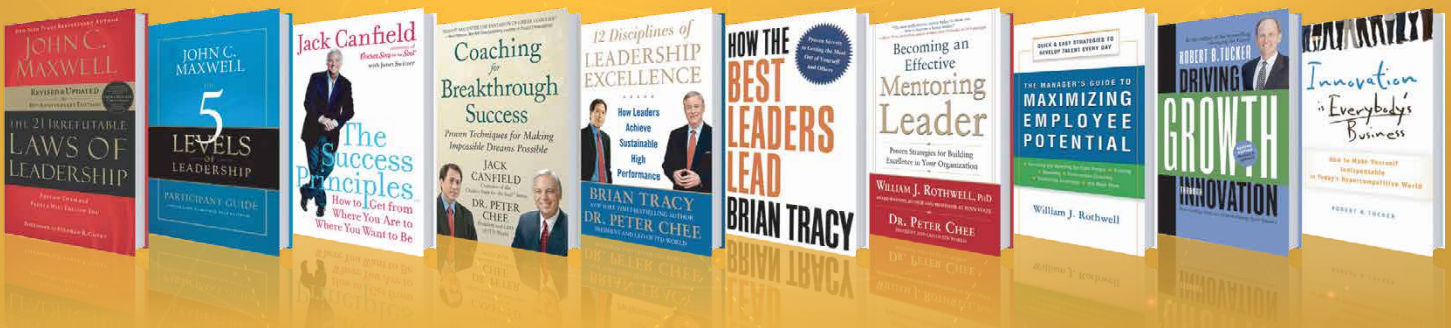
William J. Rothwell

- Best Selling Author of Over 100 HR & Management Books
- World Renowned Consultant & Professor, Pennsylvania State University



Jack Phillips

- Developer of the ROI Methodology, the most used evaluation system in the world
- Author and editor of more than 75 books on evaluation, metrics and analytics



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

6 DOMAINS OF GLOBAL LEADERSHIP MASTERY **+** **360°** LEADERSHIP ASSESSMENT **+** RESULT BASED ACTION LEARNING PROJECTS & MANAGEMENT REVIEW

MISSION: TRANSFORMING LEADERS AND CHANGING THE WORLD FOR THE BETTER

THE TALENT & LEADERSHIP ADVANTAGE

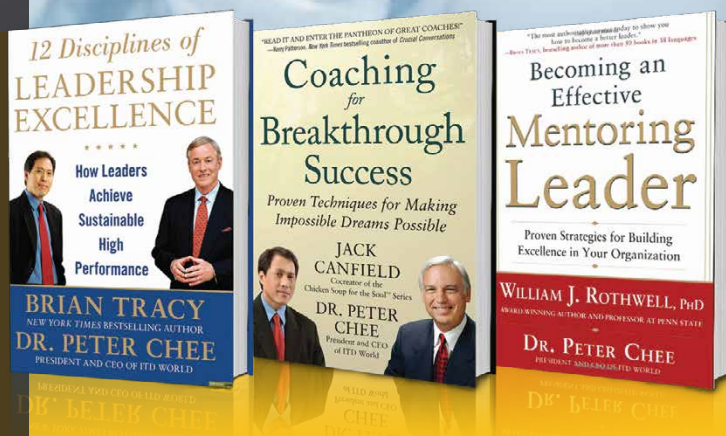


This **result based learning** solution is developed for senior to mid-level leaders and high potential talents.

Real world research has proved the fact that a talented employee can be as much as

20x more productive than the average worker.

Just imagine how much more we are capable of achieving with better leaders and more talent in our organization.



WHAT THIS SOLUTION will do for you and your organization?

CML

INSPIRE

leaders to reach new heights of excellence.

ENABLE

application or 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.

THE **STAR MODEL** FOR TALENT & LEADERSHIP DEVELOPMENT



To download the program content,
please visit:
www.itdworld.com/cml.php



To view the profile of ITD Mega Gurus
& resource persons, please visit:
www.itdworld.com/speakers



THE PROGRAM MAP

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

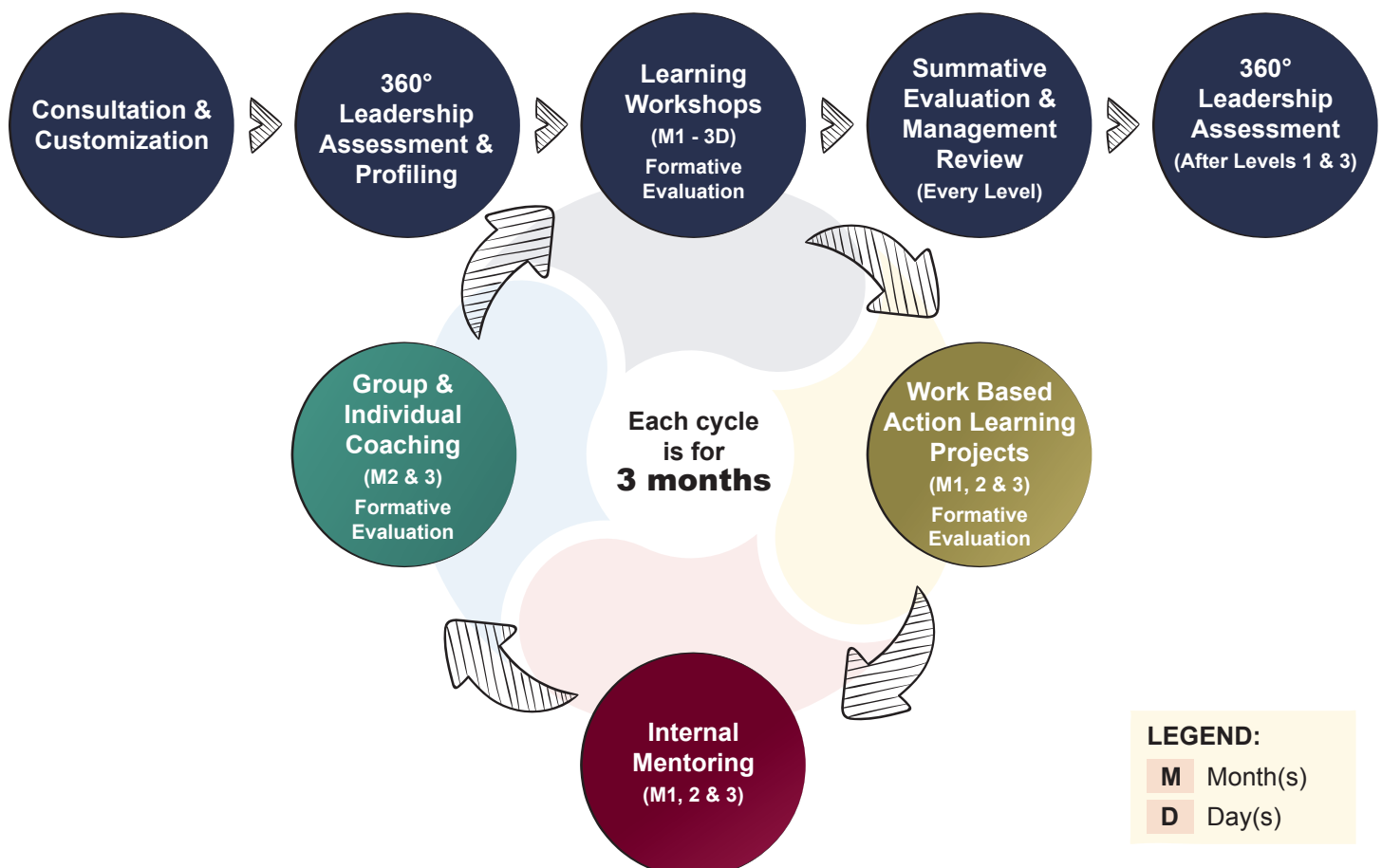
CERTIFIED MASTER OF LEADERSHIP (CML)

- **Certificate of achievement is awarded** upon successful completion of each phase.
- Each award is obtained upon meeting the required standards & submission of portfolio with **evidence of successful application of learning, habit change and real world results.**



THE WINNING DELIVERY SYSTEMS MODEL

FOR TALENT & LEADERSHIP DEVELOPMENT



THE 360 DEGREE LEADERSHIP ASSESSMENT

Core competencies of **global leadership excellence** will be assessed.

Pre, mid-point and post assessment will be carried out to ascertain the development and progress of each person.

Participants will be **assessed by themselves**, their superior, subordinates and peers.

Data would be **quantitative and qualitative** with indication of strengths, areas for improvement and what it would take for each person to be successful at the next level of leadership position.

WORK BASED ACTION LEARNING PROJECTS & MANAGEMENT REVIEW

- **Result based projects** related to work will be implemented during each phase.
- Submission of project report showing **evidence of application of learning, habit change and results** will be completed at the end of each phase.
- **Portfolio submission and presentation of the transformational journey** (before, during and after) will be made upon completion of each level during the management review sessions.



- PHASE 1 : **Your Breakthrough Goal Project**
- PHASE 2 : **Your Leadership Excellence Project**
- PHASE 3 : **The Coaching & Mentoring Project**
- PHASE 4 : **The Strategy Formulation Project**
- PHASE 5 : **The Strategy Execution & Change Project**
- PHASE 6 : **The Innovation Project**

THE MENTORING EXPERIENCE

- ▶ **Internal mentors** are matched with each participant.
- ▶ The mentor will provide specialist domain expertise in line with the needs of the mentee.
- ▶ Workshops to equip internal mentors are recommended as additional solution.
- ▶ External mentoring is optional.

THE COACHING DIFFERENCE

- ▶ Each person will have the certified professional coach work with them in groups and individually.
- ▶ Group coaching will tap on the collective wisdom of the team and **strengthen collaboration**.
- ▶ Individual coaching will be an empowering process of bringing out the best in each person with strong ownership and accountability to take action and produce results

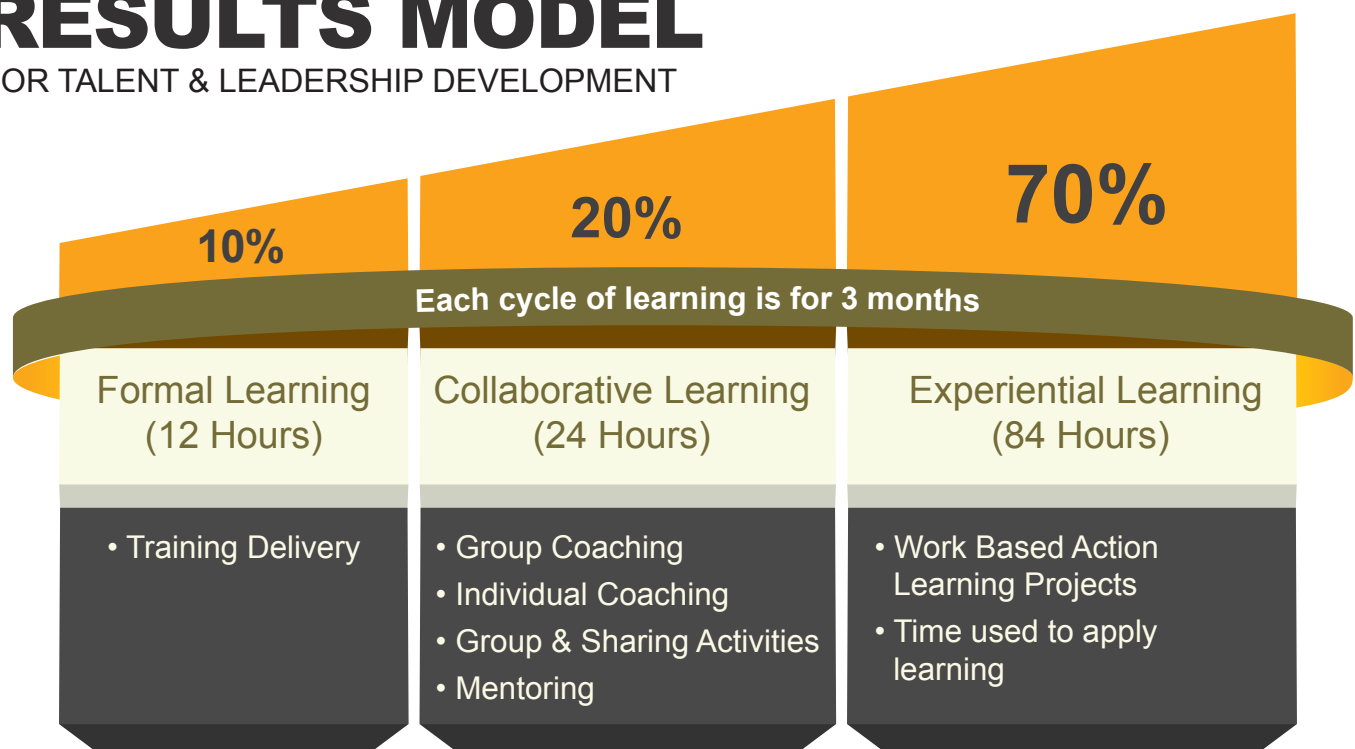
LEVELS OF EVALUATION

THE FOLLOWING LEVELS OF EVALUATION WILL BE APPLIED:

- LEVEL 1** REACTION TO PROGRAM
- LEVEL 2** LEARNING ASSESSMENT
- LEVEL 3** APPLICATION OF LEARNING AND BEHAVIOR CHANGE
- LEVEL 4** RESULTS-ORGANIZATION IMPACT
- LEVEL 5** RETURN ON INVESTMENT (ROI - OPTIONAL)

THE LEARNING RESULTS MODEL

FOR TALENT & LEADERSHIP DEVELOPMENT



SUMMARY OF DIFFERENTIATION & COMPETITIVE **ADVANTAGE**

- + Provides cutting edge learning from **the world's greatest leadership experts** and ITD World's Mega Gurus.
Uses the synergistic power of consulting, assessment,
+ training, coaching, mentoring, experiential action learning and management review - **all in one** comprehensive solution.
- + Develops **leaders with a much stronger commitment** and motivation for learning, behavior and habit change.
Offers a **comprehensive result based learning solution**
+ that is distinctly different from normal training and academic MBA or Doctoral programs.
- Incorporates superior world-class program content, design,
+ delivery system, methodology and evaluation that **delivers far greater value** compared to conventional programs.
- Enables superior results for organizations** that are
+ truly committed to talent & leadership development for competitive advantage.
- + Delivered by top international resource persons with **proven track record of excellent delivery.**



LEADERS ARE DEVELOPED & TRANSFORMED

“

You sow thoughts, you reap actions. You sow actions, you reap habits. You sow habits, you reap character. You sow character, you reap destiny.

”

Ralph Waldo Emerson

To download the program content,
please visit:
www.itdworld.com/cml.php



To view the profile of ITD Mega Gurus
& resource persons, please visit:
www.itdworld.com/speakers



ITD GLOBAL CENTRES OF EXCELLENCE:

SINGAPORE

ITD INTERNATIONAL PTE LTD

Tel: +65 9737 5109 | Fax: +65 6223 6521

E-mail: itdsg@itdworld.com

MALAYSIA

ITD PENANG (Head Office)

Tel: +604 228 3869 | Fax: +604 228 6869

E-mail: itdpg@itdworld.com

ITD KUALA LUMPUR

Tel: +603 6203 3880 | Fax: +603 6203 3830

E-mail: itdkl@itdworld.com

THAILAND

INTERNATIONAL ITD LTD

Tel: +662 650 9324 to 8 | Fax: +662 650 9329

E-mail: itdbkk@itdworld.com

VIETNAM

ITD VIETNAM

Tel: +84 8 3825 8487 | Fax: +84 8 3825 8483

E-mail: itdhcmc@itdworld.com

PHILIPPINES

ITD CONSULTING GROUP INC

Tel: +632 887 7428 | Fax: +632 844 8874

E-mail: itdmanila@itdworld.com

CAMBODIA

ITD-LDC (LEADERSHIP DEVELOPMENT CENTRE)

Tel: +855-23 555 0505 | Fax: +855-23 224 598

E-mail: training@ldcasia.com

INDONESIA

ITD-GLC (GLOBAL LEADERSHIP CENTER)

Tel: +6221 2930 8710 | Fax: +6221 2930 8747

E-mail: info@glcworld.co.id

AWARD & RECOGNITION



ITD WORLD

The Global Leadership Development Expert

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 ISO certified & 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.

Exclusive Mega Gurus:

Dr. John C. Maxwell, Dr. William Rothwell, Dr. Jack Canfield, Dr. Peter Chee, Brian Tracy, Robert Tucker, Thomas G. Crane.

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" and "Becoming an Effective Mentoring Leader."

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, Schneider, Saint Gobain, Toyota, Ajinomoto, Samsung Vina, Singapore Press Holdings, Capitaland, PT Telkom, Siam Cement 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.

Follow us on



ITD WORLD

www.itdworld.com