GWLDP GLOBAL UONEN LEADERSHIP DEVELOPMENT PROGRAM





INTRODUCTION

The Global Women Leadership Development Program (GWLDP) is a strategic initiative designed to empower women leaders excel and drive transformative change, especially in times of disruption and uncertainty.

Through GWLDP, organizations can foster a more inclusive leadership culture, ensuring that women are not only represented but are driving sustainable growth, innovation, and responsible governance at all levels. By investing in women's leadership development, organizations reinforce their commitment to creating more equitable, sustainable, and diverse environments—both within their teams and in the broader community.





What will this Solution do for YOUR WOMEN LEADERS & YOUR ORGANIZATION?



Women leaders cultivate self-mastery, balance, and purpose while organizations support them through inclusive and flexible work environments. Women leaders enhance team leadership and communication skills, while organizations foster collaboration and inclusion to support their growth. Women leaders strengthen strategic thinking and leadership skills, while organizations provide senior roles and clear pathways for impactful success.





GWLDP Roadmap



GWLDP EXECUTIVE Summary

The Global Women Leadership Development Program (GWLDP) is a strategic initiative designed to empower women leaders excel and drive transformative change, especially in times of disruption and uncertainty.

Key Highlights of this program

- Women leaders grow with support from organizations promoting work-life balance and flexibility.
- -- Women leaders enhance communication and teamwork, with organizations fostering collaboration and inclusion.
- Women leaders develop skills and gain growth opportunities within organizations.

PHASE 1: Learning Objectives

After this phase, participants will be able to:

- Develop productive habits and maintain motivation using proven strategies.
- Establish accountability partnerships and create a purpose-driven personal mission.
- .. Apply effective productivity techniques and measurement tools.
- ... Enhance well-being with the Eight Elements of Life Synergy Model.
- -- Strengthen relationships and community impact using the Seven Patterns of Love.
- ·· Foster gratitude and mindfulness through reflective practices.



S

HASE

Leading Self & Life

Women leaders develop self-mastery, emotional intelligence, and resilience for personal and professional growth, while organizations foster inclusive, flexible environments that support work-life balance and personal development.

Leading & Influencing Others

Women leaders build strong interpersonal and communication skills to lead and influence teams effectively, while organizations create opportunities for collaboration and inclusion, empowering women to take on influential roles.

Leading Strategy & Execution



Women leaders sharpen strategic thinking, decision-making, and project management skills to drive results, while organizations provide senior leadership roles and clear career paths to support women in achieving strategic leadership success.

PHASE 2: Learning Objectives

After this phase, participants will be able to:

- .. Understand and leverage mentoring as a critical growth tool.
- · Apply effective mentoring techniques and frameworks.
- ·· Enhance coaching skills using best practices and the Coaching Mastery Model.
- Facilitate meaningful coaching conversations to drive results.
- ... Strengthen relationships using the Seven Patterns of Love.
- Cultivate gratitude and joy through positive practices.



PHASE 3: Learning Objectives

After this phase, participants will be able to:

- ·· Master strategic management principles and strategic thinking.
- Apply analytical tools like McKinsey's 7-S, Porter's 5 Forces, and SWOT.
- Evaluate organizational success using industry analysis.
- ·· Conduct strategic analysis for competitive advantage.
- ·· Explore innovation using Blue Ocean Strategy.
- ·· Engage in critical strategic conversations with stakeholders.

METHODOLOGY The Results Based Approach





METHODOLOGY



The coach will harness the power of team dialogue during the group coaching session. Participants will gain from the learning and deep insights shared by the group members. This is also where participants present their own individual/group assignments/projects. Mutual respect, taking ownership, and accountability will be some of the ground rules.



DIALOGUE/WOMEN LEADERS FORUM

Global networking with leaders from different cultures and industries.

3

WORK BASED ACTION LEARNING

- Participant's Individual Assignment
- •• Group Project





EVALUATION Methodology



Evaluation report



GWLDP Syllabus

LEADING SELF & LIFE 5 LEVELS OF MASTERY & LEADERSHIP

PART 1

With complimentary coaching app and toolkit







PART 5 Levels of Mastery & Leadership

The "5 Levels of Mastery and Leadership (Part 1)" course in the Global Women's Leadership Development Program (GWLDP) empowers women leaders to unlock their full potential and lead with purpose



Focusing on personal growth and influence, this course helps participants develop habits that drive progress, overcome challenges, and uncover their authentic talents, passions, and values. It emphasizes aligning daily habits with goals and strategies to maximize productivity while addressing behaviors that hinder growth. Participants will learn to lead with joy, gratitude, and love, building meaningful connections and inspiring others. This course equips women leaders to achieve lasting success and create a positive impact in both their professional and personal lives.



LEARNING Objectives



At the end of the course, the leaders will be able to:

- ••• DEVELOP productive habits and maintain motivation using proven strategies.
- **ESTABLISH** accountability partnerships and create a purpose-driven personal mission.
- --- APPLY effective productivity techniques and measurement tools.
- ••• ENHANCE well-being with the Eight Elements of Life Synergy Model.
- ••• STRENGTHEN relationships and community impact using the Seven Patterns of Love.
- ••• FOSTER gratitude and mindfulness through reflective practices.



GWLDP Syllabus

& LEADERSHIP

LEADING & INFLUENCING OTHERS 5 LEVELS OF MASTERY

PART 2





PART 2 5 Levels of Mastery & Leadership INTRODUCTION

The "5 Levels of Mastery and Leadership (Part 2)" course in the Global Women's Leadership Development Program (GWLDP) is

designed to help women leaders develop the skills to inspire and empower others



Participants will learn effective mentoring practices to share knowledge and wisdom with their teams, peers, and future women leaders. The course highlights the transformative power of coaching, enabling women leaders to unlock their potential and support others in achieving their goals. It also explores ways to create greater value, drive meaningful global change, and inspire collective contributions. Ultimately, the course equips women leaders to leave a lasting legacy through mentorship, coaching, and purpose-driven leadership, empowering them to make a significant impact in their organizations and communities.

LEARNING Objectives





At the end of the course, the leaders will be able to:

- ••• UNDERSTAND and LEVERAGE mentoring as a critical growth tool.
- ---- APPLY effective mentoring techniques and frameworks.
- •••• ENHANCE coaching skills using best practices and the Coaching Mastery Model.
- ••• FACILITATE meaningful coaching conversations to drive results.
- ••• STRENGTHEN relationships using the Seven Patterns of Love.
- CULTIVATE gratitude and joy through positive practices.



GWLDP Syllabus LEADING STRATEGY & EXECUTION STRATEGIC THINKING & ANALYSIS



Strategic Thinking and Analysis INTRODUCTION



The "Strategic Thinking and Analysis" course is designed for global women leaders to master the essential skills of strategic management, which are critical for long-term organizational success. Participants will learn how to conduct environmental analyses, set clear visions and missions, and develop strategies that drive sustainable growth. The course focuses on

strategic thinking—helping women leaders analyze complex situations, envision future possibilities, and make informed decisions that align with long-term goals



By enhancing their strategic mindset and leadership toolkit, participants will become empowered decision-makers, capable of steering teams toward success and driving organizational growth and adaptability.

LEARNING Objectives





At the end of the course, the leaders will be able to:

- •• MASTER strategic management principles and strategic thinking.
- APPLY analytical tools like McKinsey's 7-S, Porter's 5 Forces, and SWOT.
- EVALUATE organizational success using industry analysis.
- ··· CONDUCT strategic analysis for competitive advantage.
- EXPLORE innovation using Blue Ocean Strategy.
- ENGAGE in critical strategic conversations with stakeholders.

FACILITATING TEAM& COACHES

(will be selected upon availability)

World #1 Strategic Innovation Coach DR PETER CHEE

- 1 \rightarrow President and CEO of ITD World who has trained & developed leaders from over 80 countries
- $2 \rightarrow$ World #1 Coach for Strategic Innovation awarded by Dr. Marshall Goldsmith
- $3 \rightarrow$ Ranked among the top three global coaching gurus
- $4 \rightarrow$ Co-author of books with top global experts Jack Canfield, Brian Tracy, William Rothwell and Marshall Goldsmith
- 5
 Creator of Coaching for Breakthrough Success & The Situational Coaching Model, Certified Chief Master Coach (CCMC) programs
- 6 → Passionately volunteers to coach leaders globally via his signature Sunrise Eureka Beach Coaching (SEBC)
- $7 \rightarrow$ Drives the 100million leaders mandate to fully sponsor coaching programs for a better world
- $8 \rightarrow$ Doctor of Business from University of South Australia







For more information, please log on to https://itdworld.com/drpeterchee/biography.php

Master Trainer & Top Coach ITD World SERELY ALCARAZ

- $1 \rightarrow \text{Executive Director at ITD World}$
- 2 → Top Master Trainer of "The Heart of Coaching", John Maxwell and Jack Canfield programs
- 3 → Developed over 100,000 leaders globally with some of the most famous organizations such as Accenture, AIG, Chevron, IBM, Toyota Motors, and United Nations
- 4 → Master in Management (MBA) from Asian Institute of Management and Bachelor of Science in Psychology and Bachelor of Science in Commerce Major in Human Resource Development from St. Scholastica's College
- 5 → Past President of ARTDO International (formerly Asian Regional Training and Development Organization)
- 6 → Past President and Chairperson of the Philippine Society for Training and Development (PSTD)
- 7 → Past Director & Officer of the People Management Association of the Philippines (PMAP)







- 1 → Senior Principal Consultant at ITD World and Founder of Kenzer Consulting specializing in Corporate Strategy and Scenario Planning, Business Turnaround, Growth Acceleration, Crisis Management, Restructuring, Downsizing and HR Excellence with over 30 years consulting and top management experience for large and medium sized organisations
- 2 → Proven leadership experience from Head Prefect to Managing Director of European listed MNC in Malaysia and China to Chief Assessor of Chief Minister Award
- 3 → Successfully implemented culture transformation initiatives in Siemens & Infineon which won all of Malaysia's Productivity and Quality awards – Prime Minister Quality Award (from PM) – National Productivity Award (from PM) – Quality Management Excellence Award (from PM) – National QCC (Quality Control Circle) Champion (from Minister) – Melaka Chief Minister Award (from CM)
- 4 → Broad based top management & functional experience in Total Quality Management, Customer Service, Strategic Planning, Operations, Human Resources, Information Technologies and Communications
- 5 \rightarrow Successful in turning around more than ten financially ailing companies in America and Asia
- $6 \rightarrow$ Leadership and management experience in large public companies as well as small and medium sized enterprises both in the roles of customer and supplier
- 7 → Cross-cultural management successes in American, European and Asian companies. Recipient of the Best Employee of the Year Award from the Prime Minister



World #1 Leadership Branding Guru BRENDA Bence

- 1 \rightarrow #1 Global Branding Guru by Global Gurus 2021
- 2 → Built mega brands for Fortune 100 companies, including Procter & Gamble and Bristol-Myers Squibb
- $3 \rightarrow$ Served in senior leadership positions for brands across 50 countries.
- 4 \rightarrow Consistently in the Top 10 World's Coaching Professionals, Global Gurus
- 5 ightarrow Authored 11 books including Master the Brand Called YOU
- 6 MBA from Harvard Business School
- 7 \rightarrow Coached and developed over 1000 senior leaders from 60
 - → nationalities across six continents and 70 industries, including Microsoft, Mastercard, Ogilvy, PWC, Standard Chartered, Johnson & Johnson and UBS





World #1 Professional Body: ICF Former President DR MARCIA Reynolds

- 1 → International Coach Federation (ICF) Former Global President
- $2 \rightarrow$ ICF Master Certified Coach (MCC)
- $3 \rightarrow$ World #5 Global Coaching Guru by Global Gurus
- $4 \rightarrow$ Doctorate in Organizational Psychology
- $5 \rightarrow$ Developed more than 100,000 leaders in more than 40 countries
- 6 → Authored several books including Coach the Person, Not the Problem; Outsmart Your Brain, Discomfort Zone and Wander Woman



Wander Woman How High-Achieving Women ind Contonnment and Directio



MARCIA REYNOLDS

ARCIA REYNOLDS



LIST OF COACHES

(will be selected upon availability)

- $1 \rightarrow\,$ Global Senior Advisor and Strategic Partner at ITD World
- $2 \rightarrow 20$ years of international leadership experience. Lived in 10 countries
- $3 \rightarrow \,$ Multiple Leadership & Business Awards by ICF, SwissCham, Britcham, E.U., etc.
- 4 ightarrow Former Executive Committee Member and Events Chair at ICF Singapore
- $5 \rightarrow$ International Corporate Coach certified by Singapore Management University
- $6 \rightarrow$ Registered Corporate Coach certified by Worldwide Association of Business Coaches
- $7 \rightarrow$ Associate Certified Coach certified by International Coaching Federation (ICF)
- 8 → Developed hundreds of leaders globally (virtually & in-person)
 from large multinational corporations across industries such as P&G,
 Google, Chevron, Hitachi, Humana, Daimler, Coca-Cola, etc.
- 9 → Master in Internation Relations by Monash University of Australia and National University of Singapore. Europe Business & Management Degree Background.
- $10\,{\rightarrow}\,Former$ Committee Member at Singapore Chamber of Commerce
- $11\,{\rightarrow}\,Former$ Global Senior Director of Facilitated Learning Design





- 1 \rightarrow Senior Director (Global Learning & Development), ITD World
- $2 \rightarrow$ Country Head for ITD INTERNATIONAL PTE LTD in Singapore and ITD INTERNATIONAL Ltd, Thailand
- 4 \rightarrow Certified LPI Consultant for LEONARD Personality Inventory
- $5 \rightarrow$ Certified Coaching & Mentoring Professional (CCMP)
- $6 \rightarrow$ Professional Certified Coach (PCC), International Coaching Federation (ICF), USA
- $7 \rightarrow$ Active practitioner and researcher in the art and science of Human Resource Development (HRD)
- 8 \rightarrow Doctorate in Business Administration, Universiti Sains Malaysia (USM)
- $9 \rightarrow$ MSc in Training & Human Resource Management (Leicester) and Bachelor's Degree in Economics (UKM)
- $10 \rightarrow$ Member of the Women Centre for Change, Penang
- 11 \rightarrow Founder of the Women Leaders Mentoring Community (WLMC)





EDWIN GODFREY JOHNSON



- 1 → Truly passionate international trainer and facilitator with more than 20 years of vast experience across the Asia Pacific region
- 2 → Accumulated wide experience in the field of logistics as well as in leadership, training, service writing and resource management
- 3 → Retired army officer of 28 years of service, commissioned in 1962 into the Malaysian Ordinance Corps, an integral branch of Armed Forces Logistics Service
- $4 \rightarrow$ Mentored by Gerald Green, a Toastmaster Accredited Speaker

- $5 \rightarrow$ Certified Instructor for ITD Mega Guru Signature Program The 360° Leader
- 6 → Certified Coaching and Mentoring Professional (CCMP) with specialization in the area of Leadership and Personal Development
- $7 \rightarrow$ Certified trainer for Essential Coaching and Mentoring Skills program
- 8 → Advanced Certificate in Coaching & Mentoring and a Certificate in Performance Coaching which is recognized and accredited by the International Coach Federation (ICF), the world's most recognized professional coaching association



DR SURYA DHARAMDASS





- 1 \rightarrow Global Quality Senior Principal Engineer and Consultant
- 2 → Total Quality Management Regional Trainer, ISO Internal Auditor, Regional Trainer for Human Resources Training
- $3 \rightarrow$ Certified Coaching and Mentoring Professional (CCMP)
- $\begin{array}{l} 4 \ \rightarrow \ \mbox{Associate Certified Coach (ACC)} \,, \\ & \mbox{International Coach Federation(ICF)}, \\ & \mbox{USA}. \end{array}$
- 5 → Acting Principal, Senior Lecturer and Global Examiner for Computer Networking, Web Publishing, Human Communication, Computer Programming, Editor for Computer Programming & Computer Networking Study Guides

- 6 [→] Doctorate in Business Administration, Universiti Sains Malaysia
- $7 \Rightarrow$ Master of Business Administration, University of Western Sydney, Sydney, Australia
- 8 → Graduate Diploma in Management Information System, University of Greenwich & IMIS, United Kingdom
- $9 \rightarrow$ Dell Certified Social Media & Community Professional
- 10[→] Member of Malaysian National Computer Confederation (MMNCC)
- $11 \rightarrow$ High Impact Facilitator
- 12 > Domestic Inquiry Panelist

DATO' DR. SHARIFAH HALIMAH SYED AHMAD



- 1 \rightarrow Over 30 years in operations, 13 years in higher education.
- 2 → CEO experience in HICOM Holdings and DRB-HICOM Berhad, leading KL Airport Services and HICOM University College.
- $3 \rightarrow$ Former Vice Chancellor of Meritus University and CEO of Meritus College.
- 4 → Transformational leader who mentors teams and communicates vision effectively, driving organizational change.
- 5 → Co-authored toolkit on leadership in transportation under APEC framework, focused on mentoring and diversity in leadership.

- 6 → Led teams in developing new institutions, improving customer bases, and meeting key performance indicators.
- 7 → Strong connections with educational and professional bodies locally and globally, including APEC Women in Transportation (WiT).
- 8 → Experienced in setting up and growing businesses, including KL Airport Services and Meritus University.
- 9 → Visionary leader with expertise in market demand analysis and strategic planning.
- 10⇒ Focused on staff development, mentoring programs, and achieving quality results.





- 1 → Certified Chief Master Coach with Distinction by ITD World, 160 ACSTH ICF (International Coaching Federation)
- $2 \ \Rightarrow \ \mbox{President \& Founder of Nextplay}$ a company that helps people transform their work into play and leaders to be great leaders and coaches
- $3 \rightarrow$ Served as Head of Asia at LinkedIn, Chief Operating Officer at BE Education, President of Learning Solutions at Pearson Education, and Managing Director at Oracle
- $4 \rightarrow$ Managed Oracle's P&L and strategic development including integration of acquired companies in South East Asia
- $5 \rightarrow$ Board member of IHRP (Institute for HR Professionals), Council Member of Singapore NIC (National Integration Council), Committee member of SID (Singapore Institute of Directors)
- $6 \rightarrow$ Global Senior Advisor & Master Trainer with ITD World, the global coaching and leadership development partner
- 7 → Coached, trained, and developed by top gurus including Marshall Goldsmith, John Mattone, Dr Marcia Reynolds, Dr Peter Chee, and Brenda Bence.
- 8 $\, \rightarrow \,$ Top Leadership Voice at LinkedIn



ITD WORLD SUPPORT TEAM



PROGRAM MANAGER/COORDINATOR ----- ITD WORLD TEAM

MEDIA SUPPORT TEAM

KELVIN TENG, AARON NGUI, LYNN KHOO & SHAHIRAH SHAHIDAN

PANEL OF FACILITATORS/COACHES

SERELY ALCARAZ, DR. PETER CHEE, BRENDA BENCE, DR MARCIA REYNOLDS, KENZER TAN, DR KATHLEEN ONG, JOSE M. ROMERO, EDWIN JOHNSON, DR. SURYA DHARAMDASS, DATO' DR. SHARIFAH HALIMAH, FRANK KOO



CERTIFICATE & BADGE

SAMPLES







Pertificate of Achievement

MARIA TEO

This certificate is awarded to you for completing the requirements of the

GLOBAL WOMEN LEADERSHIP DEVELOPMENT PROGRAM (GWLDP)

from March xx - xx, 2025

12) eter hee

Name Chief Executive Officer Ansell Dr. Peter Chee President & CEO ITD World





VALUE ADD COACH







ITD world

Your Global Coaching & Leadership Development Partner

www.itdworld.com

Follow us on in f 🖸 🞯 🗗 / ITDWORLD

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: +632 8887 7428 E-mail: <u>itdmanila@itdworld.com</u>

CAMBODIA ITD-LDC Tel: +855-23 555 0505 E-mail: <u>itdcambodia@itdworld.com</u>

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: <u>itdmediterranean@itdworld.com</u>

USA

ITD USA Tel: +1 (512) 825-8392 E-mail: <u>itdusa@itdworld.com</u>

BRAZIL

ITD BRAZIL Tel: +55 11 99961 9706 E-mail: <u>itdbrazil@itdworld.com</u>

EUROPE

ITD EUROPE Tel: +55 11 99961 9706 E-mail: itdeurope@itdworld.com

AUSTRALIA ITD AUSTRALIA Tel: +61402254889 E-mail: itdaustralia@itdworld.com

AFRICA ITD AFRICA E-mail: itdafrica@itdworld.com