



Scan here for  
online registration



Awarded by



## 2-Day Mega Guru Workshop

# Certificate in TALENT ACCELERATION, COMPETENCY AND CAPABILITY FOR SUSTAINABILITY

9-10 October 2025 / Royale Chulan Damansara PJ  
Selangor (Malaysia)

Dr William J.  
Rothwell  
Penn State University, USA



## OVERVIEW

Welcome to the Certificate in Talent Acceleration, Competency, and Capability for Sustainability. This two-day program is designed to provide professionals with the tools, insights, and strategies needed to thrive in today's fast-paced business landscape. In an era defined by digital transformation, global trends and frequent disruption, effective talent management has become absolutely essential for organizational success.



This program offers a holistic approach to addressing the challenges of managing and developing talent in such a dynamic environment. Participants will learn how to accelerate talent development to ensure that their workforce not only meets current demands but is also prepared for the future. By exploring innovative methods to enhance talent growth while maintaining engagement, quality, and alignment with broader organizational goals, attendees will be equipped to lead effectively in their respective fields.





# OVERVIEW

cont'd



Building competencies and capabilities is another core focus of the program. As workplaces evolve, so too do the skills necessary for success. This course will describe how to identify necessary skills, competencies, and capabilities. It will also provide valuable insights into identifying and cultivating the competencies that drive adaptability, innovation, and resilience, ensuring that individuals are equipped to meet both current and future challenges. Additionally, participants will learn to align these capabilities with their organization's strategic objectives, positioning their teams for long-term success.

Finally, the program will emphasize the importance of creating a foundation for sustainable change. Sustainable success requires a talent strategy that not only addresses immediate needs but also fosters long-term growth and organizational resilience. Through discussions, case studies, and interactive exercises, participants will gain hands-on experience in exploring how to implement systems and practices that promote continuous learning, agile leadership, and sustainability.

By the end of the program, attendees will be equipped with practical strategies to accelerate talent development, build critical competencies, and establish a framework for sustainable, long-term success in their organizations.

Practical strategies to  
accelerate talent development,  
build critical competencies, and  
establish a framework for  
sustainable, long-term success



T A L E N T



## PROGRAM OBJECTIVES



Upon completing the **TWO-DAY PROGRAM**, participants will be able to:

- 1 **ACCELERATE** talent development by applying innovative strategies to enhance workforce performance and readiness for future challenges
- 2 **DISTINGUISH** between skills, competencies, and capabilities
- 3 **IDENTIFY** and **DEVELOP** key competencies that foster adaptability, innovation, and resilience within their organization, aligning these competencies with broader organizational goals
- 4 **DESIGN** and **IMPLEMENT** sustainable talent management strategies that support continuous growth, learning, and long-term organizational success
- 5 **EVALUATE** and **RESPOND** to global trends and disruptions by crafting agile talent management systems that ensure organizational flexibility and competitiveness
- 6 **INTEGRATE** competency development with strategic business initiatives, ensuring that talent development efforts directly
- 7 **BUILD** a foundation for organizational sustainability by fostering a culture of learning, agility, and leadership development that drives long-term growth and stability

## PROGRAM HIGHLIGHTS

### EXPERIENTIAL LEARNING

Case studies, role plays, and critical incident analyses to develop practical skills

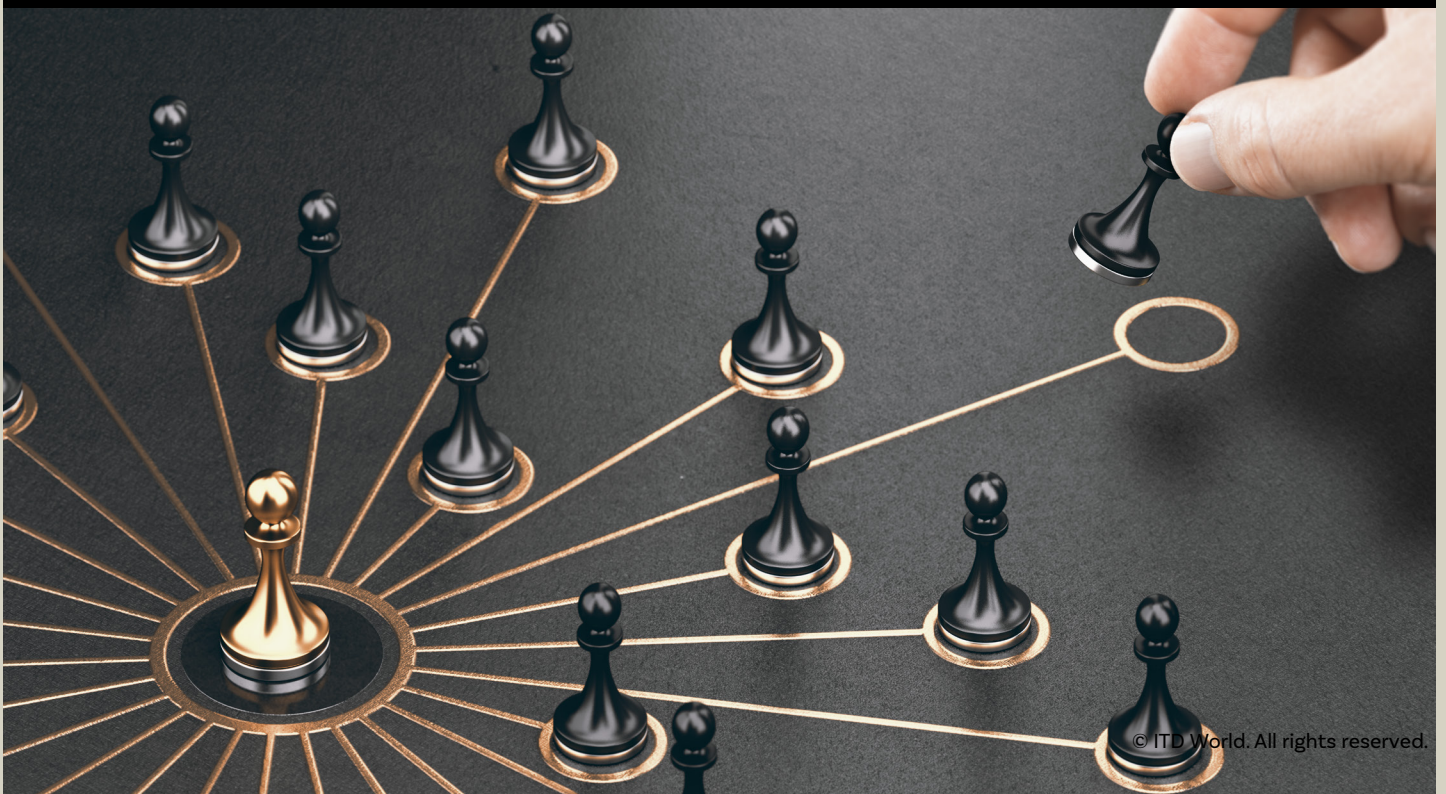
### COLLABORATIVE ACTIVITIES

Group discussions and feedback sessions to deepen learning

### ACTION-ORIENTED APPROACH

Participants will leave with a clear plan to accelerate talent, build competencies and promote sustainable change in their organizations

... Assessment will be by test after the program with 70% pass mark.





# BRIEF OUTLINE

## DAY 1

### Accelerating Talent Development and Building Critical Competencies

8.30AM-9.00AM

#### WELCOME AND PROGRAM OVERVIEW

- Introduction to program goals, instructional objectives, and agenda
- Icebreaker activity to set expectations and build participant engagement
- Presenter introduction

9.00AM-9.30AM

#### UNDERSTANDING TALENT ACCELERATION

- *Presentation:* What is talent acceleration and why is it essential in today's business environment?
- *Activity:* Interactive case study: Analyze a company facing talent shortages and rapidly shifting industry demands. Participants will identify the barriers to talent acceleration and propose solutions.
- *Debrief:* Group discussion to share insights and highlight best practices.

10.30AM-10.45AM

#### B R E A K

10.45AM-12.15PM

#### STRATEGIES FOR ACCELERATING TALENT DEVELOPMENT

- *Workshop:* Review practical techniques for accelerating talent development, including mentoring programs, coaching, stretch assignments, and leadership development initiatives.
- *Role Play:* Participants will role-play as HR leaders tasked with designing a talent acceleration strategy for their organization, presenting their approach to peers.
- *Debrief:* Group feedback and refinement of strategies.

12.15PM-1.15PM

#### L U N C H

1.15PM-2.45PM

#### BUILDING COMPETENCIES FOR ADAPTABILITY AND INNOVATION

- *Presentation:* What are skills, competencies, and capabilities, and how are they identified? Key competencies for a dynamic business environment, with a focus on adaptability, resilience, and innovation.
- *Activity:* Competency mapping exercise. Participants will create a competency framework for their organization's key roles, aligning it with their business objectives.
- *Debrief:* Discussion on how competencies contribute to organizational success and sustainability.

2.45PM-3.00PM

#### B R E A K

3.00PM-4.30PM

#### CASE STUDY ANALYSIS: DEVELOPING HIGH-POTENTIAL TALENT

- *Case Study:* Participants will analyze a real-world case of an organization facing skill gaps and talent shortages. They will develop strategies for identifying and nurturing high-potential talent.
- *Group Discussion:* Compare approaches and identify lessons learned.

4.30PM-5.00PM

#### DAY 1 WRAP-UP

- Summary of key learnings
- Q&A and preparation for Day 2



# BRIEF OUTLINE

## DAY 2

### Laying a Foundation for Sustainable Change and Organizational Resilience

8.30AM-9.00AM

#### RECAP AND INTRODUCTION TO DAY 2

- Brief review of Day 1 and introduction to sustainability and long-term talent management.

9.00AM-10.30AM

#### DESIGNING SUSTAINABLE TALENT STRATEGIES

- *Presentation:* The importance of sustainable talent strategies, focusing on long-term growth, continuous learning, and leadership development.
- *Critical Incident Analysis:* Participants will respond to a critical incident activity about an organization that failed to sustain its talent pipeline. They will propose preventive strategies and solutions.
- *Debrief:* Group reflection on how to integrate sustainability into talent development.

10.30AM-10.45AM

#### B R E A K

10.45AM-12.15PM

#### RESPONDING TO GLOBAL TRENDS AND DISRUPTIONS

- *Presentation:* Overview of major global trends (for example, digital transformation, remote work, demographic changes) and their impact on talent management.
- *Scenario Planning:* Small groups will develop a talent strategy in response to a disruptive trend, presenting their findings to the larger group.
- *Debrief:* Compare strategies and examine how agility can support sustainability.

12.15PM-1.15PM

#### L U N C H

1.15PM-2.45PM

#### LINKING COMPETENCY DEVELOPMENT TO STRATEGIC INITIATIVES

- *Workshop:* Methods for aligning competency and capability development with organizational goals, ensuring talent initiatives drive business success.
- *Role Play:* Participants will simulate a meeting with senior leadership, where they must present a competency and capability-based talent development strategy that aligns with the organization's vision and strategic initiatives.
- *Debrief:* Group critique and refinement of presentations.

2.45PM-3.00PM

#### B R E A K

3.00PM-4.30PM

#### BUILDING A CULTURE OF LEARNING AND LEADERSHIP FOR SUSTAINABLE GROWTH

- *Presentation:* Fostering a culture of continuous learning and agile leadership.
- *Activity:* Participants will design a sustainable leadership development program for their organization, incorporating feedback loops, leadership rotations, and continuous learning opportunities.
- *Group Discussion:* Best practices for embedding learning and leadership in organizational culture.

4.30PM-5.00PM

#### FINAL WRAP-UP AND SUMMARY

- Summary of key takeaways
- *Action planning:* Participants will outline how they will implement the strategies learned in their organizations.

O U T L I N E



## MEGA GURU



*William J. Rothwell*

### WILLIAM J. ROTHWELL

Ph.D., DBA, SPHR, SHRM-SCP, RODC, FLMI, CPTD Fellow, is President of Rothwell & Associates, Inc., Rothwell & Associates, LLC, and Rothwell & Associates Korea.



## HIGHLIGHTS

- Author of best-selling and award winning books with over 80 internationally published titles
- President, Rothwell & Associates; World-renowned Consultant; Professor, Pennsylvania State University
- Heads the #1-ranked graduate program in HRD in the USA
- Professor of Human Resource Development, Pennsylvania State University
- National Thought Leader for a Linkage-DDI sponsored study of 18 multinational corporations that examined corporate best practices in succession planning and management
- Authored, co-authored, edited and co-edited over 80 books
- Best-selling book *Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within*, 2nd ed. (New York: Amacom, 2001) is regarded by some as the “corporate bible” on succession management practices.
- Consulted on Succession Planning and Management with a wide array of organizations in business, government, and non-profit settings both in the U.S.A. and internationally.
- Chief investigator of 5 of ASTD's world-class competency models

## AREAS OF EXPERTISE

- Organizational Development & Change Management
- Performance Management & Improvement Talent
- Competency, HR Management & Succession Planning
- Training, Coaching, Mentoring & Action Learning

## BIOGRAPHY

**WILLIAM J. ROTHWELL**, Ph.D., SPHR, is President of Rothwell and Associates, Inc.. He is also Professor of Human Resource Development at the University Park campus of the Pennsylvania State University. He heads the #1-ranked graduate program in HRD in the US. As a Consultant, he has worked with over 40 multinational corporations.

Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored, co-authored, edited and co-edited over 78 books and many best sellers. Among his most recent publications are:

•• The encyclopedia of human resource management (3 volumes) •• Lean But Agile: Rethink Workforce Planning and Gain a True Competitive Advantage •• Invaluable Knowledge: Securing your company's technical expertise-Recruiting and retaining top talent, transferring technical knowledge, engaging high performers •• The manager's guide to maximizing employee potential: Quick and easy strategies to develop talent every day •• Human Resource Transformation •• Strategic Human Resource Leader, 2nd edition •• Practicing Organization Development, 3rd edition •• Planning and Managing Human Resources, 2nd edition •• Human Performance Improvement – Building Practitioner Competence, 2nd edition •• ASTD Models for Human Performance Improvement: Roles, Competencies and Outputs •• Career Planning and Succession Management •• Effective Succession Planning, 4th edition •• The Strategic Development of Talent •• Competency-based Human Resource Management •• What CEOs Expect From Corporate Training •• Beyond Training and Development, 2nd edition •• Improving On-The-Job Training, 2nd edition •• Becoming an Effective Mentoring Leader •• Maximizing Talent Potential •• The Workplace Learner: How to Align Training Initiatives with Individual Learning Competencies

# Registration Form

## FEES AND GENERAL INFORMATION

(Please make copies of this page for registration as required)

**2-Day Mega Guru Workshop: Certificate in Talent Acceleration, Competency and Capability for Sustainability**

### PARTICIPANT INFORMATION

Title and Name: Prof/Dr/Mr/Mrs/Ms

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

E-mail \_\_\_\_\_

Mobile \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

Organization \_\_\_\_\_

Position \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_

Remark \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

9-10 October 2025

Royale Chulan Damansara PJ  
Selangor, Malaysia

### WORKSHOP FEE (Inclusive of SST)

→ **INDIVIDUAL REGISTRATION:**  
RM 4200 per pax  
(USD 1200 per pax for international delegates)

→ **SPECIAL RATE FOR HRDC CONTRIBUTORS:**  
RM 3900 per pax

### → WORKSHOP FEES CLAIMABLE FROM HRDC



### PAYMENT DETAILS

Payment may be made by  
**telegraphic transfer, bank deposit, local cheque**

Account Name (Pay to) MITD Sdn Bhd

Account Number 2-14062-000-4550-2

SWIFT Code RHBBMYKL

Name of Bank RHB Bank Berhad

Bank's Address Lot LGF 019-021  
Lower Ground Floor  
Kenanga Wholesale City  
28, Jalan Gelugor of  
Jalan Kenanga  
55200 Kuala Lumpur

### MODE OF REGISTRATION

Replacements and representatives are allowed, however the fees paid are not refundable.

For more information and registration, please call

ITD Kuala Lumpur

**+603 6203 3880**

E-mail: [azlan@itdworld.com](mailto:azlan@itdworld.com) Contact Person: Azlan



## **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

## **USA**

### **ITD USA**

Tel: +1 (512) 825-8392

E-mail: itdusa@itdworld.com

## **BRAZIL**

### **ITD BRAZIL**

Tel: +55 11 99961 9706

E-mail: itdbrazil@itdworld.com

## **EUROPE**

### **ITD EUROPE**

Tel: +46 70 274 5007

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, Western Digital, Keysight, Dell, AMS Osram, Motorola, Nike, First Solar, Accenture, Citibank, Central Bank of Malaysia, Central Bank of Philippines, Central Bank of Tanzania, ThaiBev, LinkedIn, Adobe, Micron, DHL, Infineon, Siemens, B. Braun, Renesas, Bosch, Schneider, Toyota, Ajinomoto, Samsung, UOB Bank, AEON, Swire Shipping, Dominos, Siam City Cement, Sacombank, PetroVietnam, Petron, SM Supermalls, Malaysia Aviation Group, Vingroup, Philippine Airlines, Shangri-La Hotels, Sheraton, Prudential, AIA, GSK, MSD, Bayer, Unilever, Nestle, Coca-Cola, Shopee, CIMB, Petronas, TNB, Changi Airport, Sarawak Energy, Johor Port, SLB, Heineken, Eastwest Bank, General Motors (GM) Philippines, Sun Life of Canada, United Laboratories, Michelin, Gaysorn, etc.



Follow us on



ITD WORLD

[www.itdworld.com](http://www.itdworld.com)