



# INTERNATIONAL SENIOR MANAGEMENT PROGRAMME For Plantation Senior Executive

ISP Management (M) Sdn Bhd

**21-23 MAY 2026**

GOLDEN HOPE ACADEMY,  
CAREY ISLAND, SELANGOR

### Fees:

**RM3,000 (ISP Member)**

**RM3,500 (Non-Member)**

**USD1,500 (Int. Participants)**

*\*All fees are inclusive of 8% Sales and Service Tax (SST) for Malaysians only*

**\*RECOMMENDED PAX: 20-25 PAX**

### Trainers:

Dato' Dr. Mohamad Hashim Bin Ahmad Tajudin

Dr. Ramesh Veloo

Dr. N. M. Thangaraj

*2 Days Classroom, 1 Day Field Visit*

### OBJECTIVES:

- Plan career paths for future GMs, PCs, and VA/VEs
- Prepare future leaders through effective succession planning
- Understand the role of the Senior Management team
- Improve field and data skills for better decision-making
- Apply modern management and soft skills in plantation operations

### METHODOLOGY

- On-site learning through real plantation experience
- Knowledge sharing via briefings, lectures, and case studies
- Interactive sessions including group discussions, workshops, and presentations
- **Language medium** - English, Bahasa Melayu, Bahasa Indonesia

### TARGET AUDIENCE

- Planters/Millers aspiring to be GM, PC, and VA/VE
- Existing Senior Management team



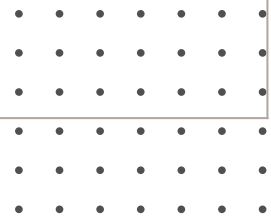
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# DAY 1

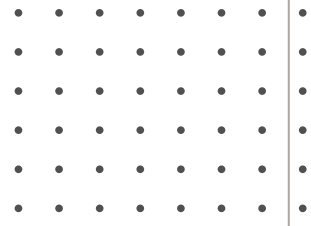
TIME	SESSION
9.00 a.m. - 9.15 a.m.	Welcoming & Opening Remarks
9.15 a.m. - 10.30 a.m.	Session 1: Introduction to the Plantation Senior Management (SM) Team <ul style="list-style-type: none"><li>• Roles &amp; functions</li><li>• Career path</li><li>• Skills &amp; expectations</li></ul>
10.30 a.m. - 10.45 a.m.	Morning Break
10.45 a.m. - 12.30 p.m.	Session 2: Understanding & Adding Value to the Organisation <ul style="list-style-type: none"><li>• KPIs &amp; benchmarking</li><li>• Managing crisis - Case study</li><li>• Turnaround &amp; transformation</li></ul>
12.30 p.m. - 2.00 p.m.	Lunch Break
2.00 p.m. - 2.30 p.m.	Group Discussion/Case Study
2.30 p.m. - 3.30 p.m.	Session 3: Industry Challenges & Mitigation <ul style="list-style-type: none"><li>• Yield &amp; Cost performance</li><li>• Labour &amp; productivity</li><li>• Environmental, Social, and Governance (ESG)</li></ul>
3.30 p.m. - 3.45 p.m.	Afternoon Break
3.45 p.m. - 5.00 p.m.	Session 4: Core Competencies <ul style="list-style-type: none"><li>• Agronomic standards</li><li>• Financial analysis and budgeting</li><li>• Talent management</li></ul>





# DAY 2

TIME	SESSION
9.00 a.m. - 10.00 a.m.	Session 5: Skills Upgrading + Coordination & Communication <ul style="list-style-type: none"><li>• Technology &amp; mechanisation</li><li>• Cross-department communication (Ops, HR, R&amp;D, etc.)</li><li>• Milling for non-millers</li></ul>
10.00 a.m. - 10.30 a.m.	Group Discussion/Case Study
10.30 a.m. - 10.45 a.m.	Morning Break
10.45 a.m. - 12.30 p.m.	Session 6: Field Observation & Recommendations <ul style="list-style-type: none"><li>• Situational analysis - Case study</li><li>• Land evaluation and due diligence</li><li>• Timing &amp; follow-up for improvements</li></ul>
12.30 p.m. - 2.00 p.m.	Lunch Break
2.00 p.m. - 2.30 p.m.	Group Discussion/Case Study
2.30 p.m. - 3.30 p.m.	Session 7: Soft Skills, Mentoring and Report Writing <ul style="list-style-type: none"><li>• Integrity, leadership and motivation</li><li>• Emotional intelligence &amp; teamwork</li><li>• Coaching/mentoring</li><li>• Legal &amp; IR Exposure</li></ul>
3.30 p.m. - 3.45 p.m.	Afternoon Break
3.45 p.m. - 5.00 p.m.	Session 8: Plantation Culture & Change <ul style="list-style-type: none"><li>• Field culture</li><li>• Old school vs new culture</li><li>• Managing Gen-Z planters</li></ul>





## DAY 3 - FIELD ACTIVITIES

TIME	SESSION
9.00 a.m. - 10.30 a.m.	Briefing Session: <ul style="list-style-type: none"><li>• Overview of PRSA (Points Requiring Special Attention)</li><li>• Power of Observation during field visits</li></ul>
10.30 a.m. - 10.45 a.m.	Morning Break
10.45 a.m. - 12.30 p.m.	Brief Assessment of Field Conditions at Site and Report Writing: <ul style="list-style-type: none"><li>• Overview of PRSA (Points Requiring Special Attention)</li><li>• Power of Observation during field visits</li><li>• Weeding/Spraying</li><li>• Drainage</li><li>• Soil &amp; Water Conservation</li><li>• Manuring (Organic &amp; Inorganic) and Palm Deficiency Symptoms</li><li>• Pest/Disease Management</li><li>• Palm SPH (Stand Per Hectare)</li><li>• Pruning</li><li>• Harvesting/Collection</li><li>• Roads</li><li>• Crop Forecasting</li><li>• Others (as identified on site)</li></ul>
12.30 p.m. - 2.00 p.m.	Lunch Break
2.00 p.m. - 5.00 p.m.	Case Study

