



ISPM JUNIOR MANAGEMENT PROGRAMME

- For Cadets, Assistants, Fresh Graduates, & Staffs Aspiring to be Executives -

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| 20 – 22 AUG 2026 | TAWAU, SABAH |
| 27 – 29 AUG 2026 | TELUK INTAN, PERAK |
| 24 – 26 SEPT 2026 | KUANTAN, PAHANG (EAST COAST REGION) |
| 22 – 24 OCT 2026 | KUCHING, SARAWAK |
| 3 – 5 NOV 2026 | PETALING JAYA, SELANGOR |
| 19 – 21 NOV 2026 | CHAAH, JOHOR |

Fees:

RM3,000 (ISP Member)
RM3,500 (Non-Member)
USD1,000 (Int. Participants)

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

Trainers:

Dato' Dr. Mohamad Hashim Bin Ahmad Tajudin
 Dr. Ramesh Veloo
 Dr. N. M. Thangaraj

2 and a Half Day Classroom, Half Day Field Visit

OBJECTIVES:

- Expose and encourage youngsters to join the planting industry
- Prepare current Assistants to independently manage a property/estate
- Shorten learning curve for cadets, probationary assistants and fresh graduates
- Create opportunities/career path for non-executive staff.

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

- Estate Assistants, Cadets and Fresh Graduates
- Staffs aspiring to be plantation executives (registration as non-member)





DAY 1 - CLASSROOM

Familiarisation To Plantation Management System and Estate Operations

| TIME | SESSION |
|-------------------------|---|
| 9.00 a.m. - 9.15 a.m. | Welcoming & Opening Remarks |
| 9.15 a.m. - 10.30 a.m. | Session 1 <ul style="list-style-type: none">• Introduction/Familiarisation Plantation Management System• Estate Organisational Structure and Chain of Command• Plantation Culture• Career Path for a Successful Planter• Upgrading Skills Through Educational Opportunities |
| 10.30 a.m. - 10.45 a.m. | Morning Break |
| 10.45 a.m. - 12.30 p.m. | Session 2 <ul style="list-style-type: none">• Nursery Upkeep and Management• Replanting and Immature Management• Mature Management• Estate Maps/Boundary |
| 12.30 p.m. - 2.00 p.m. | Lunch Break |
| 2.00 p.m. - 3.30 p.m. | Session 3 <ul style="list-style-type: none">• Attending and Conducting Roll Call/Muster• Job Specifications and Labour Wages• Annual/Monthly/Weekly/Daily Work Programme• Maintenance of Daily Estate Records• Stores Management |
| 3.30 p.m. - 3.45 p.m. | Afternoon Break |
| 3.45 p.m. - 5.00 p.m. | Session 4 <ul style="list-style-type: none">• Harvesting Operations and Collection• Mechanisation of Estate Operations• Vehicle Management and Preventive Maintenance |



DAY 2 - CLASSROOM

Estate Operations and Knowledge on Support Functions

| TIME | SESSION |
|--------------------------------|--|
| 9.00 a.m. - 10.30 a.m. | Session 5 <ul style="list-style-type: none">• Estate Accounts and Cost Control• Estate Soils and Management• Crop Quality and Oil Mill Standards• IT Functions and AI in Estate Management |
| 10.30 a.m. - 10.45 a.m. | Morning Break |
| 10.45 a.m. - 12.30 p.m. | Session 6 <ul style="list-style-type: none">• Water and Drought Management in Estates• Oil Palm Nutrient Management• Estate Security• Managing Foreign Workers• Research and Development - Functions and Support |
| 12.30 p.m. - 2.00 p.m. | Lunch Break |
| 2.00 p.m. - 3.30 p.m. | Session 7 <ul style="list-style-type: none">• OSHA• ESG - Environment Social and Governance• Handling Disciplinary Problems• E.P.F./S.O.C.S.O./Labour Laws |
| 3.30 p.m. - 3.45 p.m. | Afternoon Break |
| 3.45 p.m. - 5.00 p.m. | Session 8 <ul style="list-style-type: none">• Handling Meetings and Presentations• Handling Visitors and In House Entertainment• Managing a Division/Estate |



DAY 3 - CLASSROOM

Developing Soft Skills for Future Leaders in the Oil Palm Industry

| TIME | SESSION |
|-------------------------|---|
| 8.30 a.m. - 8.45 a.m. | Session 9 - Opening & Icebreaker <ul style="list-style-type: none"> Icebreaker Activity Learning Objectives and Expectations Soft Skills Importance in Plantation Work |
| 8.45 a.m. - 9.30 a.m. | Session 10: Communication & Teamwork in the Field <ul style="list-style-type: none"> Clear Communication with Supervisors and Workers Listening and Feedback Handling Teamwork and Managing Field Issues Effectively Group Activity - Managing Presentations |
| 9.30 a.m. - 10.15 a.m. | Session 11: Problem-Solving & Adaptability <ul style="list-style-type: none"> Common Challenges in Field Operations (Weather, Pests, Labour) Thinking on Your Feet and Staying Solution-Oriented Managing Stress and Work Pressure Group Case Study: "Rain During Peak Harvest - Pro-Active Planning" |
| 10.15 a.m. - 10.25 a.m. | Morning Break |
| 10.25 a.m. - 11.15 a.m. | Session 12: Work Discipline & Ethics <ul style="list-style-type: none"> Punctuality, Responsibility, and Reliability in Daily Tasks Following Standard Operating Procedures (SOPs) Honesty and Professionalism Discussion: "What Does Integrity Mean in the Field?" |
| 11.15 a.m. - 12.10 p.m. | Session 13: Leadership & Emotional Intelligence <ul style="list-style-type: none"> Leading by Example Managing Emotions and Maintaining Respect Under Stress Empathy and Motivation |
| 12.10 p.m. - 12.30 p.m. | Closing |
| 12.30 p.m. - 2.00 p.m. | Lunch |
| 2.00 p.m. - 5.00 p.m. | Assessment Field Visit and Observation |