



INTERNATIONAL SENIOR MANAGEMENT PROGRAMME For Plantation Senior Executive

ISP Management (M) Sdn Bhd

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





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 • Roles & functions • Career path • Skills & expectations
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 • KPIs & benchmarking • Managing crisis - Case study • Turnaround & transformation
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 • Yield & Cost performance • Labour & productivity • Environmental, Social, and Governance (ESG)
3.30 p.m. - 3.45 p.m.	Afternoon Break
3.45 p.m. - 5.00 p.m.	Session 4: Core Competencies • Agronomic standards • Financial analysis and budgeting • Talent management



DAY 2

TIME	SESSION
9.00 a.m. - 10.00 a.m.	Session 5: Skills Upgrading + Coordination & Communication • Technology & mechanisation • Cross-department communication (Ops, HR, R&D, etc.) • Milling for non-millers
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 • Situational analysis - Case study • Land evaluation and due diligence • Timing & follow-up for improvements
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 • Integrity, leadership and motivation • Emotional intelligence & teamwork • Coaching/mentoring • Legal & IR Exposure
3.30 p.m. - 3.45 p.m.	Afternoon Break
3.45 p.m. - 5.00 p.m.	Session 8: Plantation Culture & Change • Field culture • Old school vs new culture • Managing Gen-Z planters



DAY 3

TIME	SESSION
9.00 a.m. - 10.30 a.m.	Briefing Session: • Overview of PRSA (Points Requiring Special Attention) • Power of Observation during field visits
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: • Overview of PRSA (Points Requiring Special Attention) • Power of Observation during field visits • Weeding/Spraying • Drainage • Soil & Water Conservation • Manuring (Organic & Inorganic) and Palm Deficiency Symptoms • Pest/Disease Management • Palm SPH (Stand Per Hectare) • Pruning • Harvesting/Collection • Roads • Crop Forecasting • Others (as identified on site)
12.30 p.m. - 2.00 p.m.	Lunch Break
2.00 p.m. - 5.00 p.m.	Case Study

