



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd

FUTURE-READY WORKFORCE

LEVERAGING AI FOR TALENT, GROWTH & ROI

TRAINING DETAILS

Duration : 1 Days

Training Hour : 9am to 5pm

RECOMMENDED PARTICIPANTS:

- This is for anyone who manages people, including HR managers, team leaders, and business owners.



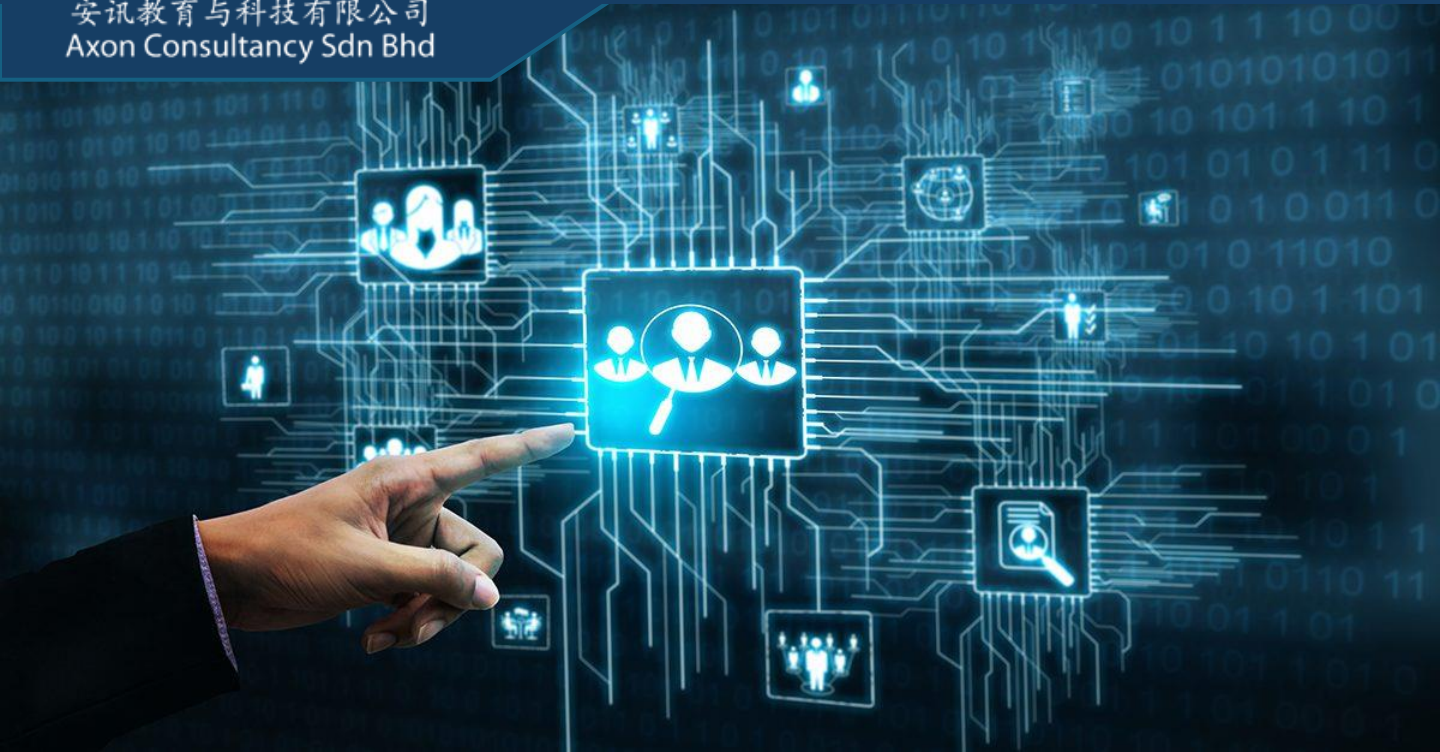
Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
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Course Overview:

This one-day hands-on training programme is designed to help HR managers, team leaders, and business owners strengthen their ability to build and sustain high-performing teams by blending proven people-management practices with modern technology and data-driven insights. Through interactive activities, group collaboration, and real-life case studies, participants will learn to align team development with business goals, identify and nurture top talent using tools like the 9-Box Grid and AI, and design effective blended learning plans that deliver measurable impact. By the end of the session, attendees will be equipped to make smarter, evidence-based decisions about their people, ensuring stronger team performance and clear returns on training investments.



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Course Objective

Upon completion of this program, participants will be able to:

- Connect your team plans and training directly to your company's main goals.
- Use tools like the 9-Box Grid to find and develop top talent.
- Learn how to use AI to find top employees and see what skills your team needs.
- Create effective training plans that mix different types of learning.
- Show the value of training by measuring how it impacts the business.

Methodology :

This program uses a blended and active learning approach to ensure participants are engaged and can apply what they learn immediately. It combines several methods for an effective experience.

- Interactive Activities - group discussions are used to introduce and reinforce key concepts, moving beyond simple lectures.
- Collaborative Learning: Participants work in groups to solve case studies.
- Case Study Analysis: The use of a realistic case study allows participants to practice making strategic talent decisions in a safe, low-risk environment.



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Course Outline:

Morning Session: Planning for the Future (9:00 AM - 12:30 PM)

Session One: Why This Matters

- Welcome and icebreaker: "Talent Mix-and-Match."
- Connecting your business goals to your people plan.
- What happens when a company's team doesn't match its goals.

Session Two: How to Build a Good Succession Plan

- What is a HIPO? We'll explain the difference between a high-performer and an employee with high potential.
- How AI helps find HIPOs by looking at performance data and how people work with others.
- Using a Talent Readiness Matrix to decide who is ready for a new role.

BREAK

Session Three: Jobs, Skills, and Career Paths

- Using job models to find out what skills your team needs.
- How to create clear career paths and training plans.
- How AI suggests personal learning plans to fill skill gaps.

Session Four: Group Activity

LUNCH



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Afternoon Session: Putting It All into Action (1:30 PM - 5:00 PM)

Session Five: Linking Training to Company Goals

- How to do a Learning Needs Analysis (LNA) to find out what skills are most important.
- Utilizing a simple Competency Assessment & Development Checklist to make skill gaps visible.
- How AI platforms can track skills and suggest training in real time.
- How to design training that mixes different methods like online courses and on-the-job training.

Session Six: How to Know if Training Works

- We will introduce the Kirkpatrick Model, a simple four-level guide to see if training is effective.
- Easy ways to measure if people liked the training, learned the content, and are using their new skills.

BREAK

Session Seven: Counting the Money: How to Show a Good Return

- Simple ways to estimate the return on investment (ROI) for training.
- Activity: Participants will calculate a possible ROI for a training program they designed.

Session Eight: Questions & Next Steps

- A quick review of the main ideas.
- Participants will create a personal plan to start using a new talent strategy at their job.





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Trainer Portfolio: Ms Melbie Boo

HRDC Certified Trainer | Management Consultant | Destiny Coach

Melbie is a dynamic professional with **20+ years of experience** in auditing, consulting, workforce management, and corporate leadership. Beginning her career with **Deloitte**, she built a strong foundation in financial and process control auditing before advancing into senior management roles across manufacturing and hospitality industries.

She is recognized for her expertise in **regulatory compliance** (ESG, RBA, Dyson standards), **workforce resource management**, and the **design of SOPs for management systems** that help organizations achieve operational excellence. Beyond her corporate achievements, Melbie brings a unique dimension as a **metaphysical consultant in Qi Men Dun Jia**, empowering individuals and organizations to unlock potential through holistic strategies.

Key Expertise

- **Auditing & Compliance** –

Financial, process control, ESG, RBA, Dyson standards

- **Workforce Management** –

Manpower planning, logistics, worker accommodation

- **Training & Development** –

Tailored in-house programmes for skills & capability growth

- **Management Consulting** –

Compliance, operational improvement, and business growth

- **Metaphysical Coaching** –

Blending professional and personal development for success



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Professional Experience

Deloitte – Auditor (Financial Services)

Conducted financial and process audits, ensuring compliance and efficiency.

Audit Manager – Manufacturing & Hospitality

Led operational audits, streamlined processes, and improved compliance.

Group Senior Manager – Workforce Management & Compliance

Over 8 years of leadership in manpower planning, transport logistics, and worker accommodation, with strong focus on ethical compliance.

Key Achievements

- Developed and executed SOPs aligned with **AKTA446, Dyson, and RBA standards**
- Delivered transformative training that boosted employee performance
- Streamlined processes across sectors, driving measurable efficiency
- Led critical audits ensuring compliance with industry and ethical standards

Training & Consulting Approach

Melbie adopts a **holistic, client-focused approach**, integrating compliance expertise with efficiency-driven solutions. Her programmes inspire **organizational transformation** while fostering **sustainable success**



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