



Programme:	Strategic Talent Development In The Age Of AI
Date:	11 August 2026
Duration:	09:00 AM - 01:00 PM
Director level:	All Levels
Programme category:	Talent Management
Programme mode:	Online
CPD:	4
RCH:	11
Price:	RM 1,640,00 (members) / RM 2,050,00 (Standard) (*excluding SST)
Venue:	ICDM Virtual Classroom
Speaker:	Anushia Kandasamy, Managing Director of Samanea Asia Consulting Malaysia

Programme Description

Programme Overview

Strategic Talent Development in the Age of AI is a 4 hour board-level session that examines how Artificial Intelligence (AI) is reshaping workforce strategy, leadership capability, and the Board's role in overseeing talent as a source of long-term value. The challenge is not awareness, but readiness.

By 2030, AI and related technologies are expected to transform 86% of existing businesses. Almost 40% of existing skill sets could become obsolete or significantly reshaped, and 59% of the workforce are estimated to require reskilling (World Economic Forum, 2025). At the same time, McKinsey & Company's State of Organisations 2026, highlights that AI is just one of the three structural forces expected to reshape how organisations operate, in addition to geopolitical disruption and workforce shifts. These three forces are expected to drive fundamental changes in the way work is designed and how talent is deployed.

However, most organisations remain in early stages of transformation with capability-building and operating model redesign lagging behind technology adoption. Many also find it challenging to capture value beyond pilot projects. The gap between strategic ambition and workforce reality continues to widen – and Boards have a crucial role to play in supporting management as they respond to this gap, as highlighted in the INSEAD-KPMG AI Governance Principles for Boards (2026) Report.

This programme focuses on how Boards can respond more effectively in practical terms by reframing talent development as a set of strategic choices under uncertainty. Three Board-level lenses will be explored: where capability will shift most across organisations, how to balance immediate performance with long-term capability and where to place talent bets. Participants will explore these three lenses through real-world trade-offs based on structured case studies and dissect what this means in their own organisational context.

References: World Economic Forum, Future of Jobs Report (2025); McKinsey & Company, State of Organizations (2026); INSEAD Corporate Governance Centre, AI Governance Principles for Boards (2026).

Learning outcome

By the end of this programme, participants will be able to:

1. Diagnose where organisational capability is most at risk – consider where AI is likely to reshape roles and where capability gaps may constrain execution and long term value creation
2. Distinguish between short-term capacity and long-term capability – and be equipped to both challenge and support management in ensuring that the organisation is investing sufficiently in future-critical skills and leadership models
3. Frame strategic talent bets under AI disruption – consider where to automate / borrow / buy build capabilities across the organisation

Who should attend

- Sitting Directors and Senior Directors of PLCs, GLCs, financial institutions, private and family-owned companies.
- Board Chairs, Committee Chairs and Lead/Senior Independent Directors who play a key role in shaping the board-management relationship.
- Executive Directors and CEOs who also sit on boards and wish to sharpen the way they engage with their own boards and leadership teams.

- Nominee and representative directors of GLICs, institutional investors or strategic shareholders who must balance multiple expectations in the board-management interface.

Trainer Profile



Anushia Kandasamy

ICDM Facilitator

ICDM Faculty Member

Managing Director of Samanea Asia Consulting Malaysia

Anushia is a Senior Leadership Facilitator and Management Consultant based in Malaysia. She has 20 years of consulting and leadership facilitation experience, including 10 years with McKinsey & Company in Southeast Asia.

Her expertise lies in formulating and delivering large-scale organisation transformation programmes, combining elements of strategic planning and implementation supported by culture transformation and leadership development. She is increasingly sought after to facilitate leadership development programmes and strategic planning workshops.

Over a period of two years, Anushia worked closely with the Executive Director of a multi-lateral agency to support a comprehensive Change Journey. This involved designing and delivering a structured Change Programme that included capacity-building initiatives for both Change Leaders and Change Agents. During this engagement, she facilitated a Top-50 Leaders Workshop focused on Organisation Redesign and led a Leadership Development Programme for 100 leaders within the organisation.

Additionally, she played a pivotal role in defining the Change Programme and steering the Organisation Redesign process in collaboration with the HR Management team of another large multi-lateral organisation.

Her expertise also extended to supporting a State Government in formulating a 10-year development programme. This initiative involved conducting two strategic planning workshops with senior leadership and facilitating 16 implementation planning workshops that engaged over 450 stakeholders from both the public and private sectors.

Over the past three years, Anushia has further demonstrated her leadership and facilitation skills by conducting more than 30 leadership and transformation workshops. These sessions were key components of broader transformation and culture change programmes implemented across a variety of private sector companies and government-linked corporations (GLCs).

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