

## Dr. R. Palan



### **R.Palan Ph.D., A.P.T**

#### **SMR HR Group**

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### **Introduction**

Palan, an international author, speaker and consultant has a passion to help people learn and perform in a FUN way.

This passion to help people learn and perform has driven him to pioneer innovations in the field. His creative training tools, competency and performance management models have been implemented widely by many organisations.

He has the magical ability to deliver content in a FUN way. This ability has led him to work in 31 countries for distinguished and progressive organisations.

### **Current Position**

Palan is presently the Chairman and Chief Executive Officer of SMR Technologies Berhad, a company listed on the ACE Market of the Bursa Malaysia Securities Bhd. For more details on the company, please visit [www.smrhrgroup.com](http://www.smrhrgroup.com)

### **Speaking Style**

He has motivated audiences in different countries and has earned the recognition of many people from all walks of life. Palan's 5 I's – Introduce, Involve, Interact, Instruct and Intensify Retention is based on sound theoretical models and extensive research.

With his electrifying dynamism and persuasiveness, he entertains and at the same time educates his audience. He makes them embrace, absorb and celebrate the message. His energy, simplicity, experience, knowledge, goodwill and humour have always made his sessions a power packed one. With his charm and professional influencing ability, participants are usually influenced.

He has fine-tuned his practical style over the last 20 years. The sessions are fully interactive, light but content filled whether it is training or a keynote presentation. He keeps the audience participating, enjoying and learning throughout the session.

His dedication, hard work and goal orientation makes his words tweak the emotions and common sense of the audience. He talks about everyday incidents in life and his personal endeavours and more importantly, the lessons learned from them. Palan's emotive speaking ability excites and invigorates any group. Whether speaking to frontline customer service staff or Senior Managers, Palan brings much to think about, talk about, laugh about and work about.

He is a learner oriented trainer who engages and interacts with his audience continuously. Palan has presented internationally at various conferences.

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## Dr. R. Palan

### Education

He studied at St. Francis Institution, Melaka, Malaysia; Madras University, California Coast University, University of California at Los Angeles, the Harvard Business School and the National Training Laboratories, USA.

His first degree in Chemistry accompanied by a Masters in Social Work and a Ph.D. in Management accompanied by professional certifications in several areas such as Personnel Management, Train-the-Trainer, MBTI and NTL (USA) equips him with a wide frame of reference.

### Professional Experience

Palan has worked in five different countries in a variety of human resources, marketing, and teaching and leadership positions both in public and private sector. His last position was Marketing Director/CEO in the hospitality industry before he became a full time consultant. He is an Accredited member of the National Speakers Association, U.S.A., American Society of Training & Development and Society of Human Resource Management, USA.

### Practice

Palan's current interests include:

1. Workplace Competency Management
2. The FUN approach to Learning
3. Performance Management & Measurement
4. HR Technologies – HRDPower.net
5. Talent Management
6. Inspiring the workforce

### Conferences

Palan has presented keynotes and sessions at numerous international, regional and national conferences including:

- The Asia HRD Congress™
- American Society for Training & Development International Conference (ASTD)
- National Speakers Association, USA
- International Federation for Training & Development (IFTDO)
- Asian Regional Training & Development Organisation (ARTDO)
- Asia Pacific Experiential Conference, Singapore

### Publications

Palan has authored several books. They include the following titles:

- Competency Management: A practitioner's guide
- The Magic of Making Training FUN!!™
- 101 Frame Jokes
- Creating Your Own Rainbow
- Creative Training Tips
- Frequently Asked Questions in Human Resources Development
- Performance Management & Measurement: The Asian Context

Palan's work is also available in video and audio. He also produced management games and software programs.

## Dr. R. Palan

### **Contribution to the organisation and training industry**

Palan with his rich experience and background, holding prominent positions in the human resources, marketing and teaching and leadership positions is the pioneer of the renowned Trainers Meet Trainers (TMT)<sup>®</sup> and The Asia HRD Congress<sup>™</sup>.

Trainers Meet Trainers (TMT)<sup>®</sup> was born as a half-day session on a complimentary basis in 1977 run by a single trainer which attracted more than 40 participants. Subsequent TMT events continued with a single trainer running the sessions until 1990.

Due to popular demands, a 2-Day conference was held in 1994 which attracted almost 600 participants.

In 1997 the TMT Conference attracted more than 1,000 participants from Malaysia and abroad.

The TMT Conference was last held in 2001 as Trainers Meet Trainers<sup>®</sup> Asia before it expanded in scope and evolved into the Asia HRD Congress in 2002 when the TMT entered its 25th year, Silver Jubilee Year. Workshops gained a new look. Post conference workshops were introduced.

It was with Palan's vision and realisation of the need to provide a platform for all HR professionals alike to share and learn that the above events were born. What started on a small scale has now boomed into being recognised and appreciated HR events especially among the Asian audience.

Aside from that, Palan has trained thousands in the Certificate in Training Practice (CTP) and Accredited Training Professional (ATP) earning him an established reputation as a Master Trainer among the HR community.

### **Personal**

Palan, a Malaysian travels extensively. He lives in Kuala Lumpur, Malaysia with his wife, two sons and daughter for most part of the year. He does spend a reasonable amount of time in Dubai, U.A.E. and Boston, U.S.A.

### **More details**

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