

Hi!

The March newsletter was due on April 7<sup>th</sup>. I missed it and I hoped that one of you would notice it, but it looks like none did. Hence, I decided to write the e-news even though I am late by 10 days.

March was a good month. I had the honour and the opportunity to present at the Australian Institute of Training & Development National Conference in Sydney. Though there were several top notch speakers to hear me, the session went well. While I was busy speaking at the Conference and at a Franklin Covey forum <sup>☺</sup> kind courtesy of Reg Polson who is one of Australia's top training brokers and a business development advisor for Franklin Covey <sup>☺</sup> my sons and wife were enjoying the sights of Sydney.

Let me dwell on three issues in this e-newsletter.

- 1. THE ASIA HRD CONGRESS AWARDS**
- 2. PSYCHOLOGICAL TESTING**
- 3. SMR NEWS**

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### **THE ASIA HRD CONGRESS AWARDS**

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The Awards were officially announced to the press by Tuan Haji Ishak Hashim, the Chairman of the 2004 Awards Committee. The objective of the awards is to honour and recognise HRD Professionals and practitioners who have made significant contributions to Human Capital Development, in the context of organisations, the HR community, or the society at large. As in 2003, the awards this year will focus on Malaysian practitioners. By 2005 we hope to open the awards to other countries after putting the infrastructure in place to select eminent contributors to HR in these countries. In a press conference held at the conference venue, the Sunway Lagoon Convention Centre, Tuan Haji detailed the criteria for the three awards. The event was covered live by Astro news and TV3.

I seek your support to nominate deserving Malaysians for the award. If you know of persons who deserve to be honoured for their contributions to Human Capital Development, please visit [www.hrdcongress.com/conference/awards.html](http://www.hrdcongress.com/conference/awards.html) and send us the filled in nomination forms by May 30<sup>th</sup> 2004.

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### **PSYCHOLOGICAL TESTING**

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There seem to be a flood of psychological tests in the market. Some of them do not have any reliability or validity studies conducted. I had a shock when recently I heard that one of the regional multinationals was using a test that had not been validated. It is a worthwhile attempt to seek the opinion of the Association of Psychologists [www.bps.org.uk](http://www.bps.org.uk) or renowned test corporations such as SHL Corporation [www.shlgroup.com](http://www.shlgroup.com) before using psychological tests in your organisation.

Another good resource is the book by Edward Hoffman – 'Psychological Testing at Work.' It is easy to read and provides a good overview on everything that HR professionals need to be careful about when using psychological tests.

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**SMR NEWS**

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The response to the nationwide workshops on 'The Magic of Making Training FUN!!' was very good. Nearly 100 participants attended the English workshop while 50 attended the BM workshop. We also ran workshops in Kuantan and Brunei.

The systems are all set for the Asia HRD Congress scheduled for July 26 to 28 and the five day Accredited Trainer programme right after the conference. If you have not yet registered, please do so right now to avail of the special discounts.

Bye now till next month.

Regards,  
Palan

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