

Learn & Perform E-News from Palan - April 2006

Hi! How do you manage Star Performers? How do we develop Managerial Competencies? How do you build Emotional Intelligence? What are the thought leaders going to say at the Asia HRD Congress 2006 at Jakarta? Finally, what is the news at SMR? These are the key questions addressed in this month's Learn & Perform E-News:

- Talent Management
- Managerial Competencies
- Emotional Intelligence
- Asia HRD Congress 2006, Jakarta
- SMR News

Talent Management

The notion gaining currently in the practitioner's world is that *Talent* should be thought from the perspective of different careers. *Talent Management* is not just about graduate development or high potential development. The common assumption is that some kind of special provision must be made for the people who can really make the difference. Who is being defined as *Talent* has differed from organization to organization? Though everybody can perform better with the right development, *talent management* has been emphasized with attention shown to a small population, though care is being taken not to make this group a privileged one. Kerry Larkan from Hong Kong will share his research findings from Asian organizations.

To learn more about *Talent Management*, do mark May 2 & 3 in your diary to attend the **Asia HRD Congress 2006** - visit www.hrdcongress.com and avail of special deals. Email khiem@hrdcongress.com for more details.

Managerial Competencies

The Four Circle Competency Model pioneered by Dr. Richard Boyatzis has made a huge impact on the managerial world. The Competency - Performance connection has been extensively highlighted and emphasized in this model. This is a simple and effective model to implement at your organization for a fraction of the costs.

To learn more about *Competency Management* in your organization, visit our book store at <http://www.smrhrd.com/ourbusiness/products/books.html> and get a special 10% discount on our E-Book on Competency Management.

Emotional Intelligence

It is not necessary to take on mind altering drugs to change the way you react emotionally. Your emotional responses can easily be changed by simple things in life. All you need to do is to change your thoughts and actions. Make a list of things that energize and excite you. Now, just do them.

To learn more about *Emotional Intelligence*, [click here](#) to take a **FREE** personal self-assessment test or email jennifer@smrhrd.com to register for a **FREE** tele seminar on **Developing Emotional Intelligence in your Organization**. The tele seminar is restricted to 50 people.

Title: **Developing Emotional Intelligence in your Organization**
Date: Tuesday, April 18th, 2006
Time: 2.00pm
Duration: 30 minutes
Registration Fee: **FREE!**

Asia HRD Congress 2006, Jakarta

Tun Dr. Mahathir Mohamad, the former Prime Minister of Malaysia delivers a powerful key note on *Knowledge Creation & Visioning: Changing the Third World Mindset*. With an estimated 500 delegates from all over Asia and speakers from over 11 countries, the **Asia HRD Congress 2006** in Jakarta will be a thought provoking event. Make sure to book your place online at www.hrdcongress.com.

The first **Accredited Training Professional (ATP)** for 2006 will be held in Jakarta, Indonesia between May 4-9,

2006. For details, please email khiem@hrdcongress.com.

SMR News

We are looking for talent to cope with the expansion plans of the company. We need full time Training Specialists, Human Capital Consultants, Instructional Designers, Web Programmers, dot Net Programmers, Software Project Implementation Managers, Enterprise Software Sales Representatives and lot more.

Please email to [Mr. Robert Lim](#), Director of Operations for more details. Have a great month ahead and will be in touch from Jakarta in May.

Regards,
Palan