

Learn & Perform E-News from Palan - August 2005

Hi! Just relieved that all went well with the 2005 Asia HRD Congress and the International Accredited Trainer Programme. The team and I are just about recovering from the grueling task of organizing the Conference & Exposition. Overall, it was a satisfying experience.

The content for this month's Learn & Perform E-news:

- The Asia HRD Congress
- Emotional Intelligence
- Competency Management
- HRDWebvarsity
- Free E-Course on Train the Trainer

The Asia HRD Congress 2005 & 2006

Finally, our annual flagship event was another successful event and it is finally over. We can all now breathe easily. The three components of the event:

1. The Conference – the numbers were lower reflecting the prevailing economic situation in the region. The number of countries increased from 21 to 25 with participants coming from even new countries such as Netherlands and Costa Rica. However the quality of the attendees was much higher in terms of the numbers of senior managers attending the Conference. The speakers were generally well received with ratings of up to 90+% for most of them even though 2 to 3 speakers had ratings of only about 60+%. Dr Madan Kataria, the pioneer of the Laughter Clubs was the main draw together with an impressive list of 20 overseas speakers and 8 local speakers.
2. The Exhibition was indeed a sell out with an all time record. Trade visitors to the show improved too.
3. The Asia HRD Congress Awards was again an impressive event with distinguished people being awarded the awards – Dato Rafiah Salim, former HR Chief, United Nations; Puan Seri Datin Seri Susan Cheah of the Sunway Group, Dr Ganesh Natarajan, Deputy CEO of one of the region's largest IT firms Zenzar technologies. and a posthumous award to Dr Surjit Singh. A Souvenir detailing past winners was also published at the event.

The Congress moves to Jakarta for 2006 with the partnership of a leading training institute LPPM. Though the event has been run at Kuching, East Malaysia, Chennai, India and Bahrain, this is the first time we are moving the main event from Kuala Lumpur to another Asian capital. This is to justify that is an Asian event rather than a Malaysian event. With the International federation of Training & Development organization moving their Conference to Kuala Lumpur in 2006, we thought it fit to support that event too.

To purchase the e manuals of the Congress for US\$10/- please email hrdcongress@smrhrd.com

Details of the event at www.hrdcongress.com

Emotional Intelligence

Emotional Intelligence has a significant impact on the workforce. The truly successful person has always achieved emotional self mastery. Click here for a free article: [Applying EQ At The Workplace](#). Recognizing the importance of the subject we are flying David Cory from Canada to Kuala Lumpur to run The Accreditation Workshop on Emotional Intelligence. The response has been very good. A few more seats are available. Details at <http://www.smrhrd.com/ourbusiness/training/aeqp.html>

Competency Management

The Global Management Consulting firm Arthur D. Little says that successful innovation requires a clear understanding of the competency base of the organization, both its core competencies that distinguish it from the

competition and the background competencies in which it does not need to excel but does need a threshold capability in order to survive and prosper. By combination of top-down and bottom-up approaches organizations can build up both the necessary competencies, and measures to ensure that they are sustained and enhanced over time. Prahalad and Hamel introduced the idea of Core Competencies to encourage managers to think inside-out as well as outside-in which is the traditional approach to corporate strategic thinking. We also launched at the Asia HRD Congress 2005, the full competency library for the HR job family. To buy a practical E-book on Competency Management: a practitioner's guide, <http://www.mobipocket.com>

HRDWebvarsity

HRDWebvarsity is a new community building effort launched at the Asia HRDWebvarsity. The goal of the HRDWebvarsity is to build a community and offer FREE e-courses. They have great services such as Mumble & Grumble and Cross Talk. Please do visit www.hrdwebvarsity.com and register to benefit from the latest news in HRD.

Free 5 day E-Course on Train the Trainer

To enroll on the free 5 day e-course, please email sarah@smrhrd.com. It is a pioneering effort to take the message to the community.

Update your personal details

As we shared with you last month, please note we are changing our web newsletter service provider but we ensure total confidentiality re your email addresses. It will never be given to anyone, period. If you wish to ask your friends to subscribe, please do ask them to visit www.palan.org and register. If you wish to unsubscribe, please hit the unsubscribe button to do so.

We are also offering you an opportunity to update your email particulars by clicking here: <http://www.smrhrd.com/newsletter/emailupdate.htm>. Please do that and we will send you a Free E-book on Web Resources for You – Click 4.

I will be in touch in September with the September E-news.

Regards,
Palan