

Learn & Perform E-News from Palan - December 2006

November was and is always an important month for me as I celebrate my birthday and wedding anniversary. As I nudge closer to my senior citizenship years, I remember Marcel Proust saying: "True discovery consists not in finding new landscapes, but in seeing the same landscape with new eyes."

Many of our HRD initiatives have been or are being relaunched to reflect the current times. Let me share in this E-News:

- Old School Gets New Role
- The Ins and Outs of Global Outsourcing
- Tele Seminars
- New Products
- SMR News

Old School Gets New Role

The key to McDonald's turnaround plan rests with the McDonald's Hamburger University. The Dean of the University Diana Thomas in partnership with the chief operating officer Ralph Alvarez is leading the revitalization of the 45 year old university. Top Management recognizes the importance of the university in implementing change and improving performance throughout the organization. The university plays a central role in introducing the organization's new strategy, The Plan to Win. The new strategy covers people, products, place, price and promotions. The company has experienced after the launch of this programme, 41 months of positive comparable sales. The renovated wing of the university has learning labs and dozens of small breakout rooms that have replaced large amphitheaters, action learning, hands-on learning and learning labs set it apart from old style corporate universities. More details at the ASTD on line store at www.astd.org.

The Ins and Outs of Global Outsourcing

New reports indicate that companies fishing for talent face a shrinking pool of choices. This has led to organizations forging contracts and relationships with experts, globally. Pamm Shankman says that to establish a global workforce, companies must identify their needs and determine how offshore workers can fill them. DNL Global's recent research study identified the following competencies for top performing global managers: Analytical Thinking, Achievement drive, Adaptability, Emotional intensity, Competitiveness and Ability to handle autonomy.

Tele Seminars

Tele seminars are increasingly becoming popular. There is no need for great infrastructure; all you need to do is to pick up the phone and ring the telephone number to gain a valuable chunk of content. During the last few months, we have had great success. I would encourage you to register for our tele seminar on December 22nd on *Five Strategies for Effective Team Leadership*. Those of you who would like a FREE audio of one of our tele seminars, please do write to gaik@smrhrd.com.

Tele seminar title: Five Strategies for Effective Team Leadership

Date: 22nd December 2006, Friday

Time: Malaysian time 4.00pm - 4.30pm

Duration: 30 minutes

Registration Fee: USD 10.00

New Products

The [SMR E-Store](#) has a list of books, E-Books and audios for sale. Our products executive Sahiran is running a Mega Sale of books from 12th of October till 31st of December. Please [click here](#) for more details or write to sahiran@smrhrd.com.

SMR News

The Consulting division launched a new competency library for the HR function. The Outsourcing services have launched a new initiative to enable customers to outsource their competency initiatives. Until now, we have accepted only the outsourcing of L & D initiatives but now this initiative enables organizations to use **HRDPower™** on an outsourced model. We will profile and assess the competencies as well as maintain the data for the organization. This minimizes cost and time to the organization. For details, please contact subra@hrdpower.com or krishnan@hrdpower.com.

The Training division launched the new **Certificate in Training Practice (CTP) Fast Track** and the **Accredited Competency Professional (ACP)**.

On a personal basis, I am keeping with the gym routine and keeping pace with the work. Have a great month ahead and will be in touch in December.

Happy Christmas and Happy New Year.

Regards,
Palan