

## Learn & Perform E-News from Palan - July 2006

Hi! How do you get ahead of change? What is happening in Microsoft? How do we validate Leadership and Managerial Competencies? Is there a template for setting Performance goals? How is it to get to 80 years of age? And, what do you do when your favourite team loses out cruelly on penalty shoot outs? These are the key questions addressed in this month's Learn & Perform E-News:

- Getting ahead of change – Microsoft's new brain
- Leadership & Managerial Competencies
- A template for Setting Performance goals
- At 80 years of age
- The World Cup: Football mania
- SMR & Personal News

### Getting ahead of change – Microsoft's new brain

Dick Lampman, Head of Hewlett-Packard's Research labs is quoted in the Fortune magazine as saying that the rate of change seems to be moving against Microsoft. With Bill Gates and Steve Ballmer upset at the excessive attention shown to Google as the thought leader of the Internet Age, have unleashed their new hire, a software genius Ray Ozzie to remake the company and conquer the web. Ozzie's assignment is to *webify* everything, to quote David Kirkpatrick - to intertwine Microsoft's entire product line - software for consumers, software for businesses, Xboxes, all of it - with the vast and ever-growing power of the Net. The PC software draws mainly on resources on your hard drive, this new software will rely heavily on the cloud, a term used to describe the net at Microsoft. One of the company's initiatives is Windows Live, a website that includes new search service, email and news. So, Ray Ozzie is the man entrusted with remaking Microsoft with the sole purpose of getting ahead of change. And, Bill Gates has announced decision to venture into the world of philanthropy.

### Leadership & Managerial Competencies

Leadership and Managerial Competency guru **Dr. Richard Boyatzis** will be flying in to Kuala Lumpur, Malaysia to deliver a high impact workshop. He will be sharing the results of his 36 years of research into the field. All registered participants will receive exclusive access to the recent articles published in various respected journals. About 200 participants are expected to fly in from about 15 countries to hear **Dr. Boyatzis**. For more details, please email [khiem@hrdcongress.com](mailto:khiem@hrdcongress.com).

### A Template for setting Performance goals

We are now devoting resources to develop templates for setting performance goals in **HRDPower.net™ Version Two**. The goal is to help and develop a common understanding of the expectations between the Manager and the subordinate. Also, this is an attempt to ensure that a performance system can be easily set up. The focus on using a form for performance review without setting expectations in the first place is no longer valid. We will have more information for you in the next E News.

### At 80 years of age

I had the honour of speaking at the 80th birthday celebrations of my mentor and renowned human resource practitioner Sam Abishegam. Sam, the former president of the Malaysian Institute of Human Resource Management and Board member of **IFTDO** was an icon in the field in the 70's and 80's. His children had put together a nice event for Sam. He looked extremely cheerful and bright despite the stroke that had slowed him down about 15 years ago. I remember meeting Sam when I was a young student in search for a job. Sam was not only exceptionally helpful but was also instrumental in helping me get a fellowship with the Konrad Adenauer foundation to visit Germany and learn about the HR practices there. That visit changed my perspective in a very progressive way.

### The World Cup: Football mania

What do you do when your favourite teams lose? I was horrified to see England lose to Portugal as England

played very well. Losing on penalty shots was painful; so was the sending off Rooney. It took me a few hours to reconcile that the game was over. I had just about recovered to see Brazil lose to France. The World Cup sure did generate in me tremendous stress.

#### SMR & Personal News

The **7th Accredited Training Professional (ATP)** in Kuala Lumpur, Malaysia right after the very successful Jakarta event will enable participants to learn how to design and deliver high impact training. The event to be held on July 24th to 28th 2006, in Kuala Lumpur, Malaysia is expected to attract about 30 participants from 10 countries. For details, please email [bernie@smrhrd.com](mailto:bernie@smrhrd.com) and do visit <http://atp.smrhrd.com>

And do not forget to register for the programme by **Dr. Boyatzis**. Special discounts are available for early birds. For more details please email [khiem@hrdcongress.com](mailto:khiem@hrdcongress.com)

Things have been quiet and I continue to keep up with my gym routine and invest my time with the kids to secure my future happiness with them. Several new resources have joined SMR and I thank the many of you who have responded to my advertising the vacancies in the E News.

Have a great month ahead and will be in touch in August.

Regards,  
Palan