

Learn & Perform E-News from Palan - June 2006

Hi! What is the strategic role of HRD? Professor Dave Ulrich outlined his thoughts at the 11th World HR Conference in Singapore. What is the Competency - Performance connection? Dr. Richard Boyatzis, the acknowledged guru will be delivering a high powered keynote in Kuala Lumpur. How do you make your training sizzle? These are the key questions addressed in this month's Learn & Perform E-News:

- Dr. Richard Boyatzis in Malaysia
- 11th World HR Conference, Singapore
- 7th Accredited Training Professional (ATP)
- SMR & Personal News

Dr Richard Boyatzis in Malaysia – August 28 & 29, 2006

In a competitive world, the pressure to achieve superior performance is critical. Good companies must be allowed to grow; and badly managed companies allowed to perish are the logic among the business community. **Dr. Richard Boyatzis**, the acknowledged guru in the field of Competency Management will present a one day workshop at the **1st Asian Competency Conference** themed: **Organizational Results through Competency Management**. He will share his thought provoking ideas and how organizations can implement competency models at the workplace as well as translate competency knowledge into practical applications that can lead to superior results. The second day will feature best practice case studies from Asian speakers. For more details please email khiem@hrdcongress.com

As a preliminary to the conference, we will be having a '**Competency Models**' tele seminar on the 26th of June, 2006. The tele seminar is priced at RM 75/- (US\$ 20) per participant. For those who purchase the e-book on '[Competency Management: A Practitioner's Guide](#)', the tele seminar will be free. [Click here](#) for details.

11th World HR Conference organised by Singapore Human Resources Institute

The SMR team was there to exhibit **HRDPower™**. I managed to get there for a few hours on the last day to support the team as well as renew my acquaintance with Professor Dave Ulrich.

The Conference had some great exhibits with Manpower, Jobs DB and Kelly Services with huge stands at the expo. Though the expo was not as large as the SHRM Expo in USA, it was a high quality event and the feedback from delegates was good.

The Honorable Minister for Home & Cultural Affairs, Royal Government of Bhutan had spoken on Day Two on the subject: The State of Mind and Heart: Are happy workers productive workers? His concept of Gross National Happiness as an approach to development was indeed welcome when the entire global focus seems to be on to Gross Domestic Product.

Professor Dave Ulrich having shed about 65 pounds looked very fit and trim. Back from his sabbatical, he was very sharp and articulate in expressing his ideas. His session on the HR Value proposition: a dozen things we know about organizations was indeed the highlight. The idea that HR needs to facilitate strategic clarity with a focus on execution was my take away. It was worth flying into Singapore for three hours. The ideas and the words he used were perfect. HR is not the owner of strategy but they are the architects. They need to do capability audits. These ideas were expressed in a very humorous and simple way.

Please visit www.rbl.net for more information.

And congratulations to David, Yvonne and the SHRI team for hosting the event. I know it; it is no easy task. They did it very well. Congrats!

7th Accredited Training Professional (ATP)

The **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 24th to 28th July, 2006 at the Sunway Lagoon Resort Hotel, and is expected to attract about 30 participants from 10 countries. For details, please email jennifer@smrhrd.com and do visit <http://atp.smrhrd.com>

SMR & Personal News

- **The 35th IFTDO World Conference & Exhibition** is scheduled on 22-25 August 2006 in Kuala Lumpur, Malaysia. I am honoured to be speaking for the third time in **IFTDO**. Details at <http://www.iftdo2006kualalumpur.com/conference.html>. The Committee is still looking for some quality speakers. I have forwarded the details of those of you who sent me the particulars to the Committee. Please do visit their web site and do submit your papers to the Committee evaluating speaker proposals. It is a great time to be in Malaysia and a great conference with some truly outstanding speakers. Interested to participate, please visit their [website](#).
- Things have been busy with us - **HRDPower™** has done exceedingly well. With the product being used as an anchor, we have been able to secure major outsourcing contracts with three multinational companies now.
- Thanks to so many of you for your greetings to us on the arrival of our daughter. Thanks for the feedback from some of you to update my personal website. I assure you that I am not a male chauvinist. I do mention my daughter now. We do not yet have a photograph but will try and have one on the web site soon.
- I recently saw the film *Over the Hedge*. It was a lovely film; I never had a great liking for animation films but I did enjoy it. Being with my two sons, drinking a coke and munching a big bag of popcorns and the message in the film about trust, family and respect was superb.
- I have faithfully kept up with my gym routine. The week in Bangkok for the Asia Training Convention of Pfizer was wonderful. It gave me time to be in the gym every day. Meeting and working with the Pfizer team for a week was very motivating; the quality of talent was incredible. It is no surprise that Pfizer is a great company. It cannot be any other way with all the talent. I thank my hosts Brian and Daphne for their incredible hospitality.
- I have an easy to read book - **50 Tips for High Impact Trainers**. Please do visit the [SMR e-Store](#).
- I am pleased to share with you a lovely poem. Please [click here](#).

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

Regards,
Palan