

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

Hi! How do you change the Third World mindset? How can we use games more effectively in training? How do the top HRD Asian personalities think and implement strategies to drive successful organisations? What is the Competency - Performance connection? The Asia HRD Congress 2006 at Jakarta featured some of the world's top speakers who dealt with the above questions. These are the key questions addressed in this month's Learn & Perform E-News:

- Changing the Third World mindset
- Games in Training
- Asia HRD Congress Awards
- The Competency - Performance connection
- News from Asia HRD Congress 2006, Jakarta
- SMR News

### Changing the Third World mindset

The former Malaysian Prime Minister, **Tun Dr. Mahathir Mohamad** delivered a powerful closing key note that kept the entire 800 strong audience spell bound. It was one of those rare Asia HRD Congress events that drew maximum attendance for the closing ceremony.

Tun's key points of raising the competitiveness of Asia, lifelong learning, the need for rooting out corruption and the need for public: private sector cooperation resonated exceptionally well with the audience. The Q & A session saw Tun in his usual straight to the point style.

I had the honour of chairing Tun's session with **Bapak Cosmas Batubara**. **Tun Dr. Mahathir's** session was the highlight of **Asia HRD Congress**. Synopsis and details at [www.hrdcongress.com](http://www.hrdcongress.com)

### Games in Training

**Ed Scannell**, the gentleman professional and legend in the field spoke about using games in training. The author of the **Games Trainers Play** series delivered a keynote session that encouraged participants to use games to increase learner retention and involvement. The goal is to enable participants to stay engaged with one another and the content.

**Ed** will be back in the region in November. For details email [khiem@hrdcongress.com](mailto:khiem@hrdcongress.com)

Do visit the [SMR e-Store](#) to review the **Management Made Easy** game.

### Asia HRD Congress Awards

Nine outstanding Asian HRD personalities were honoured in Jakarta. In introducing the 2006 award winners, **Tuan Haji Zulkifly Baharom**, the Chairman of the Awards Committee detailed the accomplishments of each of the personalities. Their visionary thinking and executorial excellence has differentiated the award winners from their peers. In the round table discussion with the delegates, the award recipients shared their insights. Listed below are the 2006 award winners:

|    |   |
|----|---|
| 1) | <b>Contribution to the Community</b><br>Dr. Roberto F. De Ocampo, President Asian Institute of Management, Philippines  |
| 2) | <b>Contribution to the Organization</b><br>Dr. Kamal Khir, Director Institut Bank-Bank Malaysia, Malaysia   |
| 3) | <b>Contribution to the Organization</b><br>YBhg. Dato' Jamaludin Ibrahim, Chief Executive Officer Maxis Communication Berhad, Malaysia  |
| 4) | <b>Contribution to the Organization</b><br>Mr. Irvandi Ferizal, Human Resources Director TNT, Indonesia   |
| 5) | <b>Contribution to the Organization</b><br>Mr. Loh Meng See, Senior Vice-President of Human Resource, Singapore Airlines Limited, Singapore   |
| 6) | <b>Contribution to the Organization</b><br>Pengiran Dato Paduka Haji Abdul Hamid bin Pengiran Haji Mohammad Yassin, Permanent Secretary, Prime Minister's Office, Brunei Darussalam |

|    |  |
|----|--|
| 7) | <b>Contribution to the Organization</b><br>Mr. S.K Jain, Executive Chairman Petroleum India International, India   |
| 8) | <b>Contribution to the Organization</b> - Mr. Ebrahim K. Al Dossary, Executive Adviser to the Board/CEO Bahrain Society for Training & Development, Kingdom of Bahrain, The Arabian Gulf |
| 9) | <b>Contribution to the Organization</b><br>Mr. Tonny Warsono, MM, HR & Development Director PT Wijaya Karya, Jakarta Timur, Indonesia  |

For details of the **Asia HRD Congress 2007** awards, please write to [khiem@hrdcongress.com](mailto:khiem@hrdcongress.com)

#### The Competency - Performance connection

I had the opportunity of delivering the first plenary session on how Competencies do indeed lead to Performance. The idea of using Tiger Woods and several other outstanding personalities to demonstrate the Competency - Performance connection was well received. It just made the task of delivering the message that Competency is indeed fundamental to Performance at 8.00 in the morning easy.

Do visit <http://atp.smrhrd.com> to complete a **Trainer Competencies** online assessment.

#### News from Asia HRD Congress 2006, Jakarta

The Indonesian and the Malaysian team did a great job in organising the event. Outstanding speakers from 11 countries delivered outstanding sessions. It was a pity that we missed out on several countries quite a bit due to the travel advisory of some governments not to visit Indonesia. Participants from 15 countries were still there.

The security due to **Tun Dr. Mahathir's** visit was extensive.

Overall it was indeed a hugely successful congress and we have been able to take it into another country for the first time. To speak or participate in **Asia HRD Congress 2007**, please await details at [www.hrdcongress.com](http://www.hrdcongress.com)

#### Conferences

The **WFPMA** holds a **World Congress on Personnel Management** once in every two years. The goal is to enable HR professionals to build a global community of peers, to discuss new developments and to network with colleagues from around the world who face similar complex challenges in human resource management. The **Singapore Human Resources Institute (SHRI)** representing the **Asia Pacific Federation of HRM** in organising and hosting the **11th World HR Congress - Singapore 2006**.

Some outstanding specialists will speak at the event. **SMR HR Technologies** will be exhibiting at the event. To visit the **11th World HR Conference's** official website, please visit <http://www.hrcongress2006.com/home.html>

#### SMR News

I struggled through the **Asia HRD Congress** due to a very bad back that virtually immobilized me. My Japanese chiropractor worked on me conscientiously for over two weeks to get me up and moving.

The **ATP** programme in Jakarta was attended by about 37 participants. I had to be there for day one with Karen and Subra running the remaining days due to my health.

We are still looking for talents to cope with the expansion plans of the company. Below is the list of job positions available:

- Head of HR Outsourcing
- Consultant - Human Capital
- Finance Manager
- Accounts Assistant
- Executive Assistant to CEO
- Training Specialist
- Writer/Copywriter
- Instructional Designers
- Customer Service Executive
- Sales and Marketing Manager

- Sales Executive
- e-Business Manager
- e-Learning Executive
- Dot NET Programmers
- Web Designers
- Software Development / Project Manager

Please email me or [Mr. Robert Lim](#), Director of Operations for more details. You may also [click here](#) for job details.

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

Regards,  
Palan