

Learn & Perform E-News from Palan - November 2005

Hi! Welcome to the November Learn & Perform E-news.

I am aware I am late by about two weeks with the November E News. I do apologize for the delay. The delay has been mainly due to a hectic schedule in November which took me to five different countries on a variety of assignments.

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

- From Training to Learning
- Why business thinking is not the answer?
- Accredited Training Professional
- 17th placing in Technology Fast500 Asia Pacific Award 2005 from Deloitte in Hong Kong

From Training to Learning

Martyn Sloman and Lois Webster have described in a thought provoking article the changing role of the Workplace Learning & Performance profession (WLP). With informal learning increasingly becoming more important, they detail the shift from training to learning. Training, a top down intervention is being replaced by lifelong learning, which lies in the domain of the individual. The authors explore the concept in great detail and stating that only learners can learn and that their learning styles are changing. The new roles of WLP professionals include supporting, accelerating and directing learning using the intervention that is appropriate to the need, the learner and the context.

For more details, please visit: <http://www.astd.org>.

Why Business Thinking Is Not The Answer

I happened to have the opportunity of presenting at the Asia Pacific Human Resources Conference in Chennai, India, November 2005. The cyclone had hit Chennai and the plane could not touch down for quite some time due to bad weather; eventually when we did land we could not get out of the airport due to the heavy floods, nevertheless I was able to weather the difficulties by reading Jim Collins new article – Good to Great and the Social Sectors. There were three statements that captured my attention.

Firstly, he says "I've come to see that it is simply not good enough to focus solely on having a great business sector. If we only have great companies, we will merely have a prosperous society, not a great one. Economic growth and power are the means, not the definition, of a great nation.

Secondly, he says "during my first year on the Stanford faculty in 1988, I sought out Professor John Gardner for guidance on how I might become a better teacher. Gardner, former Secretary of Health, Education and Welfare, founder of Common Cause, and author of the classic text Self-Renewal, stung me with a comment that changed my life - It occurs to me, Jim that you spend too much time trying to be interesting, he said. "Why don't you invest more time being interested?"

Thirdly, he says he started to explore the social sectors because of the sheer joy of learning something new such as exploring the challenges facing social sector leaders—and puzzling over issues that emerge as a result of applying our work to circumstances quite different from business. These three issues was the focus of my keynote – how do we connect the business to the social context, how do we start sharing rather than trying to be interesting and finally how do we create the appetite for learning.

For more details, please visit: <http://www.jimcollins.com>.

Accredited Training Professional

The 5th International ATP was completed in Bahrain in November. I was quite pleased with the active participation of the 19 Trainers and Managers. It was satisfying to see how when given an opportunity trainers and managers can make dry content come alive with FUN tools and techniques. The positive response from participants from a

predominantly Arabic culture was indeed very welcome. The ATP community is growing rapidly; now customers have a choice of contracting trainers all throughout Asia, in a variety of content areas. They are multi lingual.

Though the ATP in 2006 will be conducted in 5 locations - Jakarta, Dubai, Singapore, Mumbai and Kuala Lumpur, the next ATP will be in Jakarta, Indonesia in conjunction with the Asia HRD Congress. That will be the only ATP I will be running in 2006. All other ATP's will be conducted by my successors and our training experts Ms. Karen Ong and Mr. Uday Khedkar.

For more details, please email: hrdcongress@smrhrd.com.

17th Placing in Technology Fast500 Asia Pacific Award 2005 from Deloitte in Hong Kong

Finally, we knew our ranking – we were 17th out of the 500 in Asia Pacific. We are proud of the award.

I am very happy we put everything we had in focusing on HRD Power and related products. I must thank my entire team – Murali & team, Robert Lim & team, Karen & team and finally Dr Nat and Ed Jackson. Receiving the award in the presence of my mother, brother, sons Maha, Subu and nephew Arasu was indeed an emotional moment.

Igal Brightman, Global Managing Partner of Deloitte Technology, Media & Telecommunications commented – “Our ranking and survey tells us a lot about these remarkable businesses and we feel it is important to share this information with the wider business community. They are the companies that rally behind innovation. They break down obstacles. And systematically defy the odds. We salute their efforts with the Deloitte Technology Fast 500 program. Making the Fast 500 list is a quantum achievement. The overwhelming message we are getting this year is that a sound business strategy and strong leadership remain key success factors in the growth of technology companies, but clearly there is an increased shift in the necessity for high quality employees and this remains a priority operational challenge in the region.”

Winning this prestigious award from Deloitte is indeed very satisfying professionally and personally.

For more details, please visit: <http://www.smrhrd.com>.

I will be in touch by end December with the December E-news.

Regards,
Palan