

With the election fever over in the United States of America and the oil prices exceeding \$50/- per barrel, the economic environment seems uncertain. Some of the issues we will cover in this month's Learn & Perform e news:

- **THE RELEVANCE OF HUMAN CAPITAL TO ECONOMIC GROWTH**
- **MAKING TRAINING FUN**
- **ISSUES IN COMPETENCY & PERFORMANCE MANAGEMENT**
- **PERSONAL GROWTH**
- **MANAGEMENT THOUGHTS**
- **SMR NEWS**

RELEVANCE OF HUMAN CAPITAL TO ECONOMIC GROWTH

A report by the United Nations Educational, Scientific and Cultural Organisation (UNESCO) and the Organisation for Economic Cooperation and Development (OECD) on emerging economies in 2003 finds that investments in human capital over the past two decades may have contributed towards a half percentage point in the annual growth rates of emerging economies. Elayne Yee, a research fellow at the Malaysian Institute of Economic Research points out a strong link between education and economic growth. More details at <http://www.mier.org.my/>.

THE MAGIC OF MAKING TRAINING FUN!

We have continued to experiment with new tools to deliver content through FUN. The FUN x Content model demonstrates that FUN is a powerful vehicle to deliver content. Recently there have been numerous examples of FUN tools used by educators. One of the tools being consistently used is a Mind Map, which is now available as a software tool also. More details at www.mindsystems.com.au

ISSUES IN COMPETENCY& PERFORMANCE MANAGEMENT

The interest among organisations for introducing competency and performance systems is still growing, primarily due to the possibility of the applications making a direct impact on the bottom line. Recently, I had the opportunity to survey a group of about 500 accountants at the Malaysian Institute of Accountants National Conference, where I was presenting a session. The survey

covering Talent Management did reveal some interesting data. To a question on whether organisations are able to identify poor and high performers, most of the participants did not think their organisations did a good job. Results available at [http://www.hrdpower.com./](http://www.hrdpower.com/)

PERSONAL GROWTH

Personal growth is a continuous process. I had the opportunity of reading some exciting books. Among the authors whose works I read, Maxwell talks about "everything rising and falling on leadership."

More details at http://www.drexel.edu/oca/leadership/II_Maxwell.html.

MANAGEMENT THOUGHTS

I visited a customer who talked glowingly about Jim Collins and his thoughts on management. Apparently, in this company, Collins' book **Good to Great** is compulsory reading material for every manager. I thought the 'hedgehog concept' and 'the three circles' — disciplined people, disciplined thought and disciplined action, made great sense. More details at www.jimcollins.com.

SMR NEWS

Things have been reasonably quiet during the fasting month. With Deepavali, the festival of lights, and Hari Raya Aidil Fitri falling in November, we have a long holiday to look forward to. It will hopefully give us the time to catch up with family and friends.

The team is busy getting ready for 2005. At SMR, we are also implementing the new version of HRDPower.net.

I will be in touch late next month with November news.

Regards,

Palan (RP)