

## **Learn & Perform E-News from Palan - October 2005**

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

In September, we felt sorry about the pain caused to people due to the hurricanes in the US. The pain was compounded when we heard about the delayed response in helping the affected people who were from the disadvantageous part of society. We had hoped that the worst was over and we will not have much more pain due to natural disasters, at least in the short term. And, this month, the earthquakes in Kashmir and the bombs in New Delhi have caused more pain to people. The Malaysian Prime Minister's wife succumbed to cancer. The avian bird flu worries the medical community. Last month we talked about racist remarks by three young Singaporeans and this month a Malaysian Member of Parliament found it okay to utter racist remarks with parliamentary immunity. The nagging worry was he felt it was alright.

Painful times, worrying times and challenging times. I suppose we just need to look at the positives and the sheer goodwill that exists in the world rather than be deflected by just the negatives. The world felt pained by the Kashmir and the Delhi bombs. The Malaysian public shared the PM's grief. And, the PM returned to work the very next day recognizing his responsibilities. Respecting human dignity irrespective of wealth, race, religion or colour, I suppose is what all of us need to do in these challenging times. As human resource development professionals, we have to continue to teach people values and institutionalise the need to respect human dignity. A major responsibility.

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

- On-line assessment
- Winning Technology Fast500 Asia Pacific 2005 Award in Hong Kong
- Competency Management - ACP
- A conference to watch in Mumbai, India
- The BEST Awards from ASTD
- Update your personal details

### On-line assessment

I was overwhelmed with your overwhelming response to get to know about your Emotional intelligence on line assessment last month. The huge response to the on-line assessment encouraged me to introduce you to another one this month. Motivation is big business today but we all well know that it all starts from within. When I wrote the book ***Creating Your Own Rainbow*** in 1998, I was intrigued by the idea of a Rainbow Creator and a Rainbow Chaser. Rainbow Creators like Nelson Mandela, Gandhi, Nasser and Steve Jobs showed the world what they can do with sheer focus and determination. On the contrary, there are many Rainbow Chasers who look for 'if only' excuses. Are you a Rainbow creator or a Rainbow Chaser? Do you respect human dignity? Do you attempt to make a difference to yourself, your community and the world? Find out for yourself by completing the test. When you complete the assessment, you will receive a free handout.

Details at <http://www.automatedassessments.com/assessment.aspx?id=151>

### Winning Technology Fast500 Asia Pacific 2005 Award in Hong Kong

Thanks for the many congratulatory messages. Winning the prestigious Enterprise 50 second placing award was very satisfying professionally and personally. Close on the receipt of the award comes the news of our company winning Technology Fast500 Asia Pacific 2005 Award judged by Deloitte, Hong Kong. We travel to Hong Kong on December 8<sup>th</sup> to receive the award.

### Competency Management - ACP

The idea that Core Competencies are those capabilities that is critical to a business achieving competitive advantage was the focus of Hamel & Prahalad's work. To get started on Competency work, we need to recognise that competition between businesses is as much a race for competence mastery as it is for market position and market growth. It is impossible to focus on all activities of a business and the competencies required for executing

strategy in the market place. Hence the goal for management might well be to focus to focus attention on core competencies that really affect competitive advantage. Prahalad and Hamel commented as early as the 1990's about managers being judged on their ability to identify, cultivate and exploit the core competencies that make growth possible. Core competencies are not static; they need to evolve over time. They need to be flexible and should change in response to the changes in the environment. To get to know more, a practical E-book on Competency Management: a practitioner's guide is available at <http://www.mobipocket.com>

#### A conference to watch in Mumbai, India

Last month, I sent you information about Masie's Learning Consortium in the USA. There is also another conference coming up in Asia very early in the year – February 3 & 4, 2006. The Conference organised by Dr. R L Bhatia is an independent effort and a major attempt from the sub continent to draw practitioners from many parts of the world. Very good speakers and the exquisite Conference venue make this conference very attractive.

Please visit [www.worldhrdcongress.com](http://www.worldhrdcongress.com) or email the organizers at [whrd@worldcongress.com](mailto:whrd@worldcongress.com)

For disclosure purposes please note that SMR or Dr. Palan does not have any business interest in either Masie's Learning Conference or Dr. Bhatia's conference. I am sending you details as most of you have asked me to include information on conferences that I know.

#### BEST Awards from ASTD (American Society of Training & Development)

23 organisations made it into the Winner's circle by demonstrating that they foster, support and leverage enterprise wide learning for business results. Several organisations outside the USA also won awards. Some of the metrics used in determining the winners were:

- High percentage of mandatory training time
- Inclusion of learning objectives as part of individual performance goals
- A learning officer in place
- Leadership support

For more details, please visit:

<http://www.astd.org/NR/rdonlyres/4804D441-F939-4003-B994-028DF096AC9B/0/76031124.pdf>

#### Update your personal details

Thanks to those who updated your personal particulars. Those of you who have done should receive the free e-book Web Resources for You – Click 4. Those of you who have done that yet may wish to do so by clicking here: <http://www.smrhrd.com/newsletter/emailupdate.htm>.

I will be in touch in November with the November E-news.

Regards,  
Palan