

Learn & Perform E-News from Palan - September 2005

Hi! Welcome to the September E-news. Trust all of you are in good spirits despite the ravages of nature.

Our hearts go out to the people who were devastated in New Orleans and Texas by the hurricanes. Experts predict this is not the last of such hurricanes; they attribute their increasing fury to the global warming and the leaders' reluctance to do anything about them.

This week, the news about the Bali bombings made it very worrisome. The daily suffering of the Iraqi people and the racist comments on the blogs in Singapore by three young people makes it even more alarming. Where is the world headed to?

I suppose we still have faith in the sheer potential of people and the goodness of humanity. I guess we have the huge responsibility to accentuate on the positives in the world.

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

- The Enterprise 50 and the Golden Bull Awards
- Emotional Intelligence – FREE On-line Self Awareness test
- The World of Speaking - NSA
- Competency Management - ACP
- Conferences to watch
- Words to watch
- Free E-Course on Train the Trainer
- Asia HRD Congress 2006, Jakarta

The Enterprise 50 and the Golden Bull Awards

The Enterprise 50 awards are a very prestigious event. Organised by the Malaysian Ministry of International Trade and Industry, the international accounting firm Deloitte sieves through the nominations before recommending the winners to the selection committee. The event running into the 9th year was a pleasant surprise for us. We won the 2nd placing and were delighted to receive the award from the Minister Y.B. Dato' Seri Rafidah Aziz. The television and the business press gave us tremendous visibility. Our software HRDPower gained maximum coverage. It was a nice feeling to be recognised among the titans. As I said in my acceptance speech at the awards it was worth waiting 25 years to shake hands with the Minister. Within the next few days we also won another award the Golden Bull Award for the ten emerging Small & Medium Companies from the Minister of Local Government Datuk Ong Ka Ting. Information at www.hrdpower.com

Emotional Intelligence

It is EQ not IQ that determines your success. Dan Goleman made a strong case for that statement. Do you want to see how emotionally intelligent you are? Take the FREE on-line self awareness test at <http://www.automatedassessments.com/assessment.aspx?id=147>

The World of Speaking

Success in the corporate world requires many skills sets but one that towers above everything else is the ability to articulate your ideas whether it is written or spoken. The National Speakers Association (NSA) offers great ideas on developing your speaking skills. It was indeed an honour as I was invited to speak at the National Conference of NSA at Atlanta. NSA has also published the NSA Professional Competencies.

Competency Management

It is possible to teach a turkey to climb a tree but it is much easier to hire a squirrel. To develop or acquire competency is an important decision that organisations have to make to add value to the stakeholders. We will be

running an Accredited Competency Programme in Kuala Lumpur in December. For more details email kim@hrdcongress.com.

To buy a practical E-book on Competency Management: a practitioner's guide, <http://www.mobipocket.com>.

Conferences & Words to Watch

Learning 2005 to take place between Oct. 30. - Nov.2, 2005 at Orlando, Florida is an exciting event. Sponsored by Elliot's Masie's Learning Consortium, the event is a trend setter. Masie is the thought leader in the E- Learning field and I had the honour and opportunity to attend an event run exclusively by him many years ago in Albany, New York. For more details, visit www.learning2005.com.

Words to watch

Rated as the most obnoxious words – Think out of the box, Win:Win; Customer-Centric, Generation X, take it off line are being replaced by words such as Brain dump- the amount of information handed over when preparing a successor, Band width – amount of time required for a project, Critical path – the appropriate steps to take , Water cooler games to mean employee discussions and Download – to assess the facts of a situation. For more information, visit <http://careerbuilder.com/Custom/MSN/CareerAdvice/508.htm>.

Free 5 day E-Course on Train the Trainer

Congratulations to those of you who enrolled on our free 5 day e-course. It is a pioneering effort to take the message to the community. Those of you who would like to try it out, please visit www.palan.org.

The Asia HRD Congress, 2006

Many of you have written to me with a view to speak or participate at the Congress. We thank you for your support. Please do write to kim@hrdcongress.com and the Speaker Evaluation Committee will meet and decide on the proposals. Karen and I are not in the Committee and as such it will help if you forward your interest direct to Kim. The Committee looks for originality in proposal submissions and they encourage diversity of speakers – gender, nationality, region etcetera. Those of you who wish to bring delegations are welcome to do so. Special discounts are available. Please email kim@hrdcongress.com.

I will be in touch in late October with the October E-news. Thank you and have a good month ahead.

Regards,
Palan