

PROFESSIONAL RESUME

Tan Sri Dato' R. Palan Ph.D.

R. Palam

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R. Palan

Introduction

Background

Palan considers himself as a social entrepreneur. While he started his career as a Training Specialist and was recognised for his extraordinary passion to help people learn and perform, he subsequently had roles in Human Resources Management, Marketing and General Management for well over three decades. He evolved into the world of entrepreneurship with a singular determination to help individuals achieve their best by becoming Rainbow Creators.

As an entrepreneur, he has heavily invested into the world of Education, Information Technologies (IT) and HR Professional Services. His voluntary work in the non-profit sector and contributions to nation building includes the founding of the Palan Foundation with his family to contribute to charitable educational causes. He served as the Director of the Human Resources Development Corporation for two terms, an appointment made by the Honourable Minister of Human Resources, Government of Malaysia. He served as the Chairman of the HRD Working Committee, ASEAN Chamber of Commerce and Industry for a term and as General Council Member of the Malaysian Institute of Management for one term.

Current Positions

Palan's present positions include being the

- Chairman of SMRT Holdings Berhad, a company listed on the ACE Market of the Bursa Malaysia Securities Bhd. The firm has invested and operates businesses in three areas – all in the learning arena: An Education division with Universities, Colleges and International Schools, In IT with a HR Software and IOT firm and professional HR services firm. The Malaysian headquartered organisation today has an extensive international network. For more details on the company, please visit www.smrhub.com
- Group Managing Director and CEO of Minda Global Berhad, a company in the education sector with Universities, Colleges, International School and Language School. For more details on the company, please visit <http://mindaglobal.com.my/>
- The Pro Chancellor of Cyberjaya University College of Medical Sciences (CUCMS) For more details on the University, please visit www.cybermed.edu.my
- Founder/Director of Yayasan Palan (Palan Foundation)

Professional Interests & Speaking

Currently his professional interests and focus is on Vocational Skills Development and Entrepreneurship. Palan's past research and professional interests have revolved around: Workplace Competency Management, FUN approaches to Learning and Creating a passionate workforce through Transformational Leadership. He has authored over 15 books and dozens of articles. Book titles are available at the website and at www.amazon.com

His thought leadership has won him international recognition. Palan, a prolific international speaker and accomplished trainer no longer trains but speaks for selected audiences, couple of times a year. All fees generated from his speaking goes towards his preferred charities. Visit www.palan.org

Education

Schooling

- St. Francis Institution, Melaka, Malaysia
- St. Campion High School, Trichy, India

Undergraduate

- Madras University, India
 - Bishop Heber College: Pre – University
 - New College: **Bachelors in Science** (Chemistry)

Graduate

- Madras University, India
 - **Master in Arts (Social Work)**
- Leicester University, U.K.
 - **Master of Science (Psychology)**
- Harvard Business School
 - **Advanced Management Programme**
- California Coast University, Santa Ana, USA
 - **Doctor of Philosophy in Management**
- Federation University, Ballarat, Australia
 - **Doctor of Philosophy (Education)**

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Professional

In his career, he has pursued lifelong learning studying Human Capital at Harvard Business School and the Malaysian Institute of Management and Creativity and Innovation with Professor Moshe Rubenstein at the University of California, Los Angeles. Palan completed the Human Interaction Labs with the National Training Laboratories, U.S.A. initiated by the legend Kurt Lewin, founder of modern social psychology and then the Director of MIT's Research Center for Group Dynamics. He also attended the Certificate in Training & Development, and the Diploma in Training Management, programmes offered by the then Institute of Training & Development, United Kingdom. He completed his Myers Briggs Type qualification programme in Chicago with the Association of Psychological Type, U.S.A. He attended the E Learning Forum with the Online Learning guru Elliot Masie at Albany, New York. He completed the Games Designer programme with National Simulation and Gaming Association, America (NASAGA) in Vancouver, Canada.

He is a member of several professional international organisations.

Work Experience

While Palan worked in five different countries (Malaysia, India, Thailand, Brunei, USA) in a variety of human resources, marketing, teaching and leadership positions both in public and private sector, he can best be termed as a nomadic. He started off his career initially as a chemist at the University before attempting to be a community organiser, professional counsellor working in schools, in the hospital departments of rehabilitative orthopaedics and psychiatry. Experiences include working for and with organisations around the region. A few of the organisations include ones such as British Petroleum Retail Marketing, Singapore Airlines Cabin Crew, Time share resorts, Brunei Civil Service Training, Singapore Civil Service Training, Qatar Foundation, Abu Dhabi Ministry of Interior (Police), Bahrain Institute of Training and Finance and Hewlett Packard.

Entrepreneur

As an entrepreneur, he has both failed and succeeded in business. He learned from his initial failures to build a business since 1989. He took his HR IT company formed in 2001 public in 2006. He confesses he is still learning to develop a world class organisation. The challenges of setting up systems and benchmarking with the best is not an easy one, nevertheless he has strived to start on a journey, that starts with small steps taken every day. He wrote a book in 2014 describing his entrepreneurial journey – The Global Journey of an Asian.

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Awards

Palan, was conferred the prestigious Darjah Kebesaran Panglima Setia Mahkota (PSM) which carries the honorary title "Tan Sri". The award was conferred by the King of Malaysia Seri Paduka Baginda Yang di-Pertuan Agong, Tuanku Abdul Halim Mu'adzam Shah at a special conferment ceremony on June 4th, 2016 held in conjunction with His Royal Highness' birthday in Istana Negara, Kuala Lumpur, Malaysia.

His Royal Highness Sultan Azlan Shah conferred the DPMP award carrying the tile of Dato' on Palan for his contributions on the occasion of His Royal Highness birthday on April 18th, 2011.

Palan was also awarded the Johan Bintang Kenyalang (JBK) by the Governor of Sarawak, Malaysia in 2010 for his contributions to people development in Sarawak.

He has also won several other awards and recognitions for his contributions over the last decade.

Personal

Palan, a Malaysian lives in Kuala Lumpur, Malaysia with his wife, two sons and daughter.

More Details

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