



It is with great pleasure that Australia-wide Business Training Pty Ltd (awbt) welcomes and appreciates the insight provided to the readers of Business Insight in this edition by Ms. Jun Maria Tan Abdullah, Vice President, Corporate Human Resources (CHR) for MIMOS Berhad, Malaysia's leading applied research organisation in ICT.

*As a professional HR practitioner, Jun Maria's extensive experience covers workforce and talent management, organization development, cultural transformation & change management. However, it has been her childhood passion for learning and commitment to helping people to grow personally and professionally which has provided Jun Maria the motivation to commence and sustain her outstanding HR journey, career path and record of achievement.*

*For almost two decades Jun Maria has dedicated her career to growing people – their skills, expertise, competency and capacity. Identifying the next generation of business leaders and managers has also been another equally important priority for this dynamic and enthusiastic HR professional.*

*This year, MIMOS celebrates its 25th anniversary as Malaysia's premier applied research centre in frontier technologies and is regularly acknowledged with awards and industry accolades for innovation, technology, design and quality.*

*Most importantly, MIMOS dedication to R&D reflects the aspirations and commitment of MIMOS President and Chief Executive Dato' Abdul Wahab Abdullah to contribute significantly to the Malaysian Government's vision in the 10th Malaysian Plan for the creation of new economic sectors and opportunities through technology innovation and excellence.*

*In order to contribute to the Nation's long term aspirations, people are at the core of the MIMOS organisation and the CHR team prides itself on recruiting the best talent that has the creativity and enthusiasm for discovery and science.*

*Furthermore, CHR acknowledges that technical expertise must be matched with the appropriate soft skills required by managers and leaders to effectively manage people in order to obtain the best results and outcomes for the business.*

*CHR and awbt are currently exploring a number of business centric people engagement strategies to enhance internal interactions and relationships, and at the same time ensure the current workforce is equipped with the practical competencies required to drive change and innovation.*

*By bringing together highly talented people in a creative, collaborative, stimulating and challenging environment with access to many of Malaysia's brightest and innovative minds, MIMOS has gained an enviable reputation for consistently being at the forefront of developing human capital and delivering leading edge scientific solutions.*

*I am sure you will enjoy this edition of awbt's Business Insight communiqué.*

**Larry Gould**  
Chief Executive Australia-wide  
Business Training



Jun Maria Tan Abdullah  
MIMOS Vice President,  
Corporate Human Resources

## Innovative HR Programs Inspire & Stimulate Technological Achievement

**The MIMOS HR team led by Ms. Jun Maria Tan Abdullah, Vice President, Corporate Human Resources strive to ignite the creativity of employees by providing an environment that amplifies skills and abilities.**

MIMOS record of success has been facilitated by harnessing the knowledge, energy and skills of its human resources through programs and initiatives of continual learning and development of the individual, team and at an organisational level, provided the platform for scientific and technical excellence.

### MIMOS Achievements & Successes

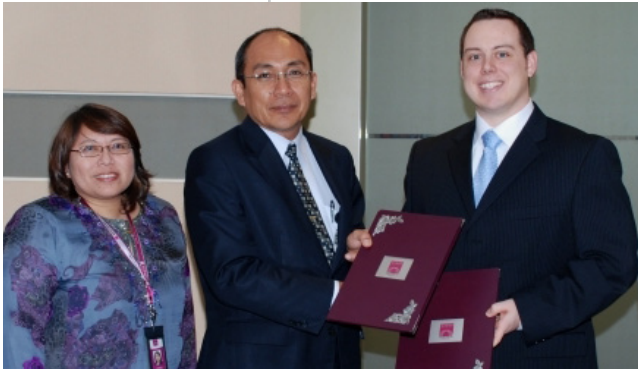
The many recent achievements and successes of MIMOS includes –

- Being among the top 100 elite corporations worldwide to meet the highest software quality standards.
- The first GLC to achieve Capability Maturity Model Integration (CCMi) Maturity Level 5 and fifth worldwide to put in place the People Capability Maturity Model (P-CCM).
- With a burgeoning Intellectual Properties portfolio locally and abroad, MIMOS continues to excel at turning technological ideas from the labs to the market place as business opportunities via the transfer or license of technology platforms for commercialization.
- Developing more than 20 technology prototypes, nurtured and engaged more than 25 leading local ICT companies as technology recipients.
- The creation of a RM1 billion business market funnel of innovations for commercialisation by Malaysian companies aimed at pushing local ICT industries to the global market.

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## Innovative HR Programs Inspire & Stimulate Technological Achievement *(continued)*



- As of end 2010, throughout the 9th Malaysia Plan period (2005 – 2010), MIMOS produced 1001 IP disclosures, and counting; and filed 487 patents, three of which have already been granted.
- In 2010, MIMOS contributed 40.4% to Malaysia's total filed patent applications at the Patent Cooperation Treaty (PCT), positioning Malaysia 25th country ranking at the global level. MIMOS was the only Malaysian applicant in the Top 500 PCT application list.
- In 2010 MIMOS was the first and only Malaysian recipient of the Red Dot Design Award – the much sought after internationally recognised mark of quality and excellence in design.
- Other accolades include Asia Pacific Human Resources Development Leadership Award 2008; National Best Design Award from Intellectual Property Corporation of Malaysia (MyIPO) for MIMOS WiWi technology platform; and Malaysia Good Design Mark Awards in various categories and devices.

### Pivotal Role of Corporate Human Resources

MIMOS employees come from a wide range of cultural, educational, geographic and demographic backgrounds – but they are all united by their desire to challenge established conventions and to develop and explore new technological horizons and opportunities.

As the head of Corporate HR, Jun Maria's team reflects her personal dedication to people development and the Division often takes the lead in championing organizational success with programs that engage, motivate and harness the dynamic energy of its staff.

These values reflect and build on MIMOS long and proud history of delivering scientific and technological excellence contributing to the Malaysian economy and well being of the nation's population.

Jun Maria believes it is the role of HR to work in close partnership with the organisation to achieve its long term strategic growth aspirations and deliver a positive outcome for the business bottom line.

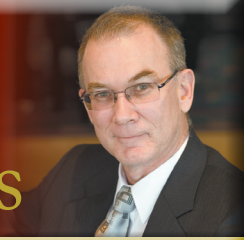
“As professional HR practitioners, we are *agents of change* that enlist and rally MIMOS talented work force towards the attainment of our mutual goals,” said Jun Maria.

“Furthermore, we are *process champions* that ensure the organization is able to adapt to the constantly changing and evolving modern business environment and commercial challenges.”

“And of course, *employees' champion* ensuring that they are continuously engaged in fulfilling their personal and professional development aspirations as well as the organization's objectives.”

In MIMOS, CHR focuses on managing talent to achieve two highly important objectives.

1. To provide an operational framework that manages performance, facilitates effective communication and aligns the personal career aspirations with MIMOS strategic objectives.
2. To acknowledge the diverse background of MIMOS employees and be dedicated to fostering an environment of sharing knowledge, exchanging information and experiences, working collaboratively as a team to attain organizational goals.



## Innovative HR Programs Inspire & Stimulate Technological Achievement *(continued)*



*Pictured from left: Jun Maria Tan Abdullah, Vice President, Corporate Human Resources and Dato' Abdul Wahab Abdullah, President and CEO*

MIMOS CHR works in close partnership with the corporate leadership team to identify and manage the competencies and skills required to achieve its goals, perform workforce planning, develop, engage and reward talent.

MIMOS has long understood that employee engagement in particular, is a key driver for organizational performance and success.

Many of the CHR's management and leadership programs are dedicated to the principal drivers of employee engagement –

1. Leaders and managers to inspire employee confidence in the future
2. Managers who recognize employee contribution and emphasise quality and improvement
3. Work life balance, safety and corporate social responsibility.

### A Focus on Management Development

As global competition increases demands on MIMOS to maintain its outstanding record of success will intensify.

CHR acknowledges and understands that in this post GFC era and globally competitive environment, how managers manage themselves and others will have a vital impact on MIMOS and its future objectives.

The pathway to management begins in the early years of career development. Initially the emphasis is on technical and professional skills and the development of these skills bring about the promotion to a management role.

It is at this point of change in an individual's career path that technical skills are no longer sufficient or as important as the contribution required to the organisation as a manager and leader.

CHR works closely with MIMOS managers via leading edge development programs to enhance on individual's personal management skills and competencies. This ensures that members of their teams have the appropriate training by working with CHR to conduct training needs assessments, creating personal development plans and holding regular career discussions.

Managers are encouraged to give their individual team members scope to grow and the autonomy, authority and support to use their skills to improve output, efficiency and excellence.

### MIMOS Community Contribution

In addition, MIMOS is also active in community pursuits especially in the areas of employability and development. Providing career presentations, assisting undergraduates and unemployed graduates to learn, develop practical business competency and create success profiles to enhance their opportunities in the competitive job market are additional activities undertaken by the organization.

MIMOS CHR also works closely with several ministries, universities and organizations to nurture talent and address employability issues. Nurturing Malaysia's talent is another key objective from MIMOS as it plays its part to formulate intervention strategies to ensure the nation's next generation of skilled workers develop the required competencies.

This is critical for Malaysia to attain its status as a developed nation by 2020 and continuously sustain its competitiveness in the global market and MIMOS is proud of its contribution as an organisation to the country's future.



## Innovative HR Programs Inspire & Stimulate Technological Achievement *(continued)*



### Future Direction & Vital National Role

MIMOS will continue to pursue its innovation strategy – nurturing the technology eco-system that is so important for the advancement of Malaysia’s technological future whilst further intensifying technology transfer and commercialization.

The R&D strategy will focus on the development of robust technology platforms and prototype application verticals based on cutting-edge technologies, market and strategic national needs.

- MIMOS will also have a significant role as it delivers innovative people and business solutions that will be adopted in the Malaysian Government’s Government Transformation Program (GTP) designed to provide all citizens with access to improved delivery of public services, through skill enhancement programs provided to the Civil Service.

- The **Economic Transformation Program (ETP)** will transform Malaysia into a high-income nation by 2020. With initiatives designed to lift Malaysia’s gross national income (GNI) per capita from USD 6,700 in 2009 to more than USD 15,000 by 2020.

MIMOS’ technology platforms and product prototypes will be licensed to local industry for the rapid development of vertical applications and the global market.

Commercialization of these market-driven applications will in turn contribute towards the national economy. As at March 2011, 18 technology platforms have been transferred to 23 local technology recipients and from this, RM1.092 billion market funnel has been created from MIMOS developed technologies.

### MIMOS’ R&D contribution to the 10th Malaysia Plan are:

- To continue with the creation of new economic sectors through technological advances
- The transfer of technologies to local industries that will facilitate global marketing opportunities
- Research institutes to reduce technology risk for small and medium enterprises and large domestic companies (LDCs)
- Enable Malaysian based SMEs to gain expertise and experience to go global and enhance the productivity of LDCs and consequently, increase domestic direct investments and foreign direct investments
- Increase the number of researchers and compete more assertively with world-class R&D institutes
- Drive the ‘innovation ecosystem’ from idea to market
- Accelerate the development of technology platforms to support multiple market verticals

MIMOS has a very clear vision and sense of purpose in the vital role it plays in Malaysia’s long term national innovation objectives. It is clear that the delivery of these objectives will require innovation and change in processes and that, these changes will be a result of a highly skilled and competent workforce.

The delivery of quality scientific and technological outcomes together with strong external relationships and a unifying internal culture and resources will ensure that MIMOS continues to face new challenges and capitalise on opportunities at a national, global and organisational level.



## Profile

### Jun Maria Tan Abdullah

MIMOS Vice President, Corporate Human Resources

A HR practitioner very much driven by process and data, Jun Maria believes in promoting best practices in organisation and people development. She uses, among others, such tools as “People Capability Maturity Model”, “Six Sigma”, and “TRIZ” (creative problem solving methodology) etc. in continuously improving & sustaining organisation effectiveness.

Nurtured in both local and global organisations for almost two decades, Jun Maria has dedicated her career to growing people and leadership. Her positive and specific interventions cover workforce and talent management, organization development, cultural transformation and change management.

Jun Maria keeps up with the times and actively addresses new national needs. Her latest pursuit involves the important design and development of a domain competency apprenticeship program known as CODE8, specially formulated to create apprenticeship and employability opportunities in Information & Communication Technologies for unemployed graduates in the country.

Fulfilling a national duty, she has closely collaborated with the Ministry of Higher Education for the success of CODE8. In the pilot program, 100% employability was achieved among the apprentices. Directly linked to the country’s aspiration to be a developed nation by the year 2020, the program is now being implemented country-wide.





## Profile & Insight

Australia-wide Business Training Pty Ltd (awbt) was founded in 1998 by Chief Executive Larry Gould to provide clients with integrated L & D programs that focus on delivering business improvement outcomes and success by improving workforce competency and capacity.

Today awbt is a dynamic, innovative, rapidly growing L & D organisation providing accredited and non accredited programs to client organisations and government departments in Australia and ASEAN.

awbt's mission is to drive organisational performance, improvement and excellence through the delivery of best practice learning programs.

All awbt's L & D programs have been carefully developed and structured with inbuilt versatility that can be personalized to address organisational and individual requirements.

awbt's versatile approach and programs focuses on the delivery of business focused outcomes that support an organisation's long term strategic growth objectives and includes –

- People Development • Centres of Excellence • Coaching & Mentoring • awbt Business School
- Business Transformaton

awbt's program facilitators are fully accredited and combine extensive hands on business experience with modern learning methods to deliver outstanding learning programs with long term benefits for the business and participants.

## Recent Announcements

### March 2011

awbt announces the launch of its business health check / diagnostic that can be utilised at all levels within an organisation.

Marketed as the 'Business Pulse', this resource assists businesses to evaluate their current capability and provides a high level insight into organisational values and culture; learning adaptability; continuous improvement; issue resolution; communication; customer focus; effective planning and clear direction; leadership and shared commitment.

The resource will provide a business plan to integrate people development strategies at all levels of the business linked to competencies in order to maximize business outcomes.

### April 2011

awbt announces it will establish a regional base in Kuala Lumpur, Malaysia in June as the innovative L & D provider's international business opportunities continue to expand.

Malaysia provides an excellent base for awbt to capitalise on growth prospects in the ASEAN region.

### May 2011

Drake Australia Pty Ltd, a division of Drake International, one of the world's most experienced global providers of leading edge HR solutions; and awbt announce a strategic alliance.

The Drake awbt alliance will allow the two respective organisations to build and implement customised HR solutions for clients that will focus on achieving long term sustainable results.

As part of the alliance, awbt confirmed that Drake Australia will have access to its recently launched "Business Pulse" facility.

### June 2011

awbt ASEAN office opens in Kuala Lumpur, Malaysia and reflects awbt's business confidence and increased demand for L & D business focussed programs.

