



**SPEECH BY
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CHIEF SECRETARY TO THE GOVERNMENT OF MALAYSIA**

4TH ANNUAL YOUNG CORPORATE MALAYSIANS SUMMIT

24 NOVEMBER 2012 (SATURDAY)

4.30 P.M.

**INTERCONTINENTAL HOTEL,
KUALA LUMPUR**

Bismillahir rahmaannir rahiim,
Assalamualaikum warahmatullahi wabarakatuh,
Salam Sejahtera dan Salam 1Malaysia.

Mr. Wan Mohd Firdaus Wan Mohd Fuaad
Founder of Young Corporate Malaysians

Mr. Syed Aiman Kifli Syed Jaafar
Chairman of Young Corporate Malaysians

Ms. Farhana Roslan
Director of the 4th Young Corporate Malaysians Summit 2012

Distinguished speakers of the Summit

Ladies and Gentleman.

It gives me great pleasure to be with all of you this evening at the close of the 4th Annual Young Corporate Malaysians Summit (YMCS). I would like to thank the organisers for inviting me to be a part of this esteemed event.

2. This annual Summit, which brings together young Malaysian professionals embarking into the corporate world with CEOs and captains of industry, provides a good opportunity for networking, exchange of views and sharing of ideas. As I see many have seized the opportunity to be here today, I believe the Summit has achieved its objective to bring new and established professionals together, as we move towards the future.

3. The Government has identified the private sector as the catalyst of growth for the country, with the public sector playing a facilitative role. Taking cognizance of this, the theme of this year's Summit, "Diversity in a Global Workplace: Challenges and Opportunities" is indeed apt as we move closer towards becoming a high-income economy by 2020, as envisioned under the New Economic Model.

4. There is no doubt that the workplace is changing, and hence, there is a necessity to understand the diverse issues that have risen in recent times. This Summit has identified many topics which are relevant for discussion, touching on "Shattering the Glass Ceiling" and other related issues, and managing and incorporating diversity. The sessions have captured the essence of diversity in the modern world, that is, understanding what diversity means, and how adaptive leadership is paramount for leaders of this generation and the next. I believe the discussions were interesting and the distinguished speakers have voiced their opinions on many issues related to the global workplace that are relevant in this day and age.

Role of Women in Malaysia

Ladies and Gentlemen,

5. We must not confine ourselves to thinking of women in the traditional role, as women nowadays continue to contribute significantly to the country's development, and leaving their mark as outstanding leaders.

6. Women make up 49.1% of the Malaysian population, and are recognised as a primary force in contributing to the economy. The majority of students in institutions of higher learning in Malaysia are women, with the figure reaching

57% in 2011. However, the percentage of women in the work force is less than half. Realising this, the Government set a target to increase the participation of women in the labour force from 46.1% in year 2010 to 55.0% in year 2015.

7. In tandem with this, in 2004, the Government set a target of at least 30% women in decision-making positions in the civil service by 2015. At present, at the JUSA level or the public sector's premier post level, 31.7% are women. This shows the Government's commitment to advancing women at the workplace, and providing a female touch to decision-making.

8. Last year, corporate Malaysia was challenged to ensure that women comprise at least 30% of those in decision-making positions in the next 5 years. This policy serves as a catalyst to an affirmative action towards gender equality in the corporate sector, and providing equal opportunity to women to advance in their careers. I sincerely hope that the Young Corporate Malaysians here this evening will embrace this challenge, and tap into the strengths of women in the workforce.

Managing Talent

Ladies and Gentlemen,

9. Talent has become a critical enabler for economic growth and transformation, and as a country that is on a path towards being a developed nation by 2020, the challenges in managing talent has never been so amplified. Both the private and public sector share the same challenge of attracting, recruiting, developing and retaining talent.

10. As Malaysia needs top talent to realise our vision, the Talent Roadmap 2020 was drawn up in April this year. The Roadmap comprises strategies and initiatives that require cohesive and complementary efforts by both the public and private sectors to ensure our talent pool meets the needs of key industries.

11. The Government has also introduced some programmes to ensure the best and the brightest enter the workforce. For example, the Talent Acceleration in Public Service (TAPS) programme is a 2-year work cum development training programme for selected high-performing and high-achieving graduates holding Public Service Department (PSD) scholarships. TAPS aims to identify, source and nurture talent for the Malaysian public sector.

12. Similarly, the Scholarship Talent and Retention (STAR) programme enables PSD scholars to serve their scholarship bond in the private sector. Those under the STAR programme are given opportunities to serve at key Malaysian companies that support the Economic Transformation Programme. This programme enables the Malaysian companies to tap into a pool of previously inaccessible high-achieving scholars, while the scholars benefit from developing their careers with the best Malaysian companies.

13. The National Education Blueprint 2013-2025, which is being drafted, also aims at tapping the brightest to become teachers. One of the reforms to the education system is to transform teaching into a profession of choice. Only the top 30% of graduates will be recruited for teaching and it is hoped that teaching becomes a choice profession and not a last resort.

1Malaysia for Youth

Ladies and Gentlemen,

14. I am glad to note that Young Corporate Malaysians believes in giving back to the society and have embarked on various Corporate Social Responsibility or CSR initiatives in the past few years. I would like to encourage all of you present to continue this, and to take the CSR initiative a step further by taking part or collaborating with the 1 Malaysia For Youth or 1M4U movement that was launched by the Government this year.

15. 1M4U is an initiative to encourage volunteerism among youths, and a RM100 million 1Malaysia Volunteer Fund (Dre1m) has been established to provide “seed money” to kick start their volunteerism efforts. Young Corporate Malaysians can tap into the many programmes under 1M4U as part of your CSR initiative, and help to build a corporate Malaysia that cares for the country. 2013 has also been ear-marked as the Year of the Volunteer, so it is my hope that you, the future of Malaysia, be part of this exciting movement.

Message

16. As young people who are already or about to enter into a new realm - the working world - I would like to take this opportunity to impart some advice. As you proceed in your careers, bear in mind that there will always be two ways of approaching any issue or making any decision – you can choose to take the micro or specialised approach, or you can choose to look at things from the macro perspective.

17. No doubt, there will be some situations or circumstances that you will be in which will see more benefits in adopting the micro approach. However, as you go along in your journey, you will realise that most decisions will have to be made from a bird's eye view, or from a macro perspective. The challenge you, and I, face is this – identifying which situation requires which approach – a skill you will need to develop as you progress in your career.

Closing

Ladies and Gentlemen,

18. Before I end, I would like to once again thank Young Corporate Malaysians for inviting me to give the closing speech today. I believe the Summit this year has been a success, and I am sure next year's event will be even more successful.

19. I hope Young Corporate Malaysians here today will continue the enthusiasm to contribute towards building Malaysia into a developed and prosperous nation. Mahatma Ghandhi has said: *"In a gentle way, you can shake the world."* I sincerely hope all of you can take these words with you today and shake Malaysia positively in your own unique way.

20. I now officially declare the Summit closed. Thank you. *Assalamualaikum Warahmatullahi Wabarakatuh.*