

25/03/2015 - Majlis Penyerahan Surat Penempatan Kadet Ptd Siri 1 2014

Assalamualaikum Warrahmatullahi Wabarakuh, Salam Transformasi dan Salam “1Malaysia: Rakyat Didahulukan, Pencapaian Diutamakan”.

Saudara dan Saudari Pengacara Majlis

YBhg. Tan Sri Mohamad Zabidi Zainal,
Ketua Pengarah Perkhidmatan Awam Malaysia

Yang Berbahagia Dato’ Jalil Marzuki,
Timbalan Ketua Pengarah Perkhidmatan Awam (Pengurusan)

Yang Berusaha Dr. Haji Ahmad Jailani Muhamed Yunus,
Timbalan Ketua Pengarah Perkhidmatan Awam (Operasi)

Yang Berbahagia Dato Mohtar Mohd Abd Rahman,
Pengarah Bahagian Perkhidmatan
Jabatan Perkhidmatan Awam

Yang Berbahagia Dato' Dr. Mazlan Yusoff
Pengarah INTAN

Yang Berbahagia Dato Dr. Syed Omar Sharifuddin Syed Ikhsan
Timbalan Pengarah INTAN

Senior officials of JPA dan INTAN

Ladies and Gentlemen, PTD Cadets of Series 1 2014.

1. Today, you will be receiving your letters of placement that indicate which ministry or agency to which you will be posted. For some of you who have been

working in the public sector prior to joining the PTD course, you would know what to expect in your new organisation. For those who is about to enter the realm of the public sector organisations, I can sense some trepidation. To me, the challenges remain the same, irrespective of whether you have had the experience of serving in the government.

2. Last year, in addressing the PTD Cadets in a function similar to the one which I attended last week with your presence at the Sime Darby Convention Centre, I introduced the acronym I-FAME. The acronym represents key attributes which I believe a good PTD officer should come to represent. The attributes are ability to influence, finesse, the ability to be analytical and creative, being highly motivated and being empowered.

3. In the course of carrying out your duties and functions, you would inevitably be asked to deliver presentations to the stakeholders. I have come across instances where senior officials are not able to put across their message or to influence their stakeholders to agree with the views or recommendations. This is due to the fact that the officials were let down by their poor command of the English language and the way the presentations were structured or packaged. Remember, the form is as important as substance.

4. In these instances as well, key policy options were not clearly laid out supported by essential data or information that allows our decision makers such as YAB Prime Minister to make the necessary decision. This situation arises because the relevant officers were not analytical, thorough and forward-looking in their analysis of the key policy options. Hence, I would like our new PTD officers to remember these so as not to fall into the same predicament.

5. Another important attribute is finesse, which refers to our skills, experience and wisdom to resolve issues by taking into consideration the

implication to our stakeholders. By having finesse, it sets us apart from our contemporaries and serves to highlight our leadership.

6. As government officials and as a PTD officer, we do not have the liberty to choose the place which we serve or the leader whom we would work with. As such, some of us would need to contend with the challenge of having to work with a tough boss or to work under strainous conditions compared with our other colleagues. My advice is to remain focused in your work and continue to be motivated. I would like to believe that these challenges serve to make us stronger and if we do our work well, we would be noticed and rewarded through promotions.

7. I have also reminded our senior officials that opportunities and guidance would need to be provided to junior officers to allow them the necessary exposure, to build their confidence and strengthen their character. In doing so, I hope our officers would be empowered that would allow them to serve their functions better.

Ladies and Gentlemen,

8. It is my fervent belief that a sound and comprehensive leadership pipeline is important for succession planning in our civil service. To ensure the civil service leadership remains dynamic and able to meet the increased expectations of our stakeholders, I have introduced the policy of identifying middle management officers within the grade of 48 to 54, with high leadership potential and who consistently performs well in their organisation, to be part of the Civil Service Talent Pool. These individuals will be put through a rigorous process that will test the strength of their character, their competencies and most importantly, gauge their leadership potential. Those who succeed will be fast-tracked in their career progression to assume key leadership positions. Today, we already have one or two TKSUs in their mid-40s and I would expect to see more

leadership potential emerges among the relatively younger officers. I would like to caution fellow junior officers not to be carried away by these developments and let success get to the head but instead remains humble, focused and dedicated to serve our nation, government and the rakyat. While opportunities are provided for fast-track promotion, productivity and discipline of fellow officers are also the focus of government administration. Officers who are not productive and lack of discipline will be subject to the strictest measure as provided for under the General Orders.

9. Before I conclude, I would once again encourage you to continue to improve yourself by enhancing our knowledge, skills-set and to gain more experience by volunteering to undertake challenging assignments. I wish you all the best and have a great journey ahead in the Malaysian Civil Service.

Thank you

Wabillahitaufik Walhidayah Wassalamualaikum Warahmatullahi Wabarakatuh.