CRUCIAL SKILLS FROM DUSK TO DAWN :

THE PINNACLE FOR SUSTAINABILITY!

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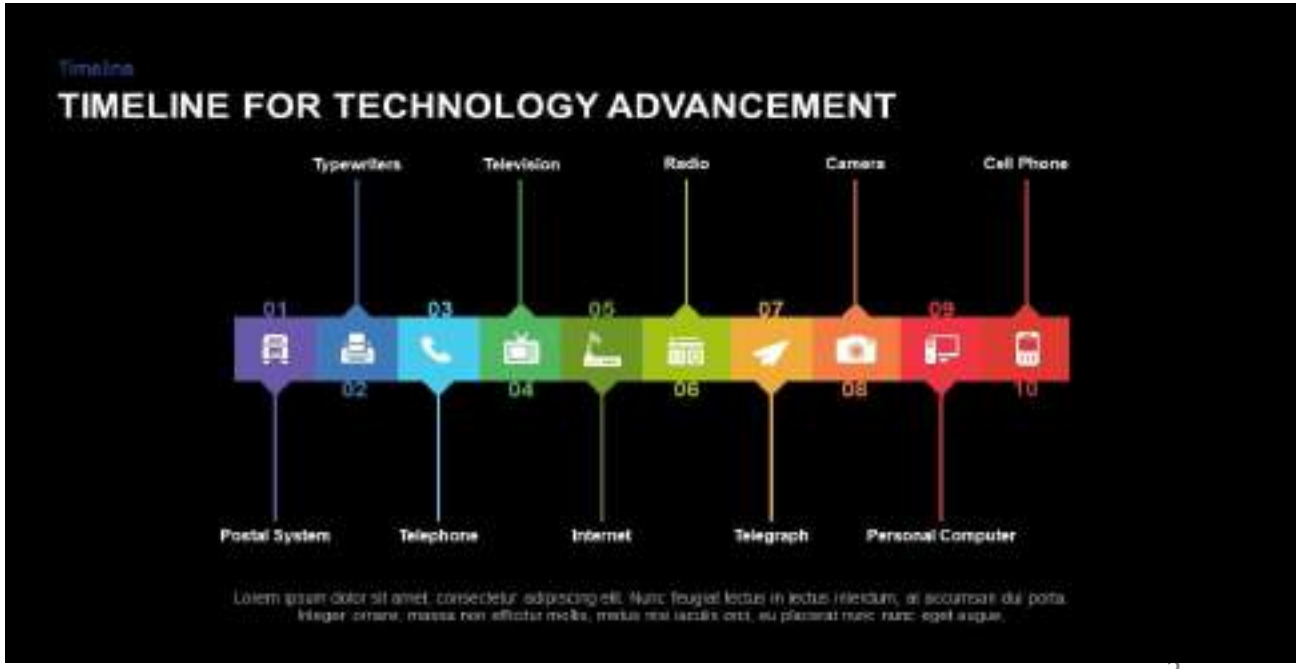
SIRI
Execution Beyond Quality

Main Agenda ...

1. Challenges in the VUCA World

2. Technology vs Talent

3. High Impact EXECUTION …



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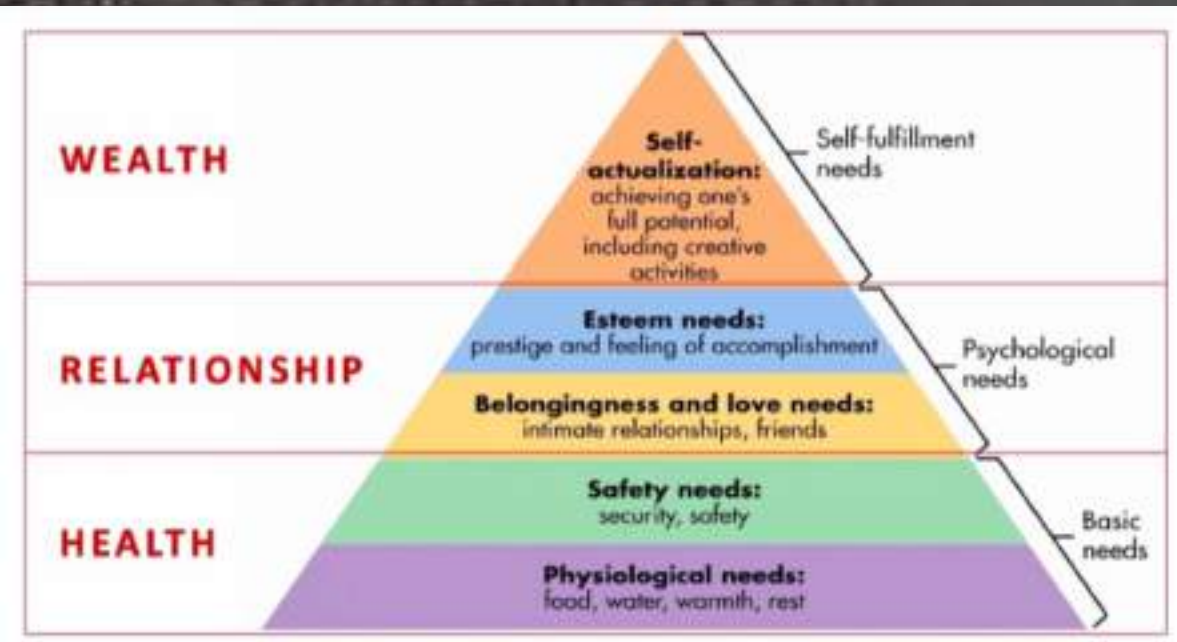
CHALLENGES IN THE VUCA WORLD

1 The BIG



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MEGA TRENDS 2030

Demographic Social Change

Climate Change

POST COVID 19

Technological Breakthrough

RAPID URBANIZATION & DEURBANIZATION

Shifting Economic Power

INDUSTRIAL REVOLUTIONS

INDUSTRY 1.0	INDUSTRY 2.0	INDUSTRY 3.0	INDUSTRY 4.0
Mid 18th Century	Mid 19th Century	Late 19th – 20th Century	21st Century
Mechanical Production Age	Science and Technology Age	Information and Digitization Age	Smart Age
Water and Steam power	Electricity, Railroad, Telephone	Computers, Internet Information Technology	Internet of things Artificial intelligent 3D, advance materials

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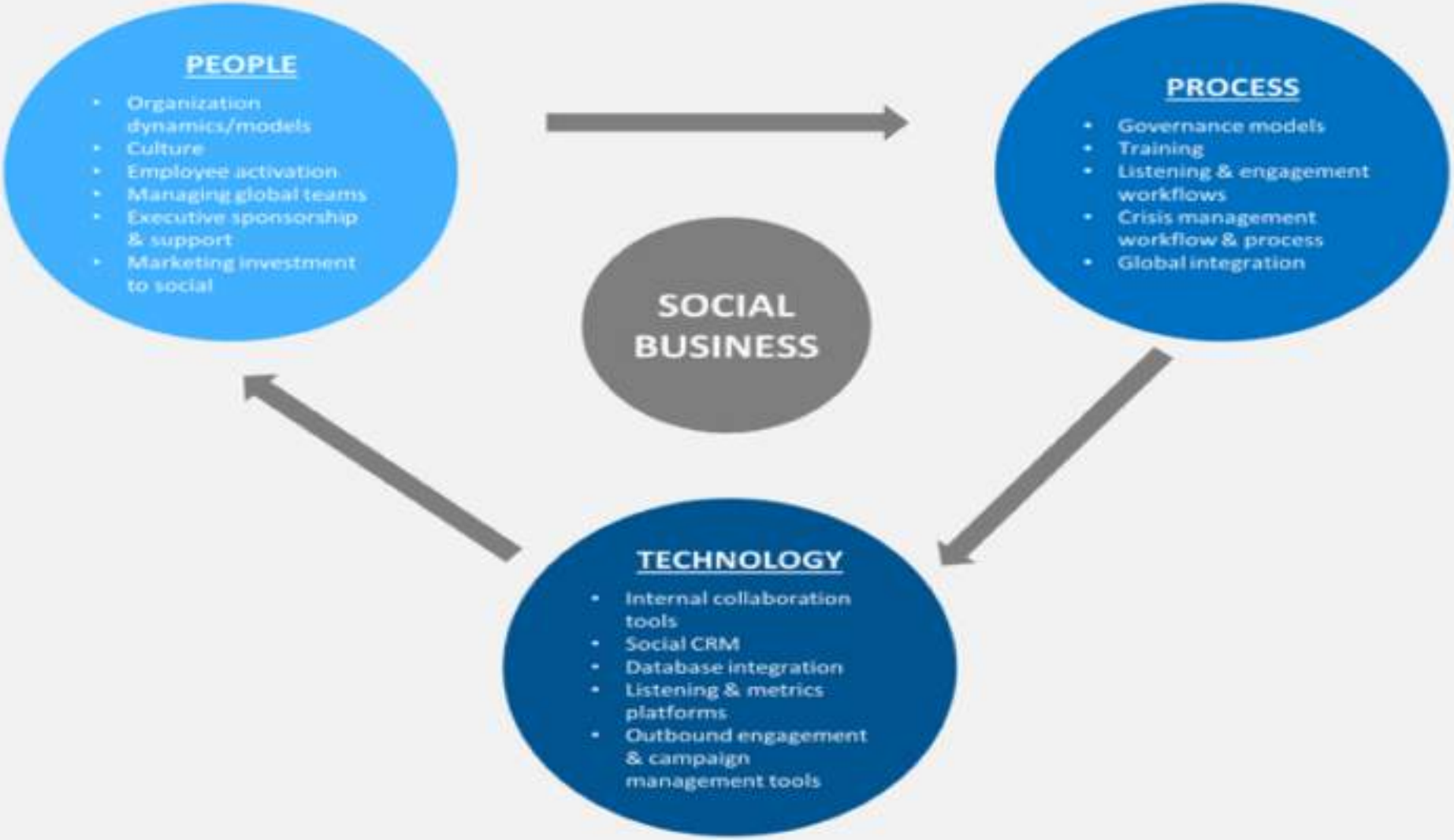
PEOPLE, PROCESS & TECHNOLOGY

INTERDEPENDENCIES



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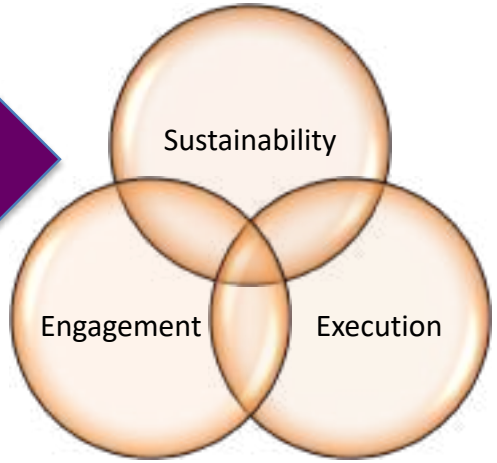
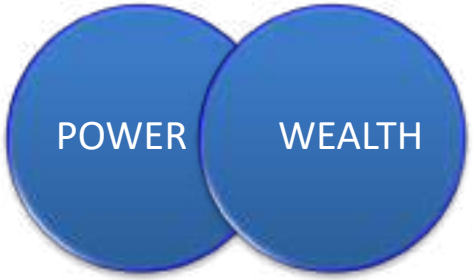
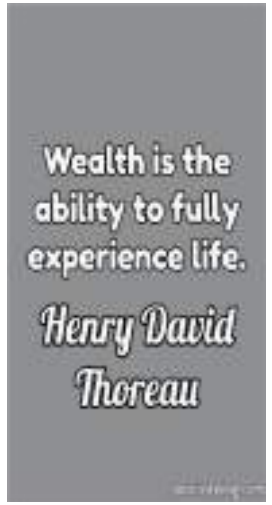
Organizational vs Individual

Challenges







Winter 2015 – Summer 2016

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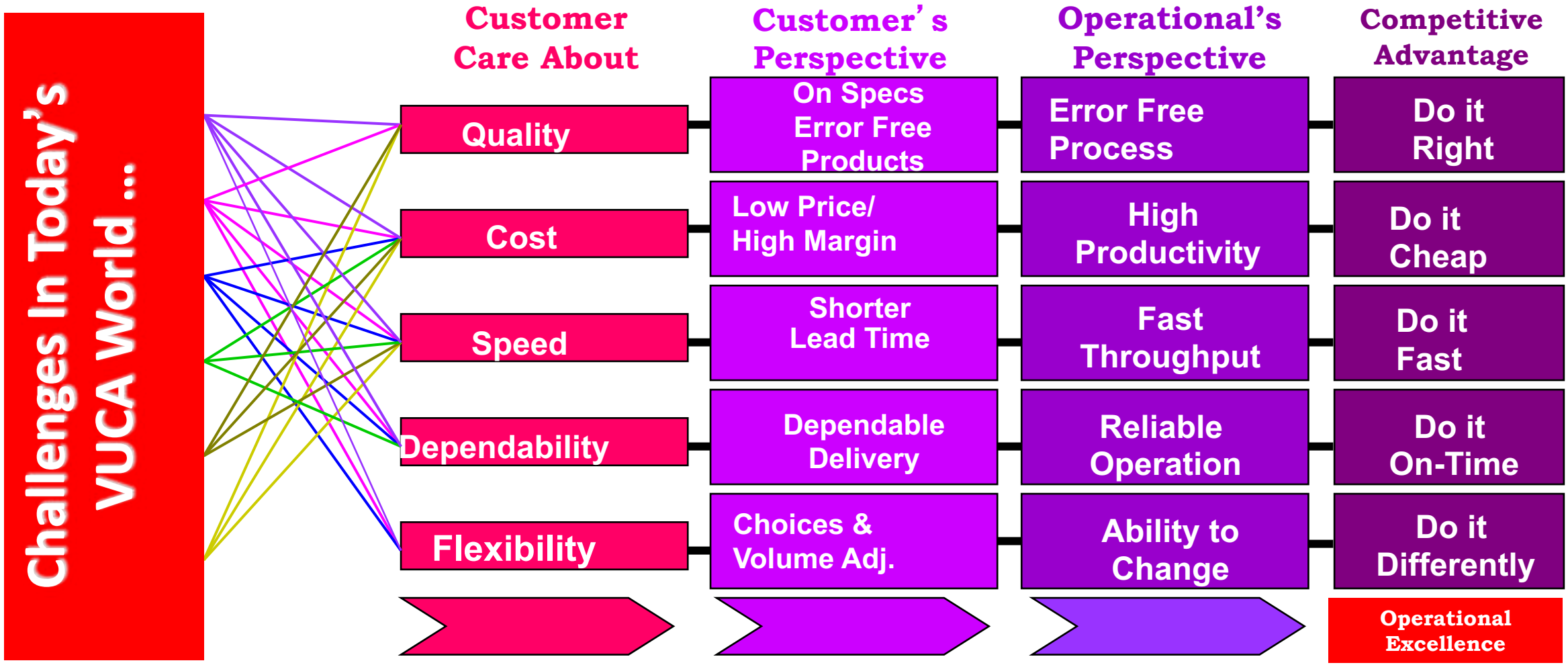
Product(s) / Service(s) Imperatives



Source : 1. RY Coachings / Trainings / Workshops Notes (2005-2015)
2. RY Thesis (2017)

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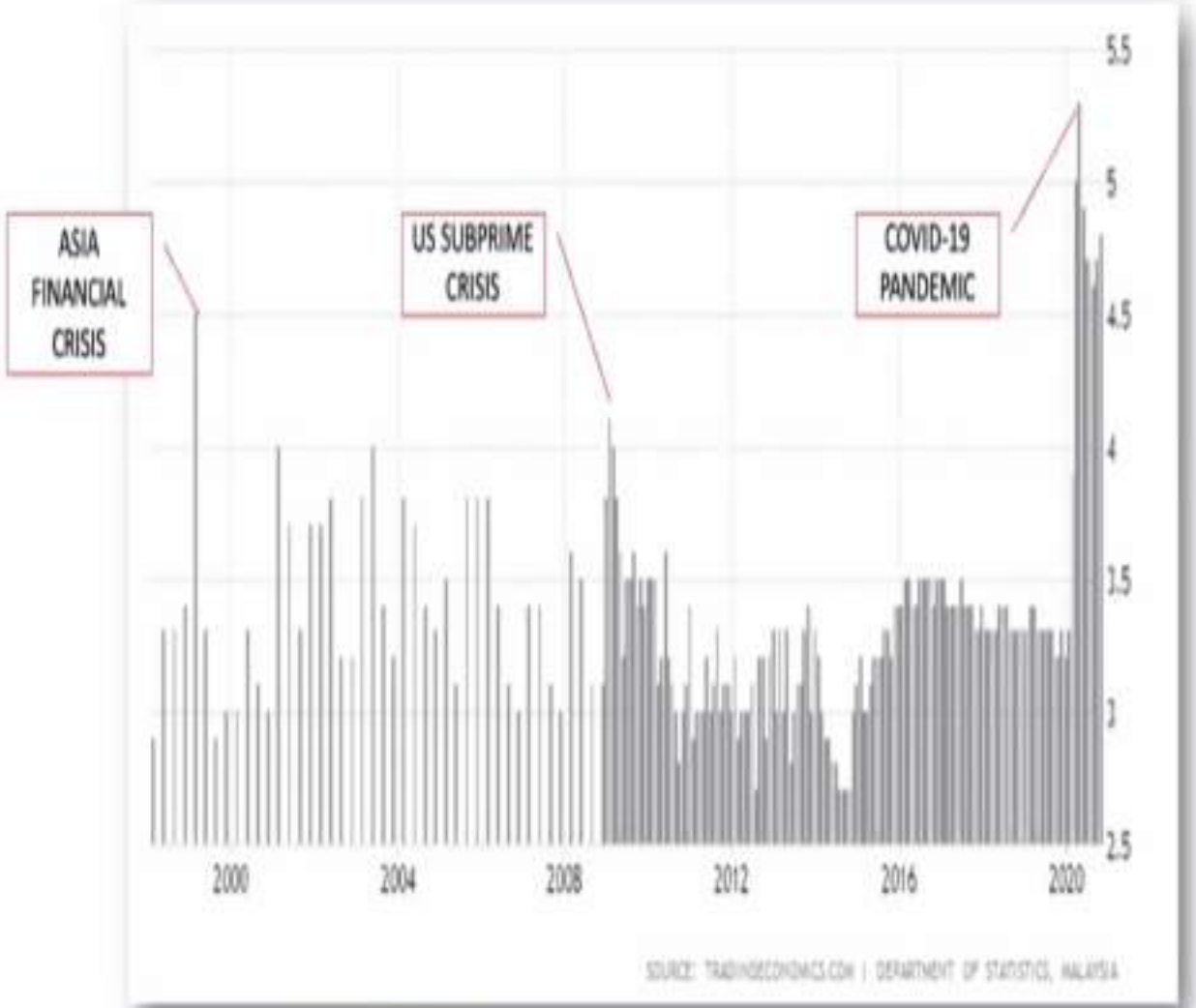
MALAYSIA ANNUAL % GDP GROWTH

Source: The World Bank. https://bit.ly/3iO9egM

MALAYSIA UNEMPLOYMENT RATE ROSE TO THE HIGHEST IN 30 YEARS



Source: Trading Economics. https://bit.ly/39hioUB

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AGENDA

2

CHALLENGES IN THE VUCA WORLD

TECHNOLOGY VS TALENT

HIGH IMPACT EXECUTION

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Our Mother's – Earth …

INPUTS

Energy
Minerals
Water
Land
Plants
Animals
Air

Society

Technology
Population
Economics
Politics

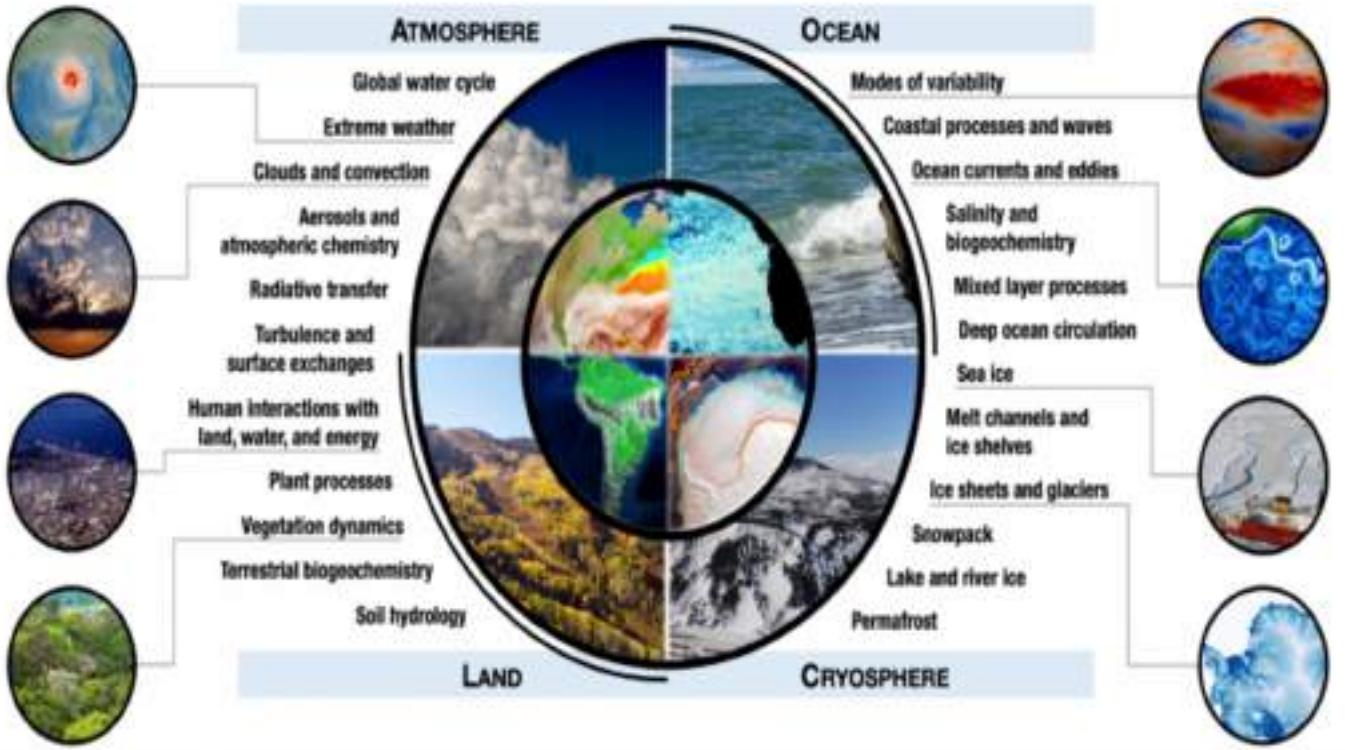
OUTPUTS

Goods and services
Living services
Matter cycle
Solid wastes
Water pollution
Air pollution
Land degradation
Biodiversity

Population growth
+
Increased income per capita
+
Higher living standards

Decrease in resources
Environmental deterioration:
- Water, air, soil degradation
- Deforestation
- Loss of biodiversity

Global environmental effects:
- Climate change
- Greenhuose effort



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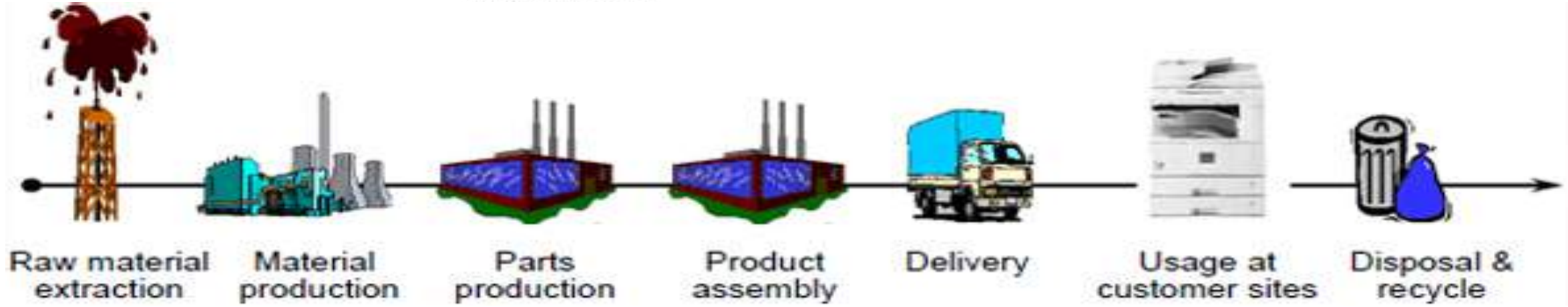
CURRENT STATUS …



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VUCA for Sustainability ?

Volatility

Speed, magnitude, turbulence and dynamics of change

Visionary

Uncertainty

Unfamiliar territory and unpredictable outcomes

Understanding

Complexity

Multiple interdependencies amidst global interconnectivity

Clarity

Ambiguity

Multiple perspectives and interpretations of scenarios

Agility

Horney (Horney et al., 2010) said the term VUCA was coined by US Army War College resulted from the end of the Cold War.

Raghuramapatruni and Rao Kosuri (2017), mentioned that the world was moving in a different direction which required speed, patience, analysis, problem solving skills

Source : Various Publications

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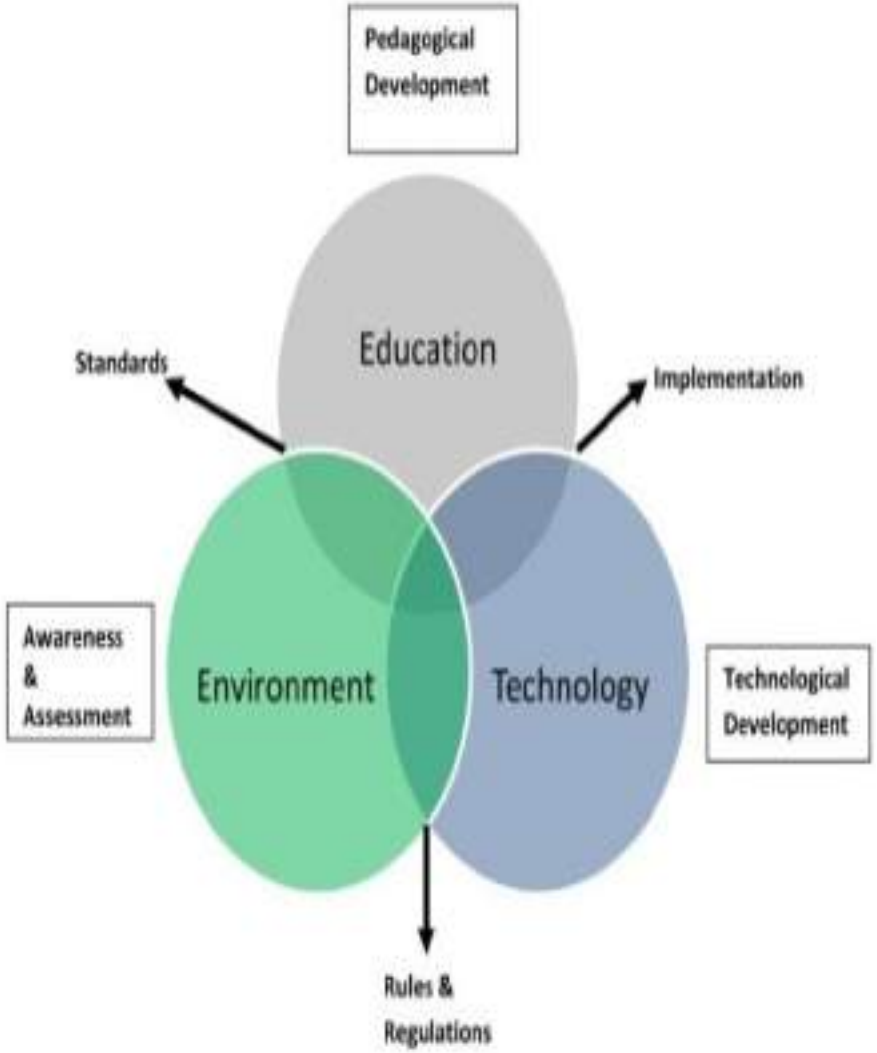
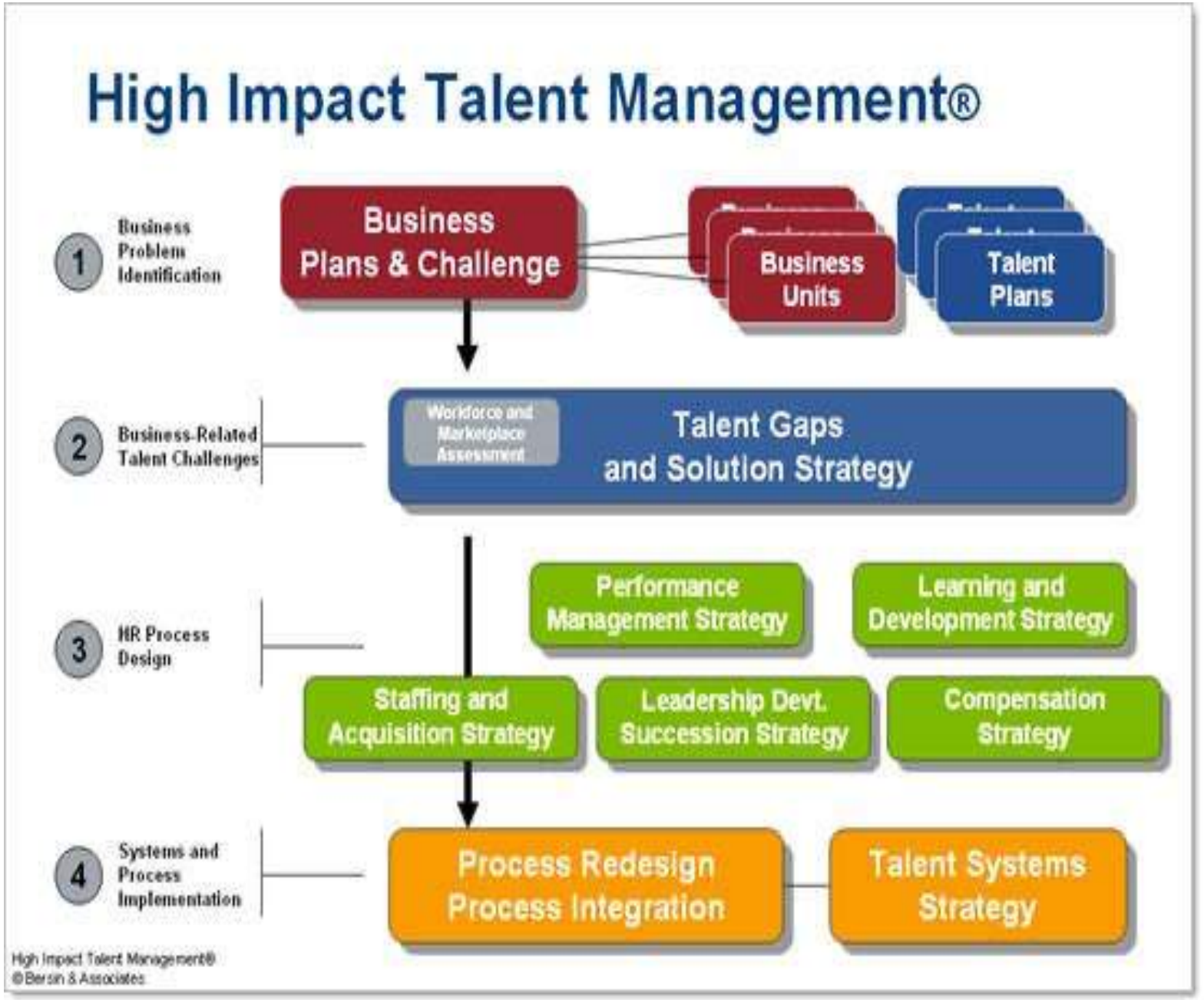
CURRENT RESEARCH





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Which Values ?

A Review of Talent Adaptive Concept and Conceptual Framework of Accelerated Industry4WRD Talent Adaptation in Malaysia

A R Zulhasni[1], J Kamaliah[1], Y Muhamad Roslan[2] and W M A Wan Md Syukri[2]

[1]Centre of Engineering Education / Malaysia-Japan International Institute of Technology, Universiti Teknologi Malaysia, Kuala Lumpur, 54100, MALAYSIA.

[2]Sustainable Industrial Revolution and Innovation Sdn. Bhd.,i-1, i-cube incubator, Universiti Teknologi Malaysia, Kuala Lumpur, 54100, MALAYSIA

Sustainable values integrated in Triple Constraint model, inspired by GPM Global

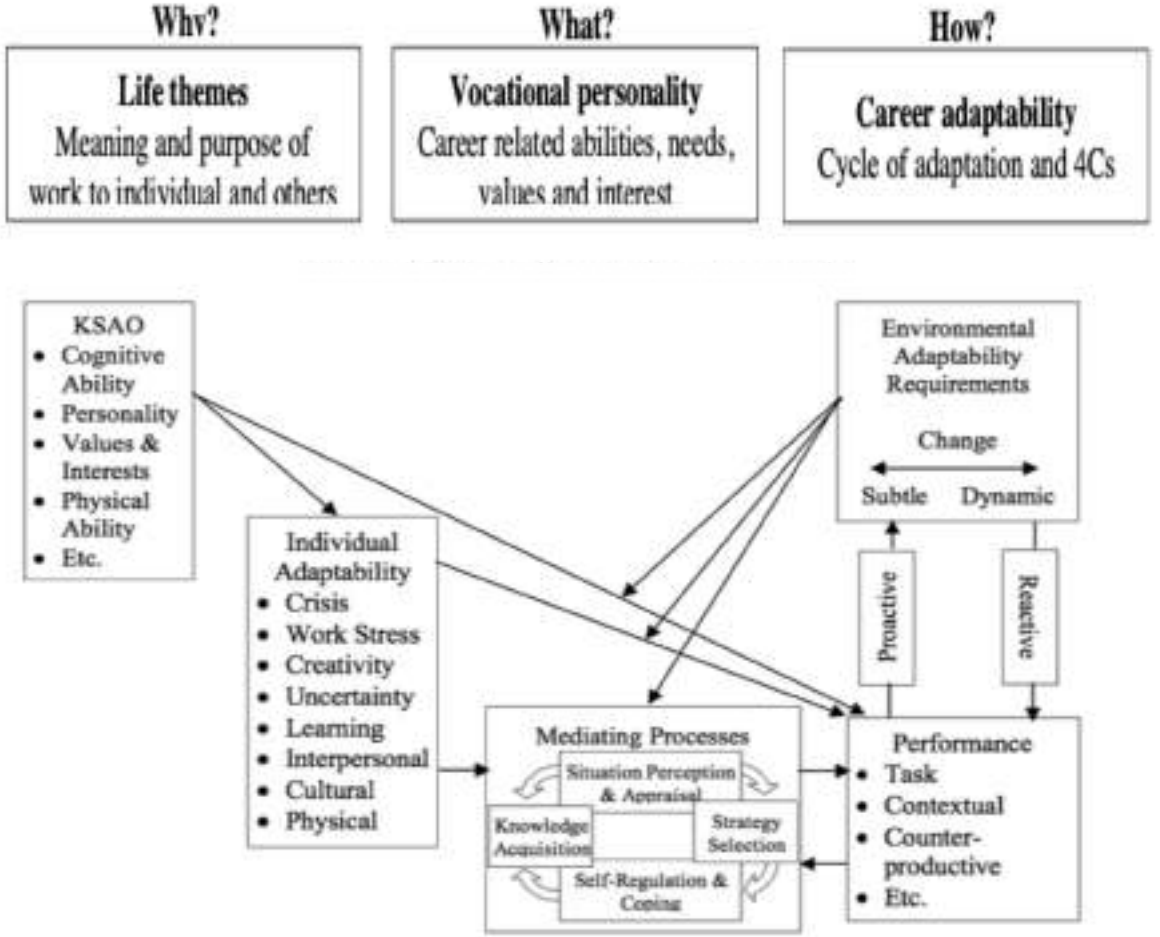

Figure 2: I-ADAPT Conceptual Model [18]

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Technological Eco-System to BALANCE the IMPACT ?

SUSTAINABLE

DECISION MAKING SYSTEM

SAMPLE

Muhamad Roslan bin Muhamad Yusoff, PhD

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Universiti Teknologi Malaysia (UTM), Jalan Sultan Yahaya Petra,
54100 Kuala Lumpur, Malaysia.

JANUARY 2021

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Project Brief

Project : Sustainable Decision Making System (SDMS)

Project Leader : Muhamad Roslan bin Muhamad Yusoff

Core Team Members : CEO, CTO, CFO, CSO, PC (SIRI)
Data Scientist, Programmer, Storage Specialist, System Analyst

Project Duration : min 9 mths – modular (pilot); complete system - 3 years

Project Issue : This project intended to overcome the issue on decision making by respective parties in order to come up with timely and solid decision without neglecting mandatory requirements and unhealthy practices.

Project Outcomes : A computerized system is proposed to solve the burning issue a kind to Artificial Intelligence (AI) environment. The guided weighted parameters which encompass the essential elements of sustainability are tabulated, analyze and acted upon with the end goal of coming out with prioritization; hence ease the decision making processes.

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Project Team Strengths

Our team has collectively more than 150 years experience

1. Data Scientist – Top 100 in Asia
2. System Analyst – Having 20 yrs experience with MNC Co.
3. Storage Specialist – Previously working with EMC for 10+ years
4. Execution Strategist – Consultant to several Government
5. Technology Foresight – Principal Consultant to MIGHT
6. Open Source Programmer – Working with MNCs serving ASEAN
7. Environmental Accounting Practitioner – Qualified personnel with more than 10 yrs serving the big 4 audit firms
8. Green/Agile Project Portfolio Practitioner – Qualified licensed practitioner
9. Software/Hardware Subject Matter Expert – Serving both IBM and DELL for 30 yrs before retired in 2019

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Blending VUCA & Sustainability

1. GLCs IDENTIFICATION
2. GLCs BENCHMARKING (DESKTOP RESEARCH)
3. PERFORMANCE ANALYSIS
4. CONCLUSION REPORTING for NCA

Source : Various Publications

SDMS Top 3 SDGs Area :-

Element 9 – Innovation and Infrastructure

The project will be the catalyst for decision making to ensure sustainability elements are fulfil

Element 11 – Sustainable Cities and Communities

The decision made will eventually promote the build up of sustainable cities and communities

Element 12 – Responsible Consumption

At large the actual consumption by the communities and the cities will proven to be a responsible consumption with cradle to cradle thinking

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P5 Elements

Labour Practices and Decent Work

Training and Education

Organizational Learning

Transport

Digital Communication

Travelling and Commuting

Business Agility

Flexibility / Optionality

Business Flexibility

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AGENDA 3 ...

HIGH IMPACT EXECUTION

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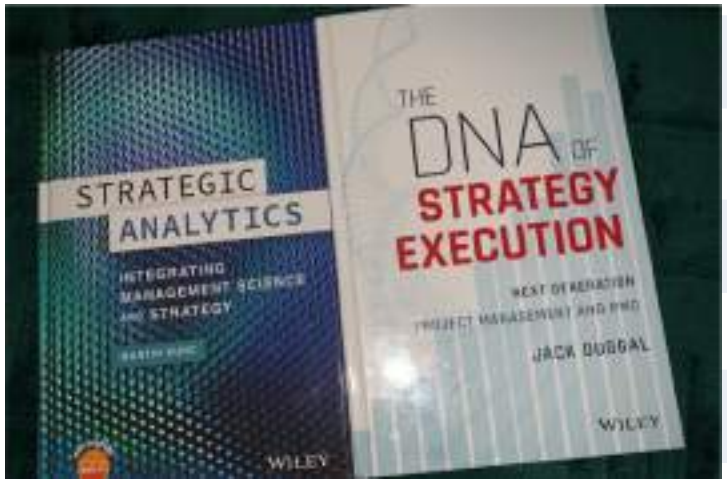
Execution is Impact on Action!

Have a clear understanding of what you're trying to achieve



What are the main problems YOU trying to solve?

What do you hope to achieve by investing in innovation practice(s)?

How is this approach better than your current process or technology?

Understanding who is going to be impacted and how

How ready do you think the people in YOUR ORG are for this innovation practice(s) adoption?

Who is going to be impacted?	How?	What needs to be done to get them ready?

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Pilot Project Result …

Figure 5: Proposed Accelerated adaptation framework for Industry4WRD talent

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CRITICAL STEPS in becoming the RIGHT PERSON …

- FACE THE TRUTH
- ALERT OF THE SHIFTs
- CONTINUOUSLY LEARN
- ADOPT / ADAPT THE RIGHT STRATEGY
- RAPID Action
  - Ritual
  - Transformation

FUTURE PEOPLEs …

VERSATILE
CRITICAL / ANALYTICAL
PEOPLE SKILLs
RESILIENCE
CRAFTERs

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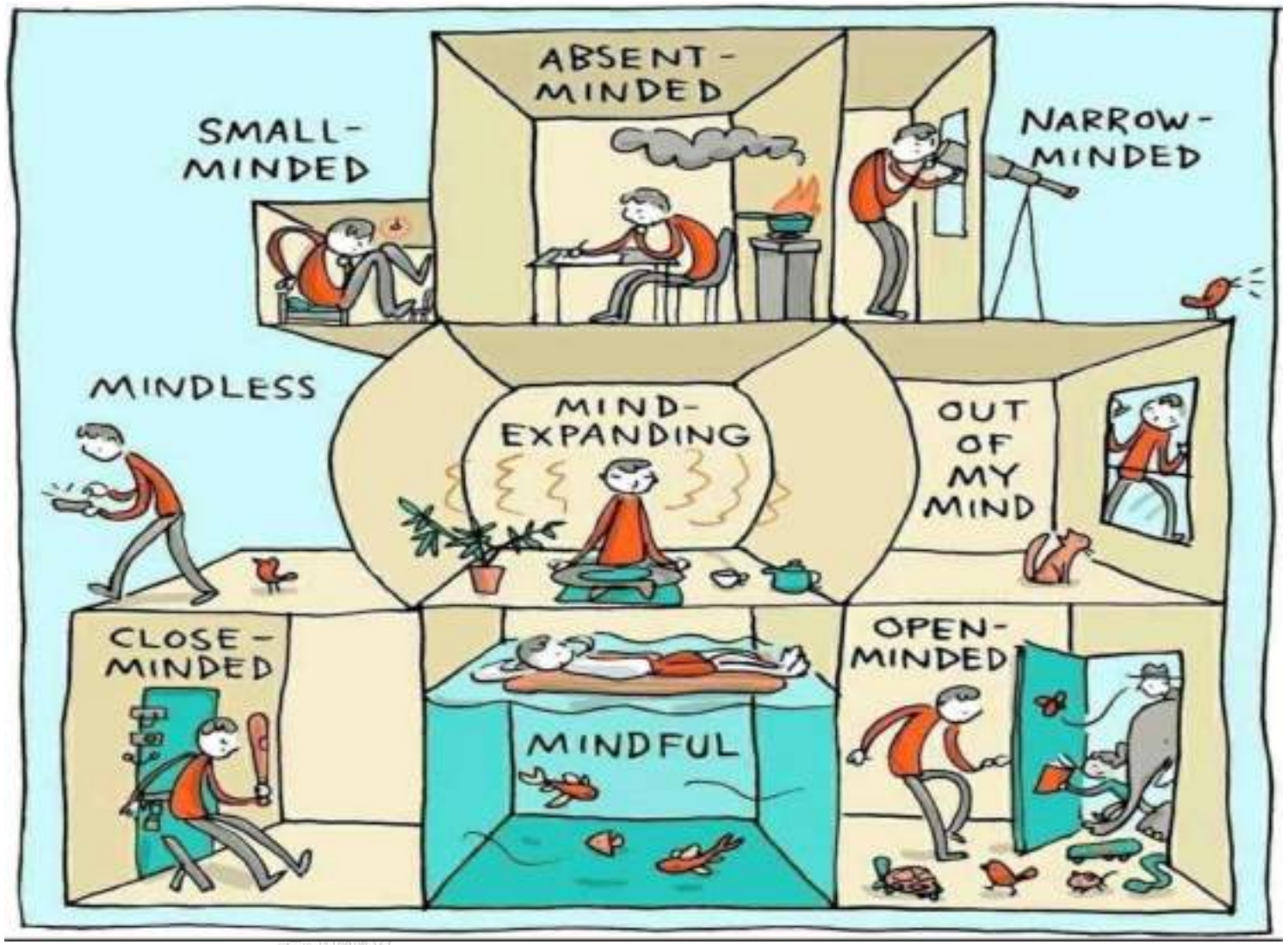
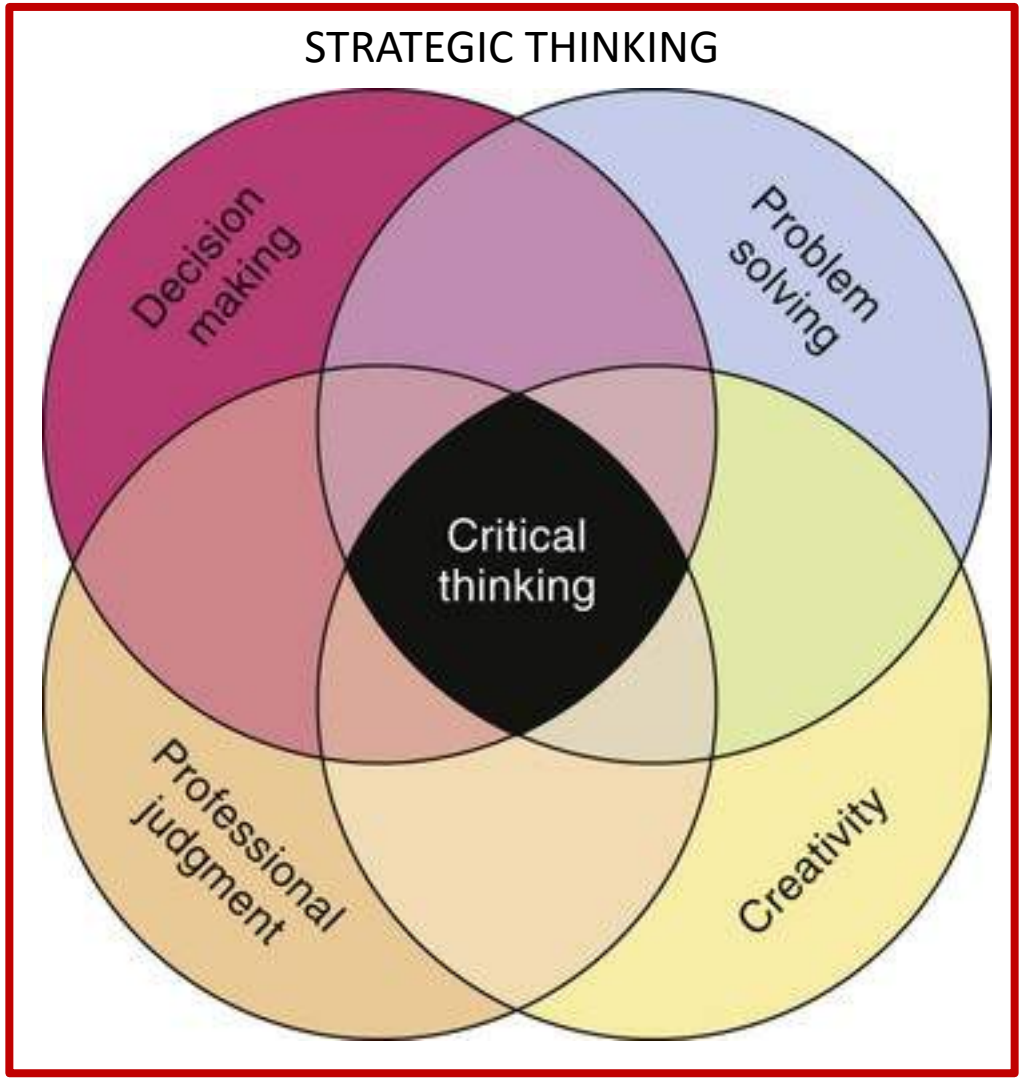
Malaysian Co's of the Future …

Source : Various Publications

- ***Strategic Thinking*** **is driven by a match between current capabilities and existing opportunities, seeking sustainable advantages**
- **A successful Engagement within certain scenario leads to High Impact Execution**
- **Overall appreciation for Value Creation speaks volume in terms of Malaysian Enterprise's long-term reputation thus increased their financial performance**

EPILOGUE





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THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT.

~ ABRAHAM LINCOLN

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NATIONAL EXPERT
INDUSTRY 4.0 | SOCIETY 5.0 | UNITY 6.0

Having the BEST in every things only gave you upper hands on paper.

The REAL attributes are STRATEGICALLY determined by your ENGAGEMENT and EXECUTION ...

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"a Spin-off company"
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