

WEBINAR ON INDUSTRY LEADERSHIP **LEADERS** *of* **TOMORROW**

**Empowerment of Leadership
in TVET Education**

**28 July 2021 (Wednesday)
2.30 pm - 3.30 pm**



Ts. Zainab Binti Ahmad
Director General
Department of Polytechnic and
Community College Education,
Ministry of Higher Education



As I was passing...

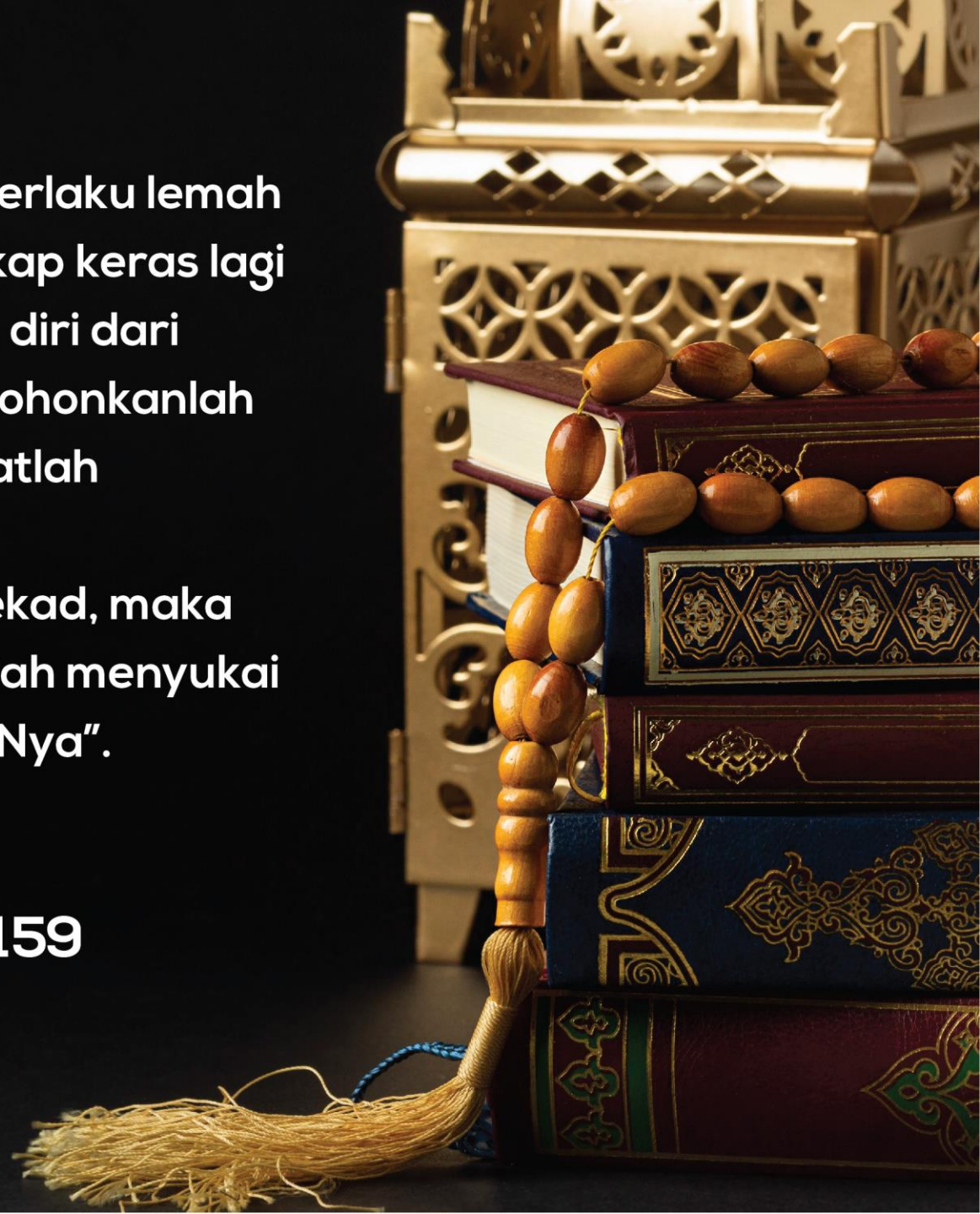
**"I expect to pass through this world but once.
Any good, therefore that I can do or any kindness
I can show to any fellow creature, let me do it now.
Let me not defer or neglect it for
I shall not pass this way again!"**

Grellet

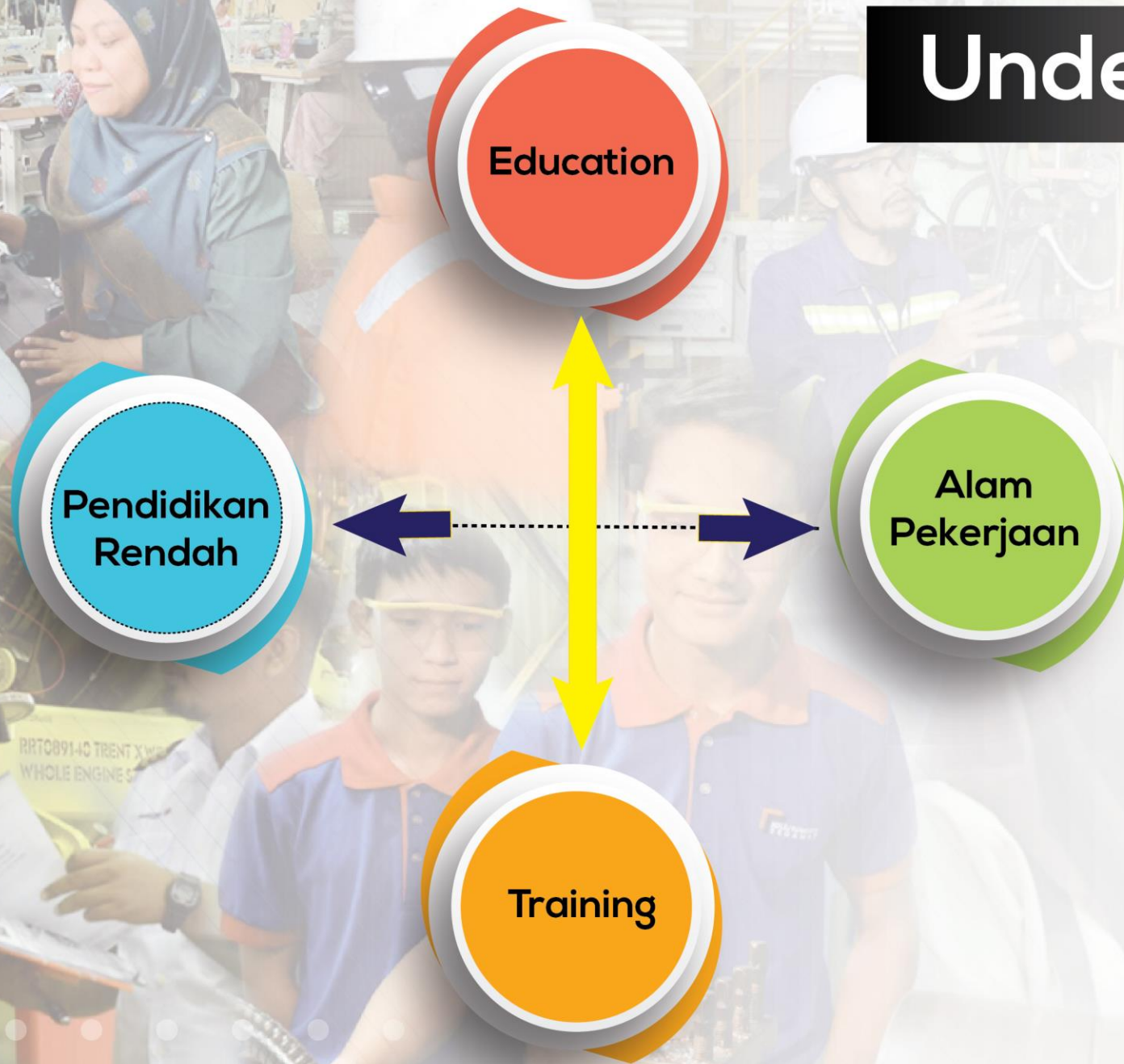
“Maka disebabkan rahmat dari Allah-lah kamu berlaku lemah lembut terhadap mereka. Sekiranya kamu bersikap keras lagi berhati kasar, tentulah mereka menjauhkan diri dari sekelilingmu. Karena itu maafkanlah mereka, mohonkanlah ampun bagi mereka, dan bermusyawaratlah dengan mereka dalam urusan itu.

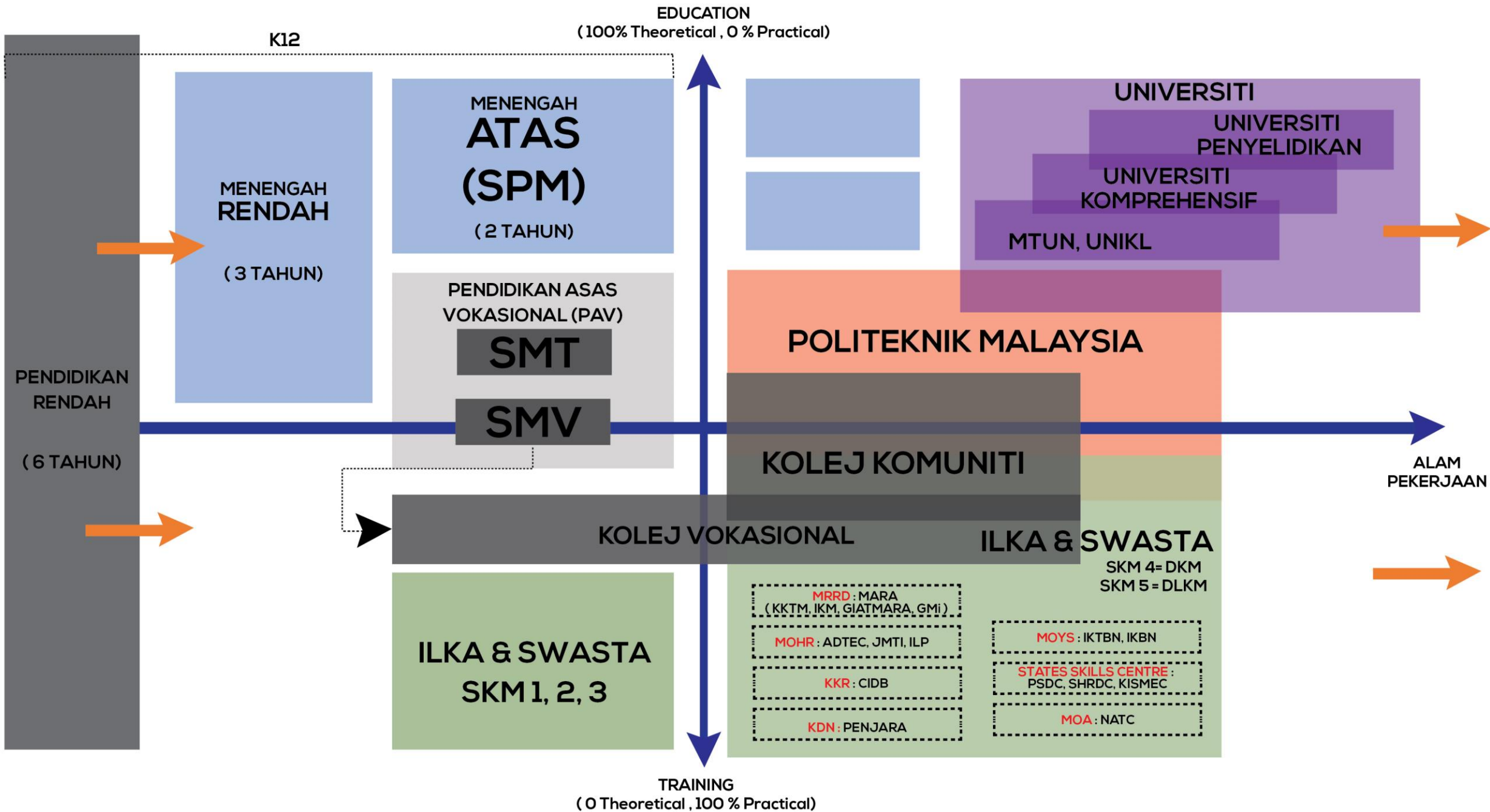
Kemudian apabila kamu telah membulatkan tekad, maka bertawakkallah kepada Allah. Sesungguhnya Allah menyukai orang-orang yang bertawakkal kepada-Nya”.

Quran Surah Ali 'Imran Ayat 159



Understanding TVET







Konteks seorang pemimpin dalam organisasi

**Mengetahui perbekalan
Skim perkhidmatan**

**Mengetahui peranan
yang wajar dilakukan**

**Mengetahui laluan
kerjaya kepimpinan**

Skim Perkhidmatan PPPT Bil 33/2007

KERANGKA KRITERIA KECEMERLANGAN

Teras Utama

Kepimpinan

Pembangunan Diri

Sumbangan

DH41

DH44

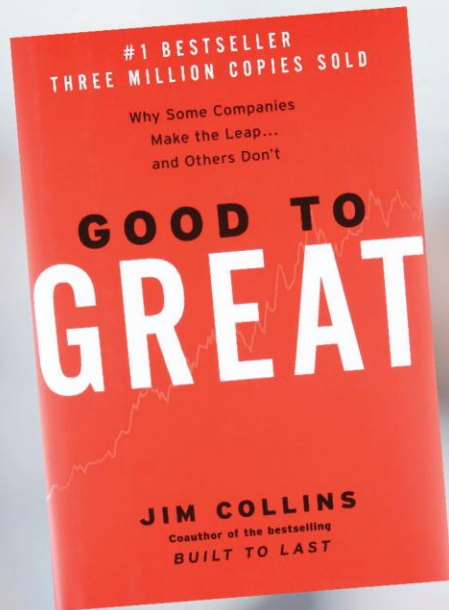
DH48

DH52

DH54



Dari buku
"GOOD TO GREAT"
Oleh Jim Collins



● Level 5: Executive

Builds enduring greatness – a blend of personal humility and professional will

● Level 4: Effective Leader

Catalyses commitment, vigorous pursuit of a clear and compelling vision, stimulate higher performance standards

● Level 3: Competent Manager

Organises people and resources towards effective and efficient pursuit of pre-determined objectives

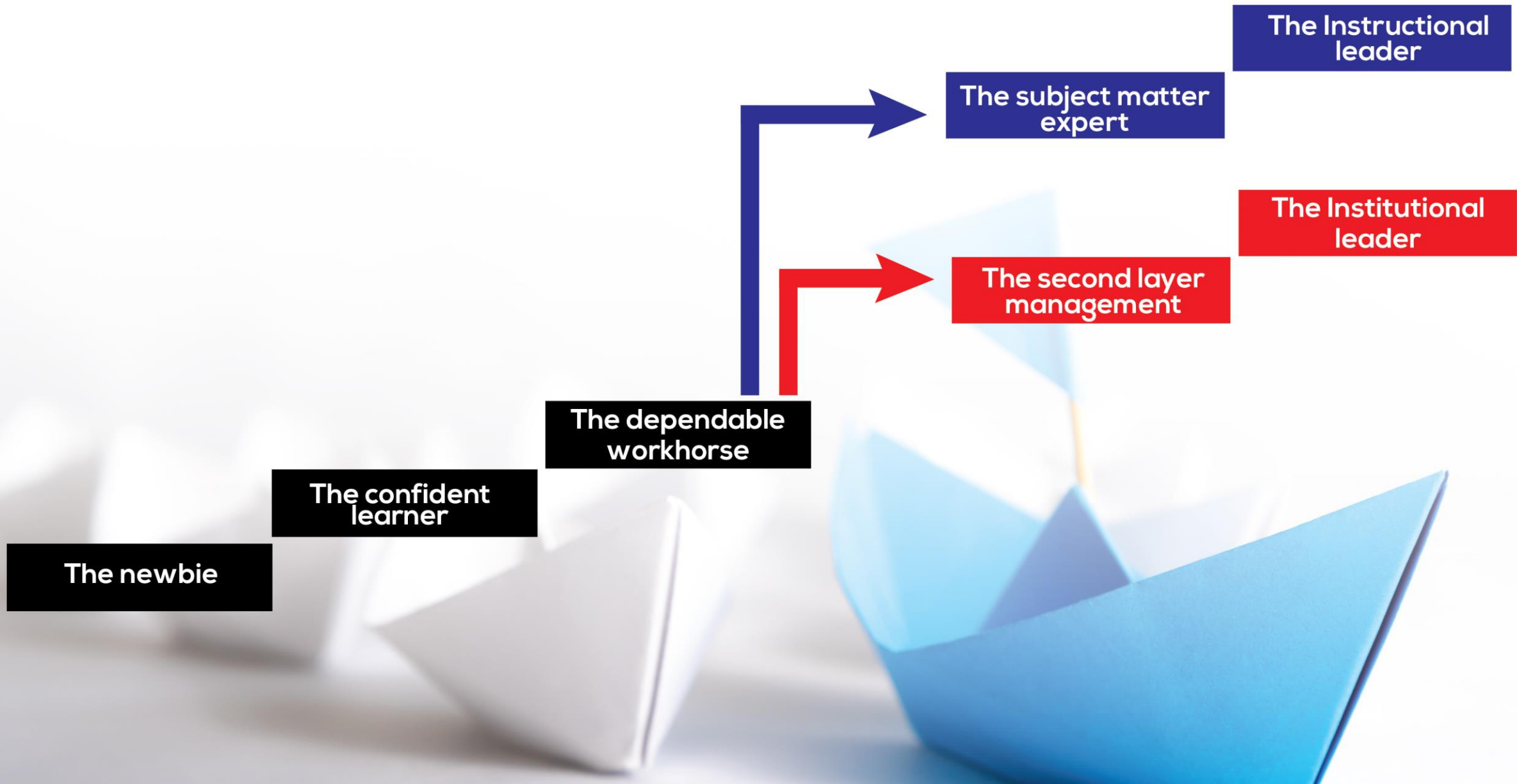
● Level 2: Contributing Team Member

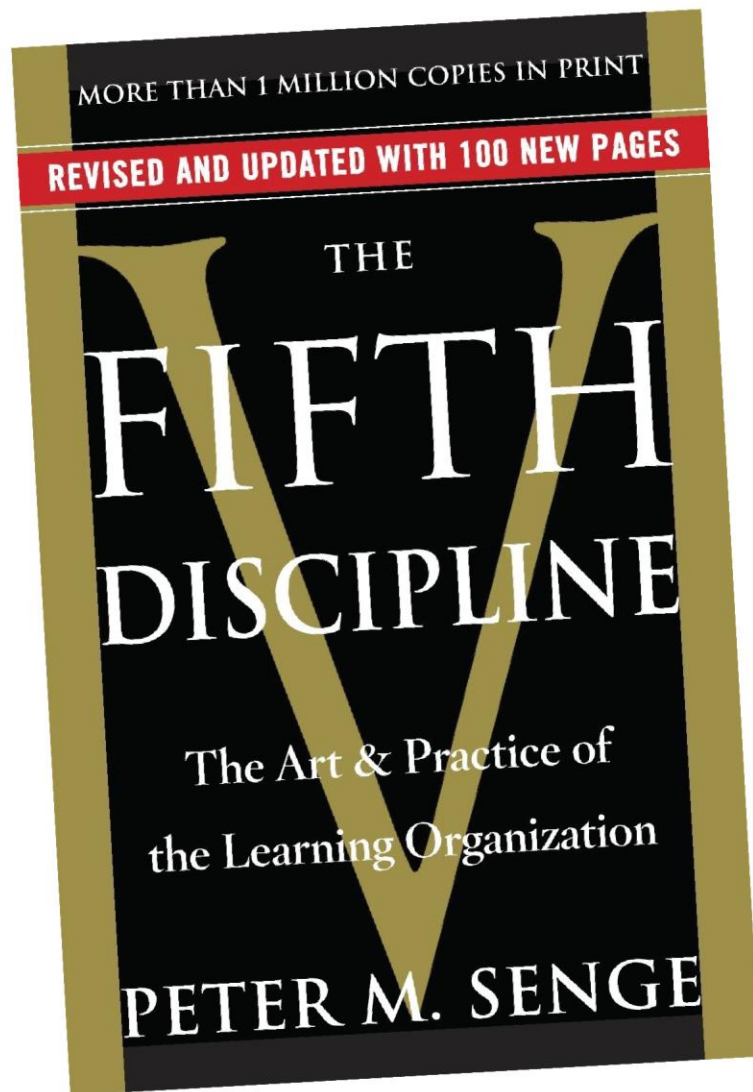
Contributes individual capabilities to the achievement of group objectives and works effectively with others

● Level 1: Highly capable Individual

Makes productive contributions through talent, knowledge, skills and good work habits

Laluan Kerjaya Kepimpinan





Bangun Organisasi yang mendukung
ciri-ciri Organisasi Pembelajaran

A learning organization is the term given to a company that facilitates the learning of its members and continuously transforms itself

A learning organization is a place where people are continually discovering how they create their reality.

5 Basic Principles of the Learning Organisation

System Thinking

Interdependence among all functions,
working together as a whole system

Shared Vision

Vision owned by all levels,
create focus and energy for learning

Personal Mastery

Individual commitment to
the process of learning

Mental Models

Unlearn unwanted values,
learn new and applicable values

Team Learning

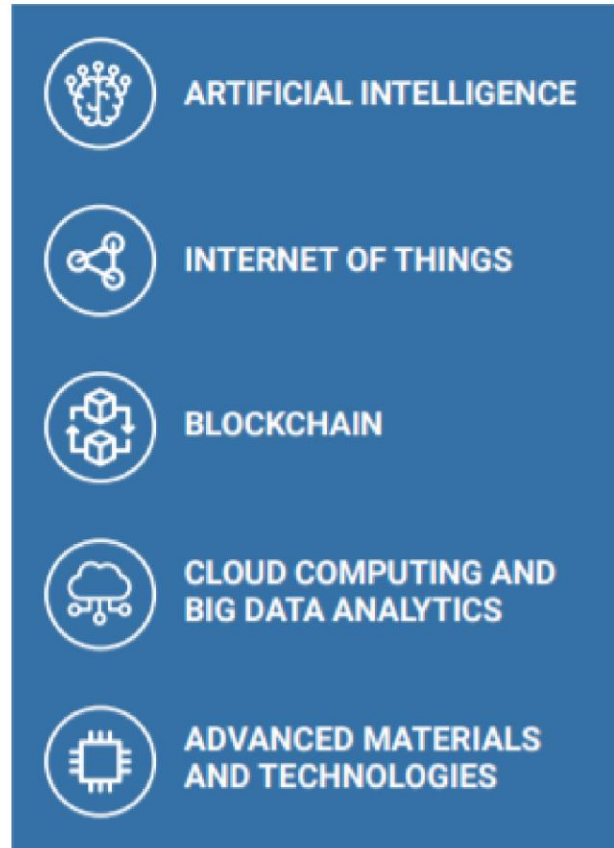
Accumulation of individual learning,
shared together to others and
become team knowledge

Concept taken from Peter Senge - The Fifth Discipline

LEVERAGING ON THE NATIONAL 4IR POLICY



Launched 1st July 2021



5 foundational technologies



10 key focus sectors,
6 supporting sectors

TALENTS FOR TOMORROW

Concerns for digital readiness of our youth

Automation

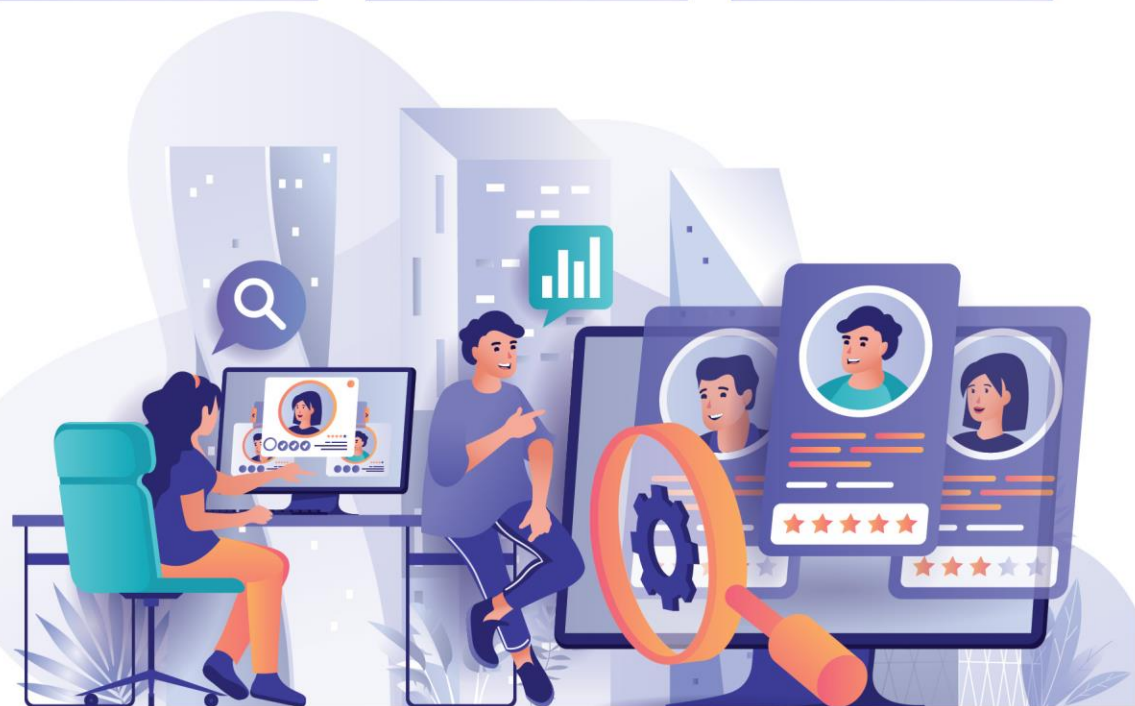
Artificial
Intelligence

Robotics

Big Data
Analytics

Internet
of Things

Cloud
computing



Concerns for social and emotional readiness (compounded by COVID-19)

Interpersonal
skills

Self
leadership

Communication

Teamwork

Critical
Thinking

Entrepreneurship

We can be reached at:
Sekretariat Majlis TVET Negara
mtvet@mohe.gov.my

Summary: The future of Jobs report 2020
(<http://www3.weforum.org>)



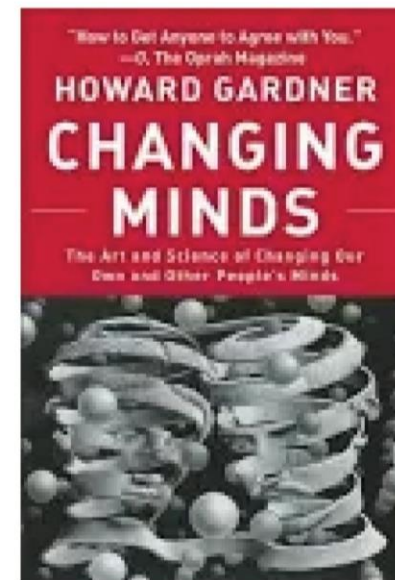
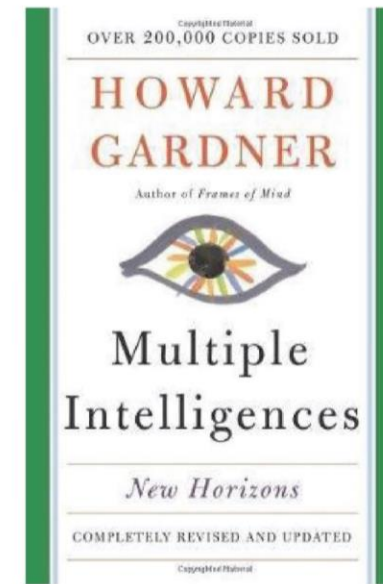
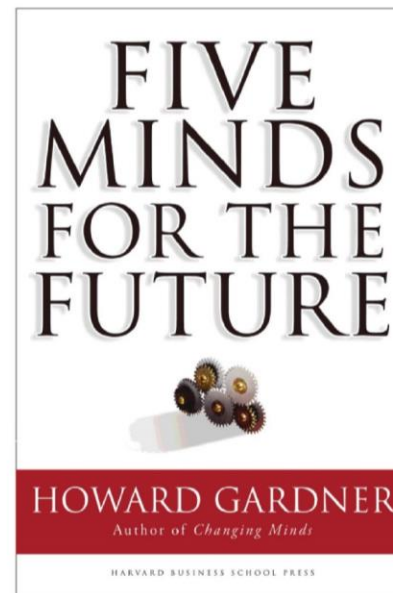
The Future of Jobs Report 2020

OCTOBER 2020

1. Adoption of cloud computing, big data and e-commerce will increase
2. Automation will increase – more reduction in workforce post COVID-19, by 2025 time spent at work between humans and machines will be equal
3. Job creation is slower than job destruction
4. New division of labour = humans, machines, algorithm
5. Top skills leading up to 2025 are: critical thinking and analysis, problem solving, self management – active learning, resilience, stress tolerance, flexibility
6. Rapid digitalise working process, remote work
7. People most impacted – women, low income workers, younger workers
8. Online learning and training will increase



Howard Earl Gardner (born July 11, 1943) is an American developmental psychologist and the John H. and Elisabeth A. Hobbs Research Professor of Cognition and Education at the Harvard Graduate School of Education at Harvard University.



Khusus kepada warga
Politeknik dan Kolej Komuniti...
persiapkan diri dengan
5 jenis minda



- 1 Disciplined mind
- 2 Synthesizing mind
- 3 Creating mind
- 4 Respectful mind
- 5 Ethical mind

Petikan buku **FIVE MIND OF THE FUTURE**

Howard Gardner says:

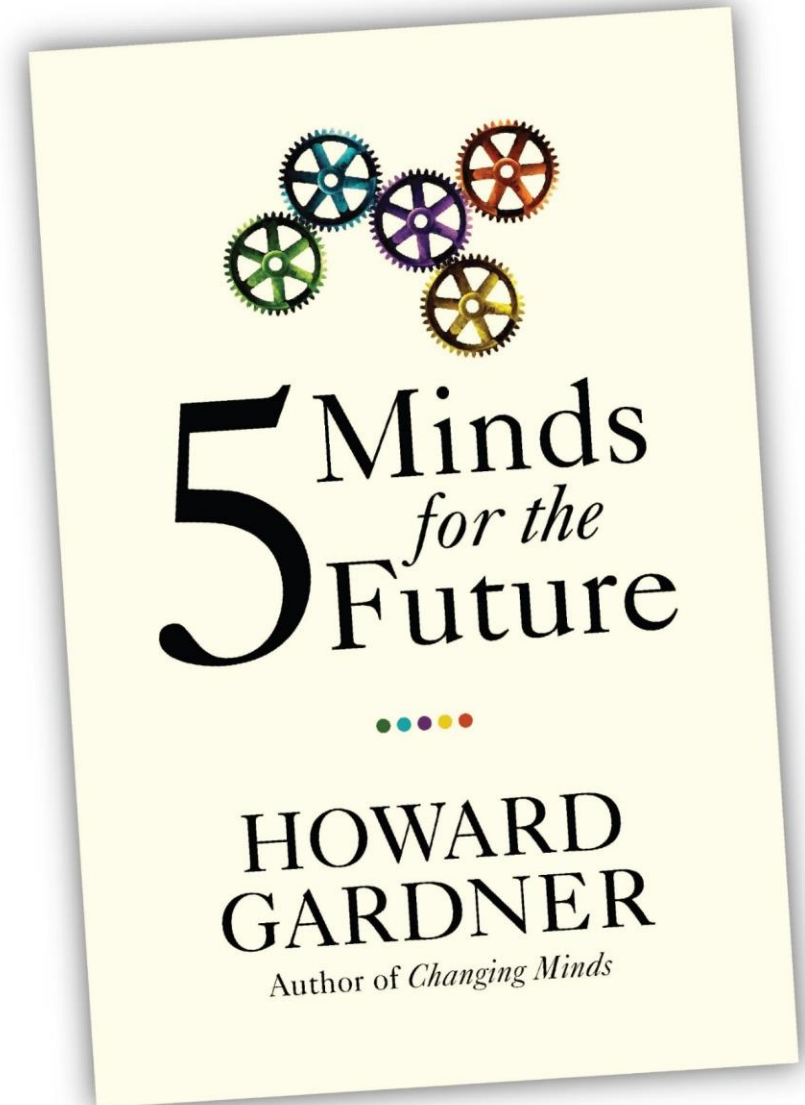
Individuals without **one or more disciplines** will not be able to succeed at any demanding workplace and will be restricted to menial tasks

Individuals without **synthesizing capabilities** will be overwhelmed by information and unable to make judicious decisions about personal or professional matters

Individuals without **creating capacities** will be replaced by computers and will drive away those who do not have the creative spark

Individuals without **respect** will not be worthy of respect by others and will poison the workplace and the commons

Individuals without **ethics** will yield a world devoid of decent workers and responsible citizens, none of us will want to live on that desolate planet





Nothing in nature lives for itself.

Rivers don't drink their own water.

Trees don't eat their own fruit.

The sun doesn't give heat for itself.

Flowers don't spread fragrance for themselves.

Living for others is the rule of nature.

And therein lies the secret of life.



Position yourself for the future

Be a global citizen

Be kind

Increase your awareness and understanding

Build a cross cultural attitude and behaviour

Embrace technology (4IR and beyond)

Engage - educate - empower

Contribute

"ask not what your country can do for you, ask what you can do for your country"
- JFK

Groom yourself

"you are a leader in your own right"

Groom leaders after you

leaders make leaders"



Sekian,
terima kasih!