



# Government Transformation Program Enabled By HRMIS

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**HRMIS USER FORUM 2010**





# Agenda

- ◆ **GTP and New Economic Model**
- ◆ **HRMIS Re-CAP**
- ◆ **Competent Civil Service**
- ◆ **Innovation Habits**



# The four pillars of national transformation

## VISION 2020



Preservation and enhancement of unity in diversity

**1MALAYSIA**  
*People First, Performance Now*

April 2009

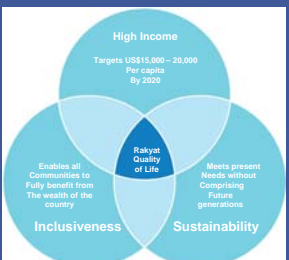


Preservation and enhancement of unity in diversity

**Government Transformation Programme (GTP)**

6 National Key Result Areas (NKRAs)

January 2010



**New Economic Model**  
– A high income, inclusive and sustainable nation

**Economic Transformation Programme (ETP)**

8 Strategic Reform Initiatives (SRIs)

March 2010



Smooth implementation of government's development programme

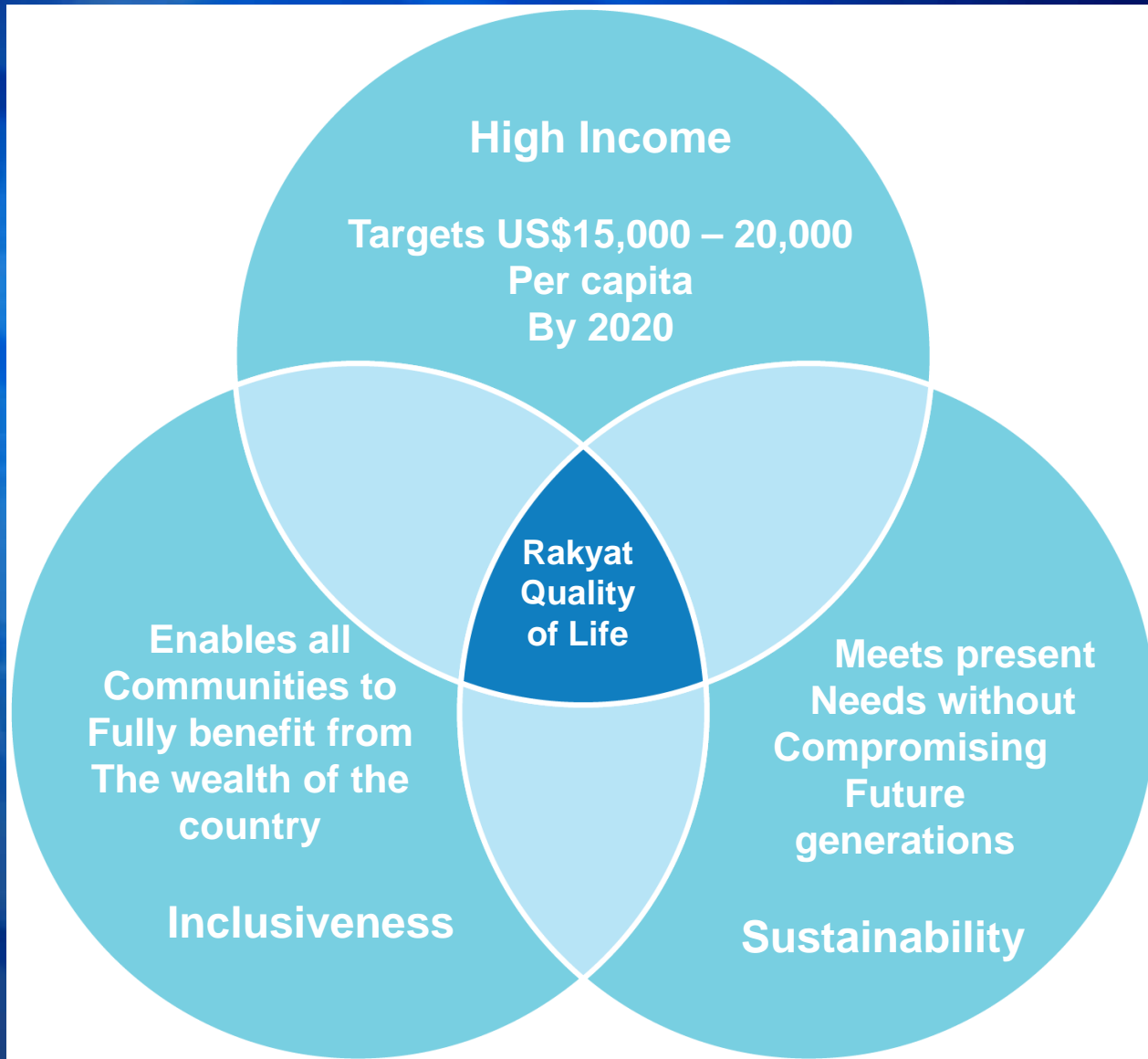
**10<sup>th</sup> Malaysia Plan**

Macroeconomic growth targets & expenditure allocation

June 2010

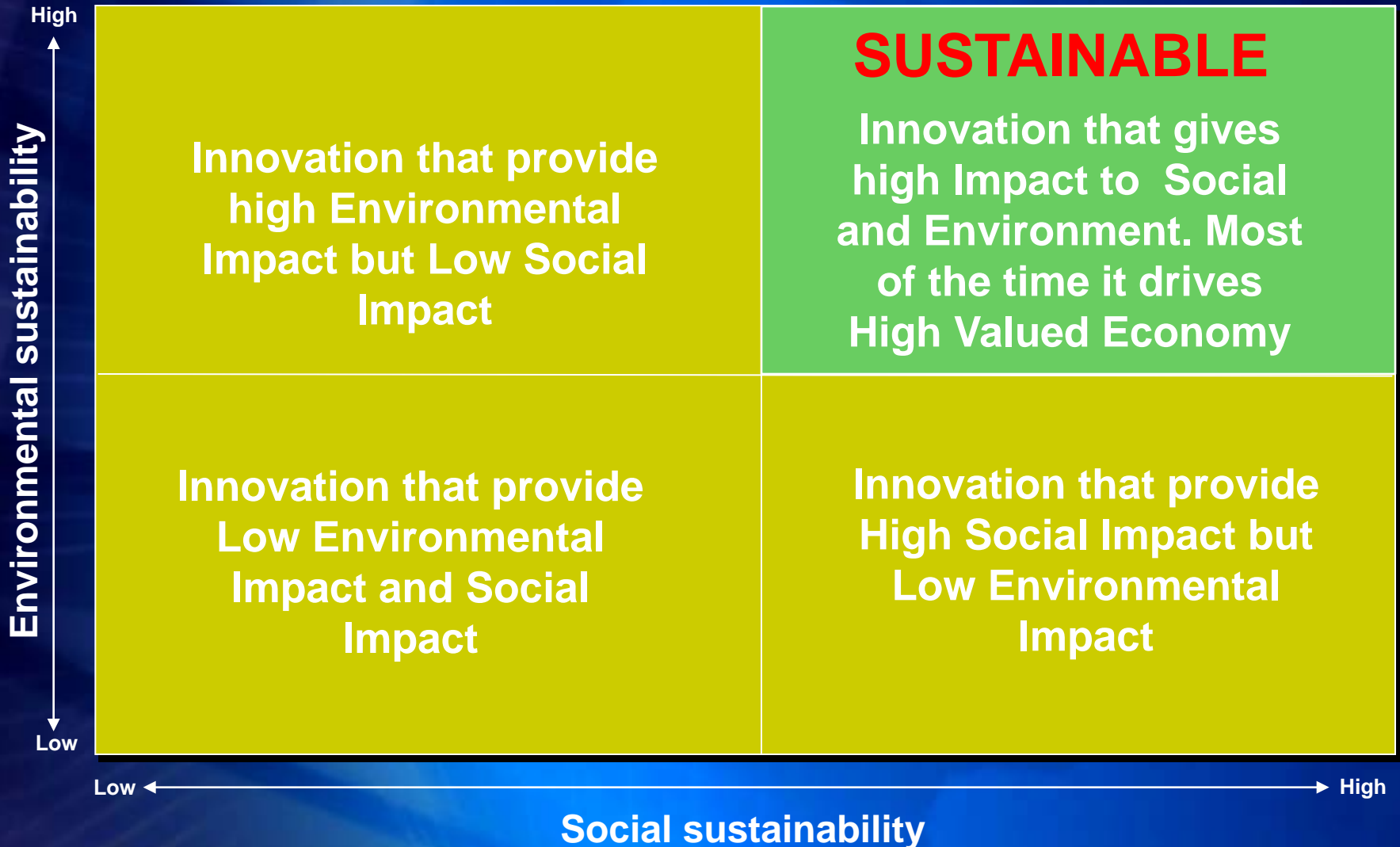


# Goals of the New Economic Model





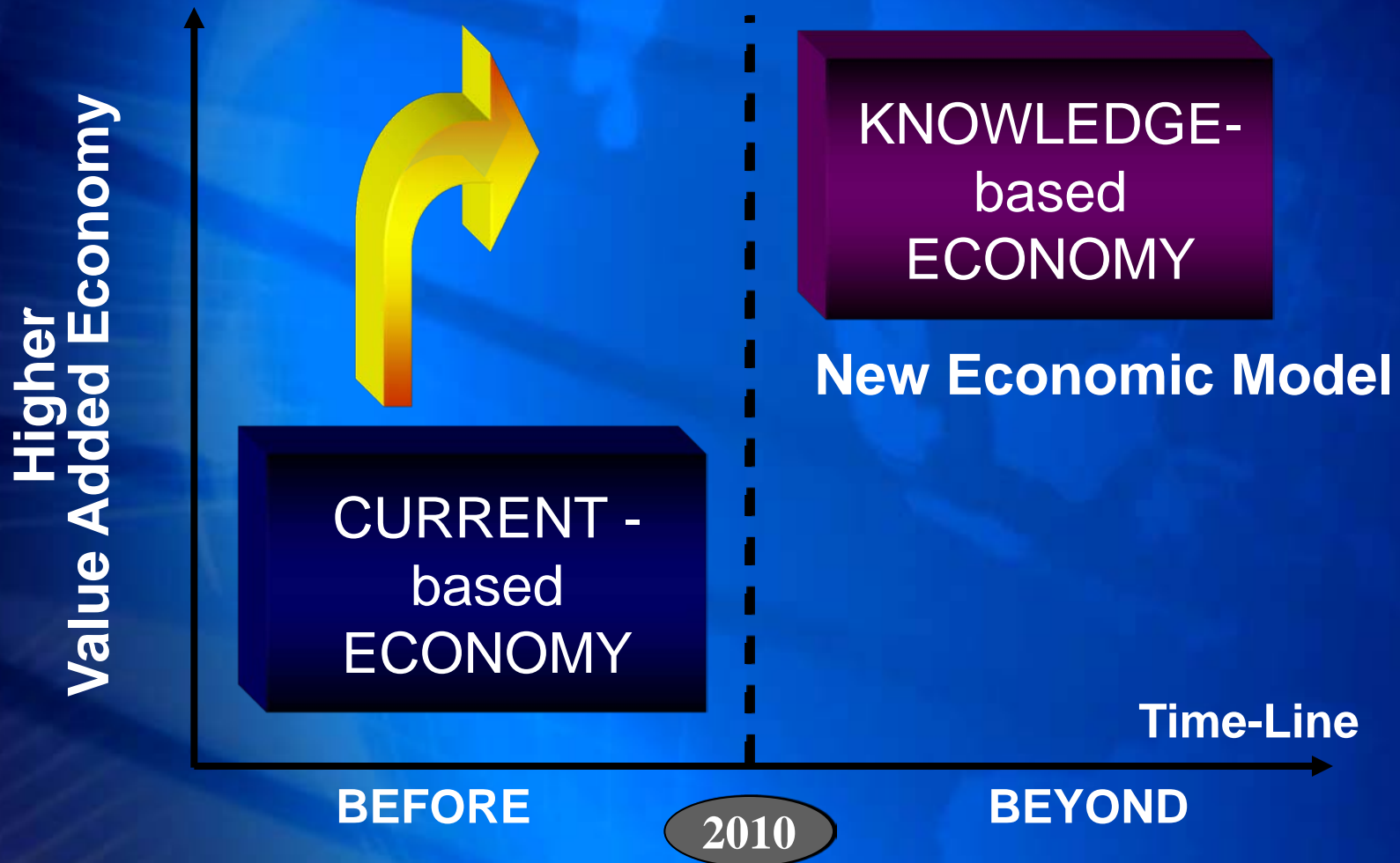
# Ensuring That Innovation Are Sustainable







# To Move the Economy Up the Value Chain required efforts from all including Government





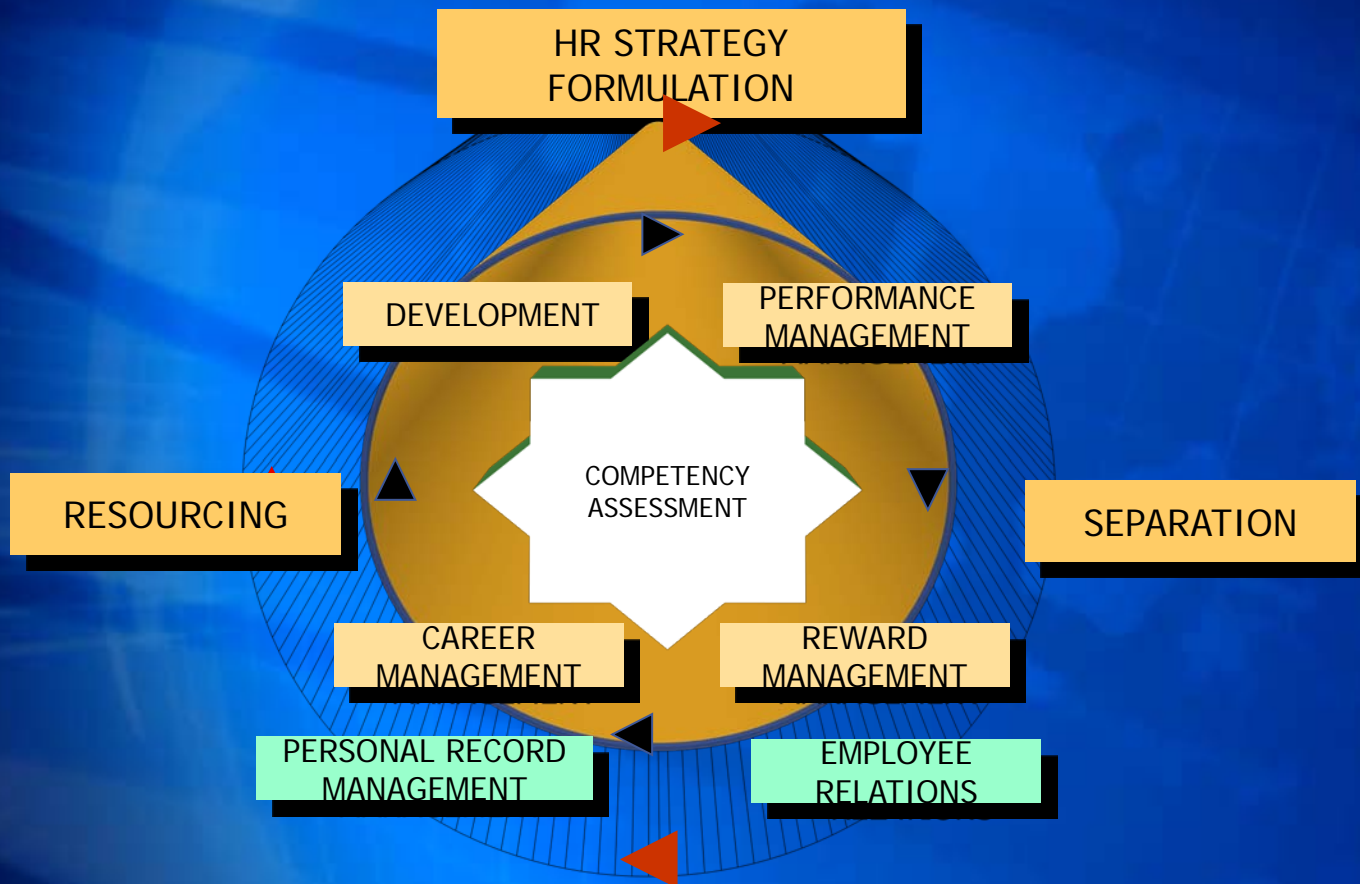
# GTP to focus on a citizen-centric Model (Rakyat Didahulukan)

ILLUSTRATIVE





# HRMIS is an integrated Human Capital enabler towards GTP and NEM



**Competency forms the core of the Human Capital Management in K-Civil Service**





# Competencies Development Program towards creating Innovative Civil Servants

① **Conceptual Abilities**  
- **Mindset focus**



**Thinking**

② **Behavioural Abilities**  
- **Relations focus**



**People**

③ **Technical Abilities**  
- **Performance focus**



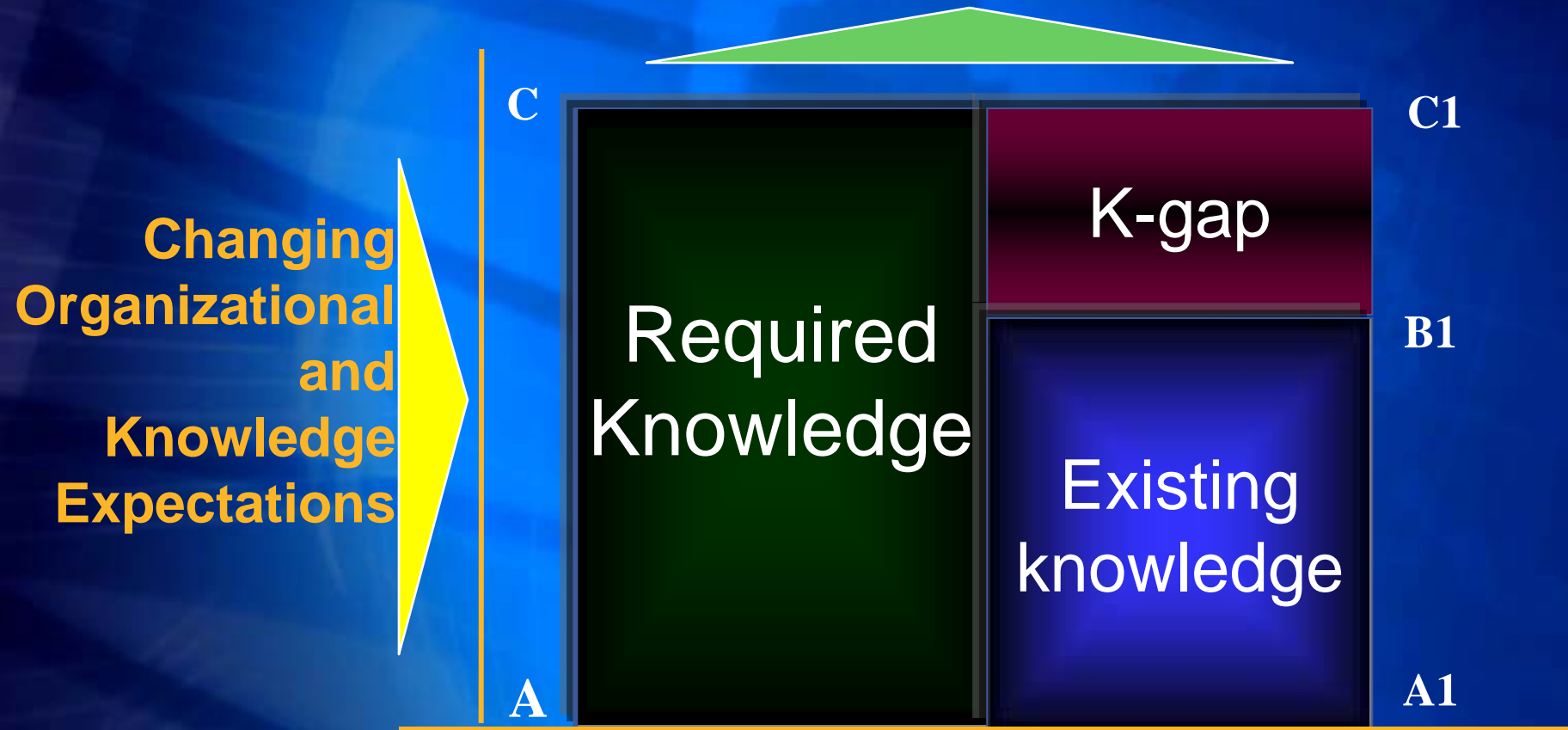
**Doing**

To increase the overall competencies of the Practicing Community



# Use HRMIS to enabled Knowledge Based Organization

Desired results or Key Performance Indicators



Individual or Team-based Knowledge Needs Analysis



# And ability to change mindset towards nurturing innovation habits in the government

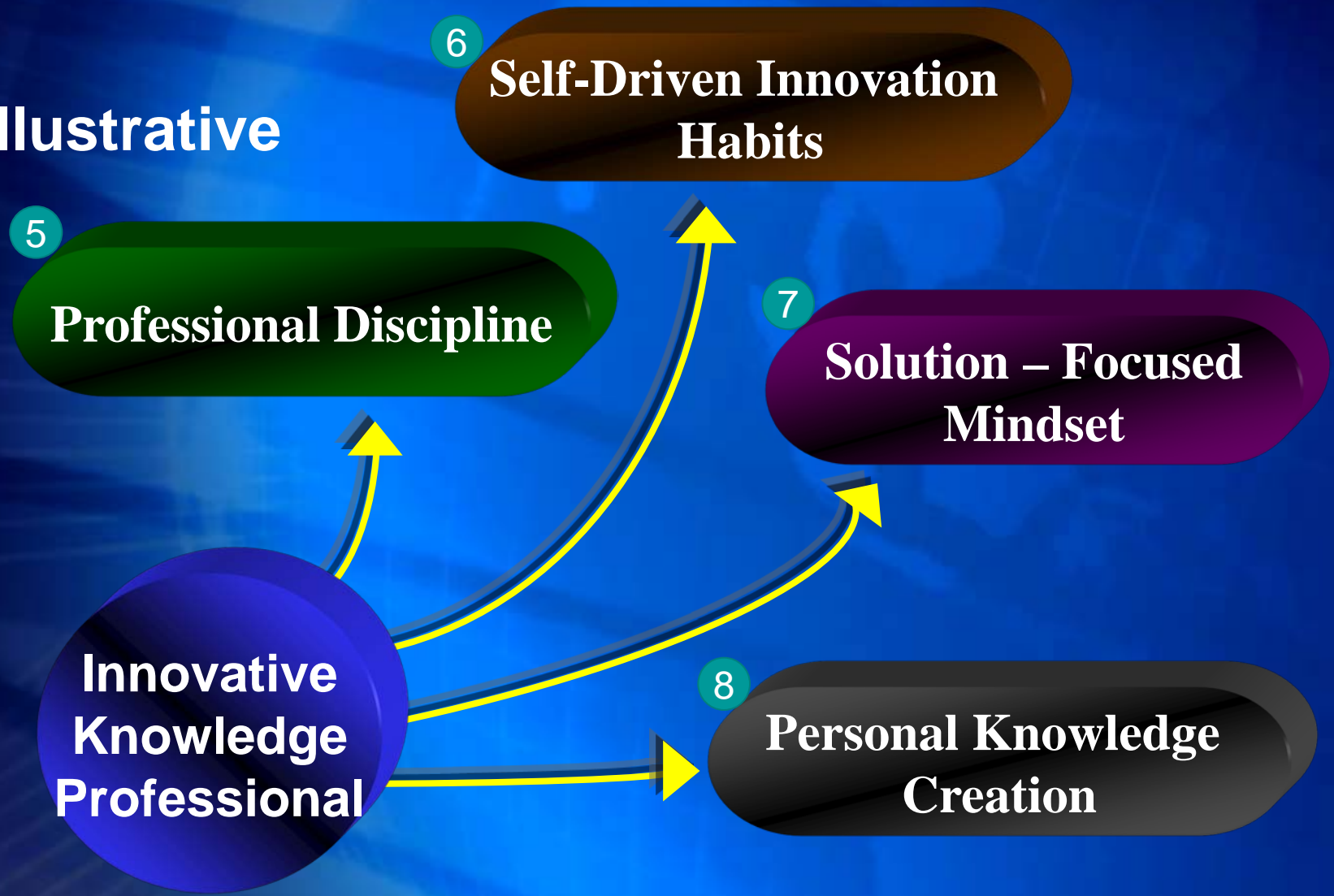
Illustrative





# And ability to change mindset towards nurturing innovation habits in the government

**Illustrative**





**Thank You**