



TALENT GROOMING PROGRAMME FOR TECHNICAL HEALTHCARE PROFESSIONALS (TGP)

MINISTRY OF HEALTH MALAYSIA



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FOREWORD BY THE DIRECTOR GENERAL OF HEALTH



As an initiative to groom and nurture talents, and the first of its kind within the Ministry of Health (MOH), these early years of the TGP programme has proven to be promising. From allowing learning opportunities with numerous Malaysia's great leaders from various healthcare related fields through the Inspirational Leadership Podium series, to a personalised professional development structured programme, TGP is a fertile ground for talents to grow to be outstanding leaders in the ever-changing healthcare landscape.

It is hoped that the TGP will continue to evolve with times and serve as an integral part of the MOH to nurture; to groom talents to become the future healthcare leaders of the nation.

YBhg. Datuk Dr Noor Hisham bin Abdullah
Director General of Health
Malaysia

FOREWORD BY THE DIRECTOR OF IHM



Institute for Health Management (IHM) was given the mandate as the secretariat for the TGP programme by MOH since 2014. It has been a humbling journey for our institute, and specifically our team. Going through the early days from brainstorming, then planning the framework and finally executing it with our pioneer cohort, has been both challenging and valuable learning experience.

Now, as IHM continues with the intake of subsequent cohorts of talents, I am immensely proud of our contributions for the many achievements of this programme and the string of outstanding individuals in our alumni. It is hoped that we shall see TGP talents at the helm of MOH in the future.

Dr Nor Izzah binti Hj Ahmad Shauki
Director Institute for Health Management

“

Talent management is a process of attracting the best people through recruitment and grooming them to be future leaders.

”

YBhg. Datuk Dr Noor Hisham Bin Abdullah
Director General of Health Malaysia

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TGP OBJECTIVES

To enhance the process of building leadership capacity and inculcate other desirable qualities among potential technical healthcare professionals

The ultimate aim is to improve health system performance and the health status of the population through effective healthcare leadership



TGP CORE VALUES

A well defined process

Transparent

Leadership excellence

Dynamic and flexible

A feedback rich environment

TGP SCOPE

The programme is broad and generic. It focuses on leadership and governance development for technical healthcare professionals in MOH.



A Centre for Leadership Cultivation

To equip Talents with needed skills to become competent healthcare leaders



Professional Development

To provide customised professional development to complement technical competency development



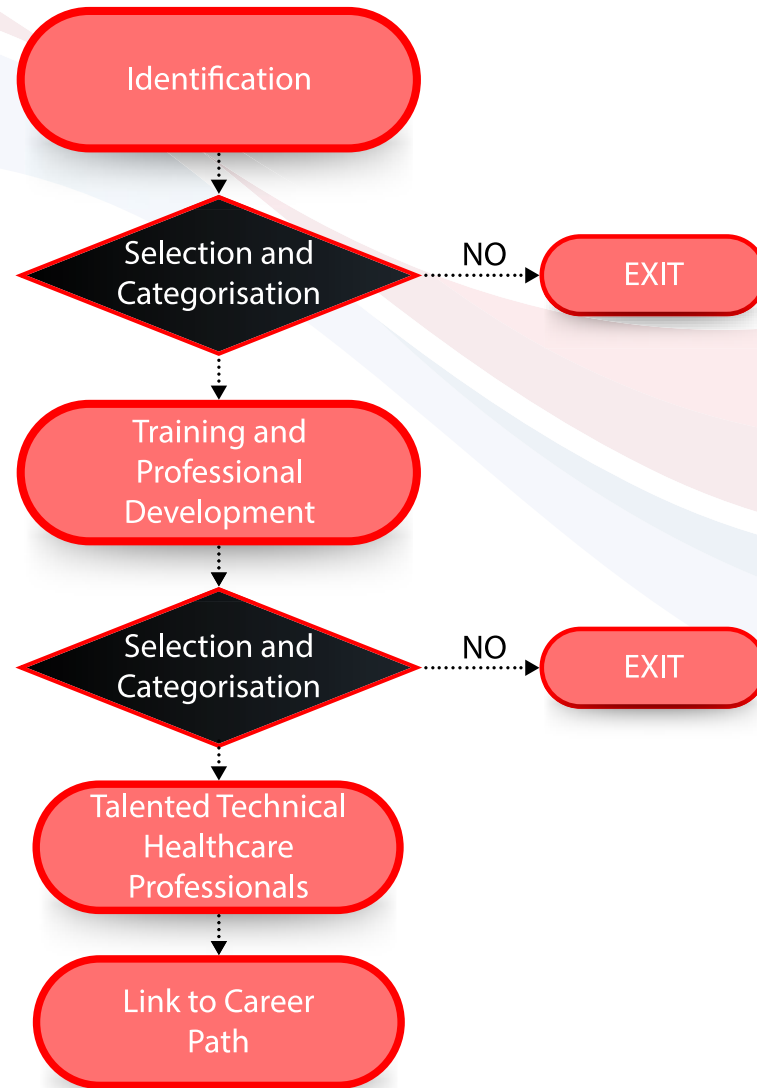
Dynamic and Flexible

Allows Talents to constantly go through efforts for improvement and enrichment

TGP SECRETARIAT

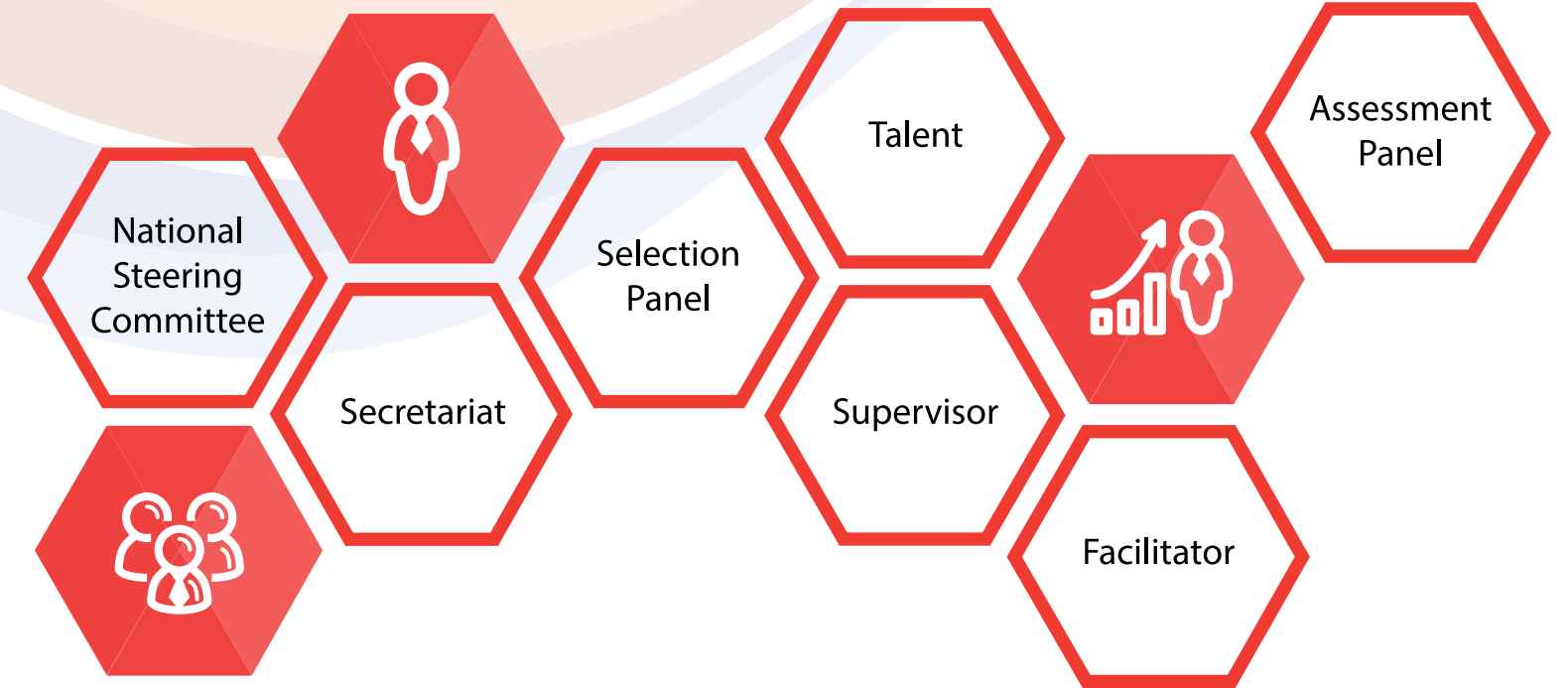


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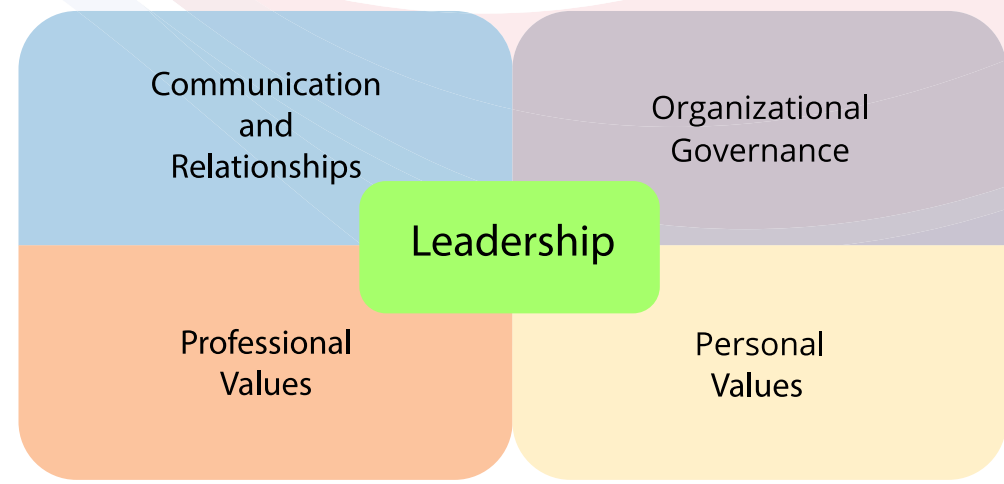
“ Through the TGP framework, the Ministry will be able to identify, nurture and harness the leadership potential among our very own technical healthcare professionals ”

MEET THE PLAYERS



TGP CORE COMPETENCY

“ The professional development is based on five competency domains, which are the determinants of what future leaders should be equipped with. ”



BECOME A TGP TALENT



TGP PROFESSIONAL DEVELOPMENT

LEARNING OPPORTUNITIES



TGP Professional Development is aimed to enhance the professional development of Talents, to meet the present and future challenges in healthcare. It consists of:

1. *Formal Training*
2. *Interactive Courses*
3. *TGP Research Project*
4. *Attachment*
5. *Informal Training*
6. *On-the-job experience*
7. *Experience sharing*



The valuable learning experience gained from internal training, courses and the TGP Project is meant to EMPOWER Talents to MAXIMISE their performance and potential as a competent leader.

TGP Talent Professional Development Calendar is prepared annually and customised for each Talent based on the TGP Core Competency Domains.



“A leader is one who knows the way,
goes the way
and shows the way”

John C. Maxwell

NATIONAL SMART PARTNERSHIPS



INTERNATIONAL SMART PARTNERSHIPS



TGP INSPIRATIONAL LEADERSHIP PODIUM



A platform for well-known, established and prominent public figures to share their experiences and knowledge from their long and illustrious careers.

An avenue for inspiring, encouraging and facilitating talents to become great leaders in the future.



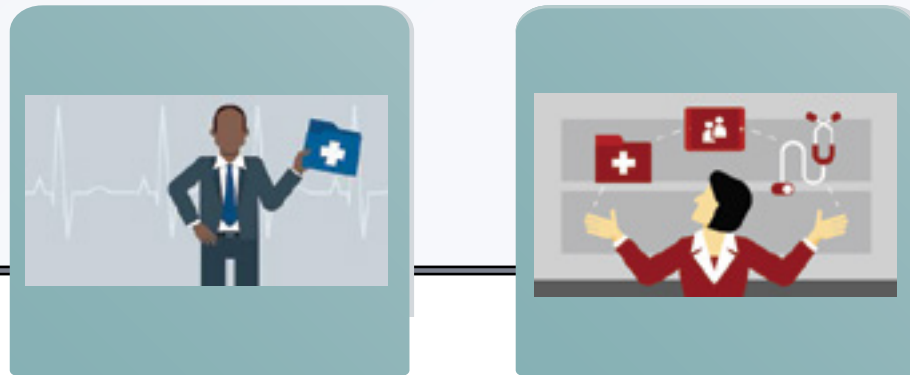
TGP INSPIRATIONAL LEADERSHIP PODIUM BOOKLETS



TGP PROJECT

TGP Project is a compulsory project to be completed during this programme.

As proposed by the Director General of Health, the project is mainly to instil interest and enhance research skills and competency and to encourage technical officers to be more involved in the areas of research and development.



COMPLETION OF TGP

Attended compulsory courses



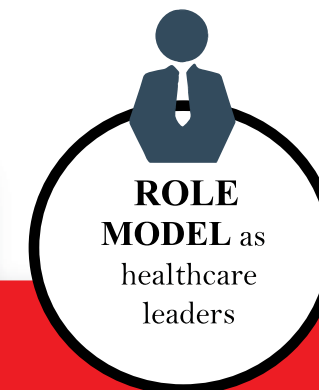
Completed TGP Project with publication and presentation



Panel approval of progress report and TGP Project Assessment through presentation



WHAT'S NEXT?



MILESTONE & ACHIEVEMENTS

2014

TGP ESTABLISHMENT

Apr : TGP established
Jun : Cohort 1 intake



2015

TGP AS KPI/INDEX

Jan : Cohort 2 intake
Feb : TGP included as an index in Star Rating System (SSR) for MOH

Feb : Podium 1/2015

Mar : TGP selected as one of the initiatives under *Pelan Transformasi Perkhidmatan Awam KKM (JPA): Teras 1 - Mendaya upaya Bakat*

May : Podium 2/2015
Aug : Cohort 3 intake
Aug : Podium 3/2015



2016

TGP WON INNOVATION AWARD

Jan : Cohort 4 intake
Mar : Podium 1/2016
Apr : Podium 2/2016
Jul : Cohort 5 intake
Jul : Podium 3/2016
Oct : Podium 4/2016

Oct : TGP won *Anugerah Inovasi Pentadbiran* in *Majlis Anugerah Penyelidikan dan Inovasi NIH*



2017

TGP AS MOH INTELLECTUAL PROPERTY

Jan : Cohort 6 intake
Feb : Podium 1/2017
Mar : 1st TGP Graduation
May : Podium 2/2017
Jul : Cohort 7 intake

Aug : Dialogue Session between DG of Health Datuk Dr Noor Hisham Abdullah and TGP Talents

Sep : TGP as MOH Intellectual Property (IP)

Oct : Podium 3/2017

Nov : Top 5 Finalist *Anugerah Inovasi Perdana Menteri* - TGP as one of the MOH Initiatives (Innovating Healthcare for Healthier Malaysians)



2018

Jan : Cohort 8 intake
Mar : 2nd TGP Graduation



COHORT INTAKE

Jan 2014	Cohort 1 (16 Talents)
Jan 2015	Cohort 2 (19 Talents)
Aug 2015	Cohort 3 (18 Talents)
Jan 2016	Cohort 4 (17 Talents)
Jul 2016	Cohort 5 (15 Talents)
Jan 2017	Cohort 6 (16 Talents)
Jul 2017	Cohort 7 (19 Talents)
Jan 2018	Cohort 8 (22 Talents)

ALUMNI

Mar 2017	1st Graduation (11 Alumni)
Mar 2018	2nd Graduation (8 Alumni)

TGP INSPIRATIONAL LEADERSHIP PODIUM

Feb 2015	Tan Sri Rafidah Aziz
May 2015	Tan Sri Dato' Sri (Dr) Mohd. Nazmi Mohd Salleh
Aug 2015	Tan Sri Dr Jemilah Mahmood
Mar 2016	Datuk Dr Noor Hisham Abdullah
Apr 2016	Prof Emeritus Datuk Dr Mazlan Othman
Jul 2016	Dato' Dr Narimah Awin
Oct 2016	Dato' Dr Norman Abdul Halim
Feb 2017	Tan Sri Dato' Sri Abdul Wahid Omar
May 2017	Dr Dhesi Baha Raja and Dr Mohd Lufti Fadil Lokman
Oct 2017	Tan Sri Jamaludin Ibrahim
Nov 2017	YB Brig. Jen. Khairy Jamaluddin Abu Bakar



TGP Secretariat

Institute for Health Management
Ministry of Health Malaysia

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For Technical Healthcare Professionals

Transforming Great Potentials

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