



**RUN** or you be **Out RUN**



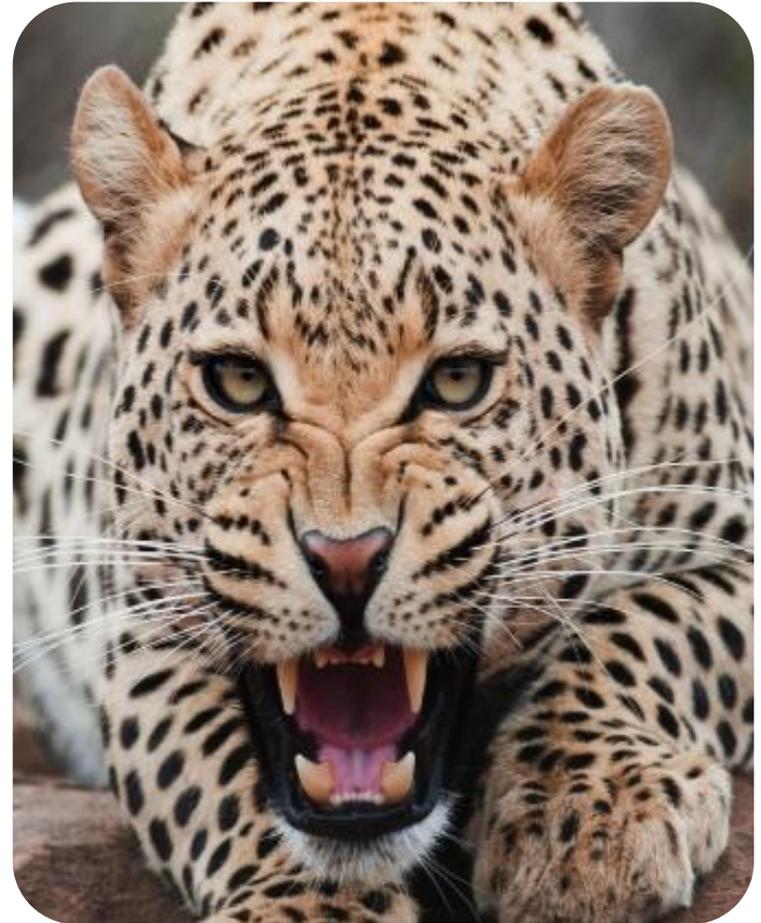
**Christopher McDougall >**

**The Art of Survival**



“Every morning in Africa, a gazelle wakes up, it knows it must outrun the fastest lion or it will be killed. Every morning in Africa, a lion wakes up. It knows it must run faster than the slowest gazelle, or it will starve. It doesn't matter whether you're the lion or a gazelle-when the sun comes up, you'd better be running.”

The **Leopard** is distinguished by its well-camouflaged fur, opportunistic hunting behavior, broad diet, and strength (which it uses to move heavy carcasses into trees) as well as its ability to adapt to various habitats ranging from rainforest to steppe, including arid and montane areas, and its ability to run at speeds of up to 58 kilometers per hour (36 mph)



What about

# organizations?

Do we see any correlations to the

## Leopard

And the

## Gazelle?



HR  
**Risks**  
and  
**Challenges**  
In a

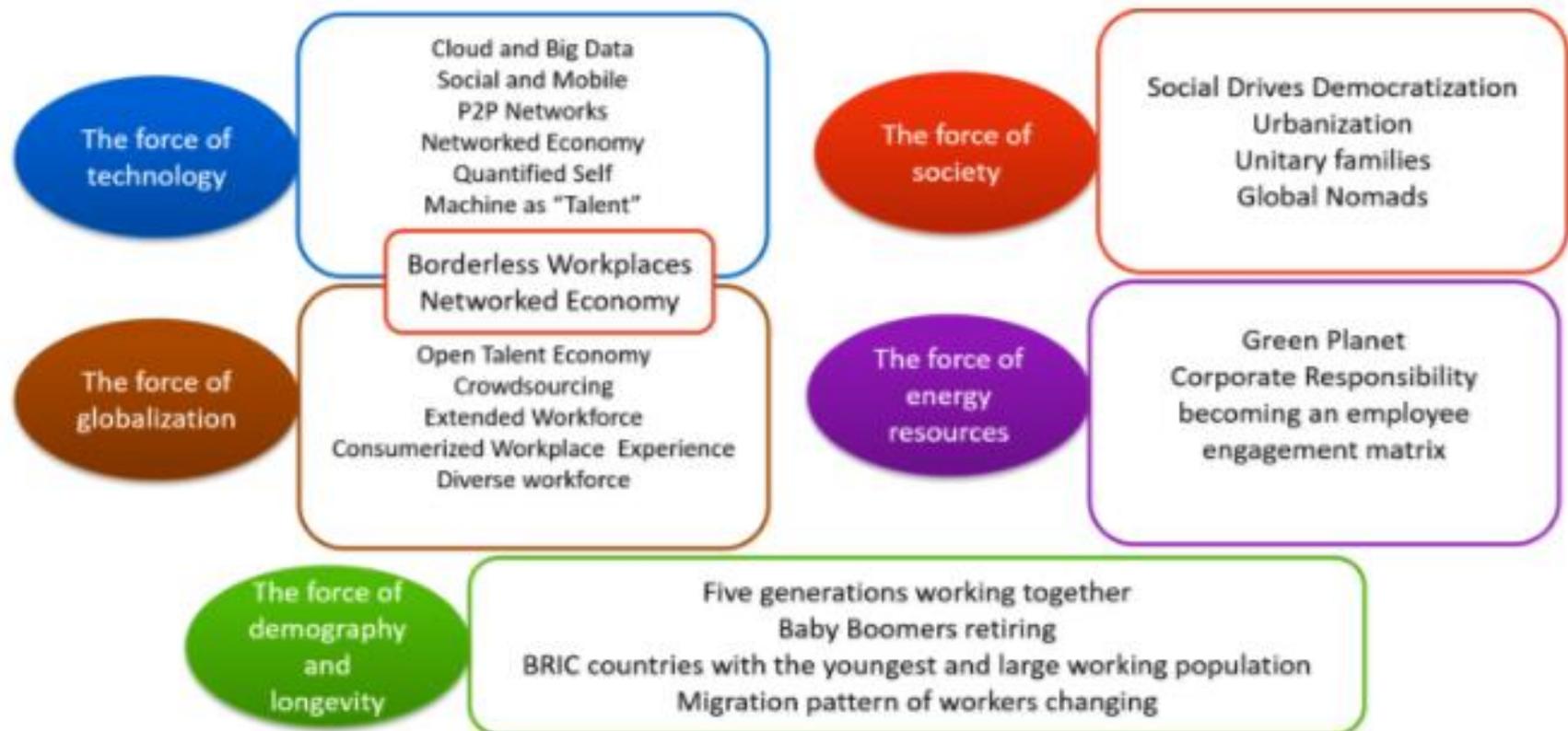
**VUCA**

World

# 5 Mega Trends

# Reimagining HR in a VUCA world

Sahana  
Chattopadhyay



So

What?

How then do we deal with

**VUCA?**

# Wisdom at Work in “VUCA Times”



Affirming our individual and collective capacity  
to rise to the challenges of these times in  
with deeper wisdom, resilience, compassion, and skillfulness.

Trey Warme is a leading expert information systems infrastructure engineer and a developing business leader. He is currently actively seeking new opportunities in technical sales engineering with information systems management and security services providers to complement his advanced systems engineering skills. Trey also provides professional information technology consulting services that harness the practical leadership abilities of an over 15-year cumulative immersion in progressively accountable direction of information technology infrastructure design and IT systems management. Contact Trey at [trey@treywarme.com](mailto:trey@treywarme.com) or call him directly @ 858-776-4172.

## Organization



agility  
network  
boundaries  
paradox  
collaborations  
entrepreneurship

## Leadership



personal branding  
social capital  
connect the dots  
story telling  
diversity & inclusion  
authenticity

## Culture



meaning & purpose  
growth mindset  
safe & transparent  
sustainability  
customer focus  
self leadership

# Leading from the HEART

# leadership

then has a different set of

**Stripes...**

# 18by21 to us means..

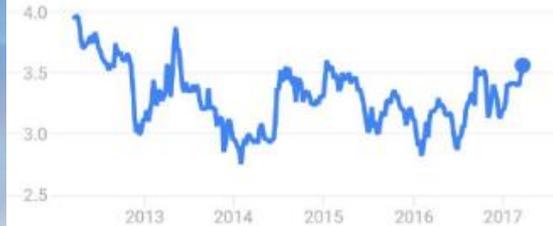
# Setia



3.56 MYR ↑0.11 (3.19%)

Mar 28, 4:58 PM GMT+8 - Disclaimer

1D 5D 1M 1Y 5Y MAX



Open	3.49	Mkt cap	10.16B
High	3.61	P/E ratio	20.2
Low	3.46	Div yield	4.68%

# livelearnworkplay

# Turbo Charging for **18**by**21** Setia



We have an ambitious Plan of **18** by **21** and this requires a seamless act of high performance to get there as per our target time....

**Setia**



## SETIA CULTURE

### Car

- Is the Organization/Company
- Best Engine Platform
- Fueled in precision timing

### Driver

- Is the Head of BU/Division/Dept/Section
- Competencies/Stamina/Focus/Clarity

### Pit Stop Crew

- Is the Team
- Teamwork/Precision – Roles & Responsibility

### Coach

- Is the immediate Supervisor of the "Driver"
- Experience/Leadership/Clarity of Direction

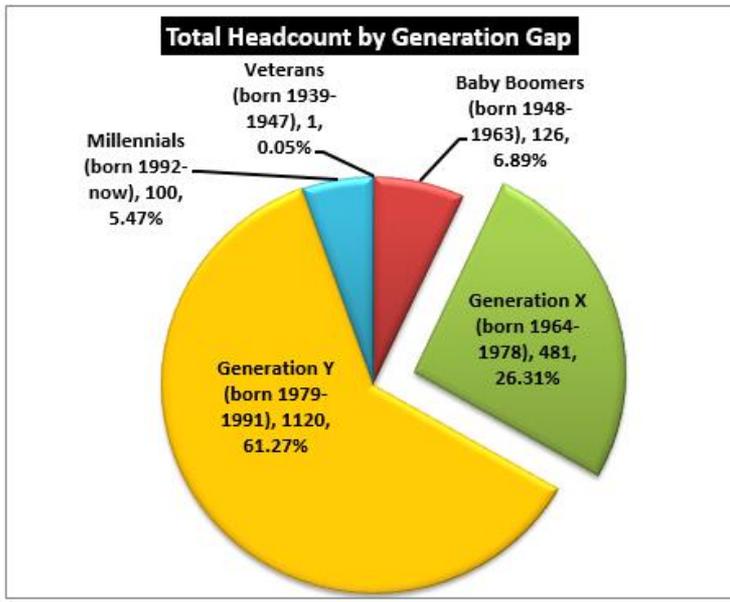
Workplace

Setia



**Blazing** Across Generations

for  
Best Engagement!



**61** % Gen Y

Only **26** % are Gen X and most are in senior management

**5** % Millennials

**7** % baby boomers

**HR** and its Impact on

**Leadership**

In the

New World of **VUCA**

# Dave Ulrich Model of HR Roles



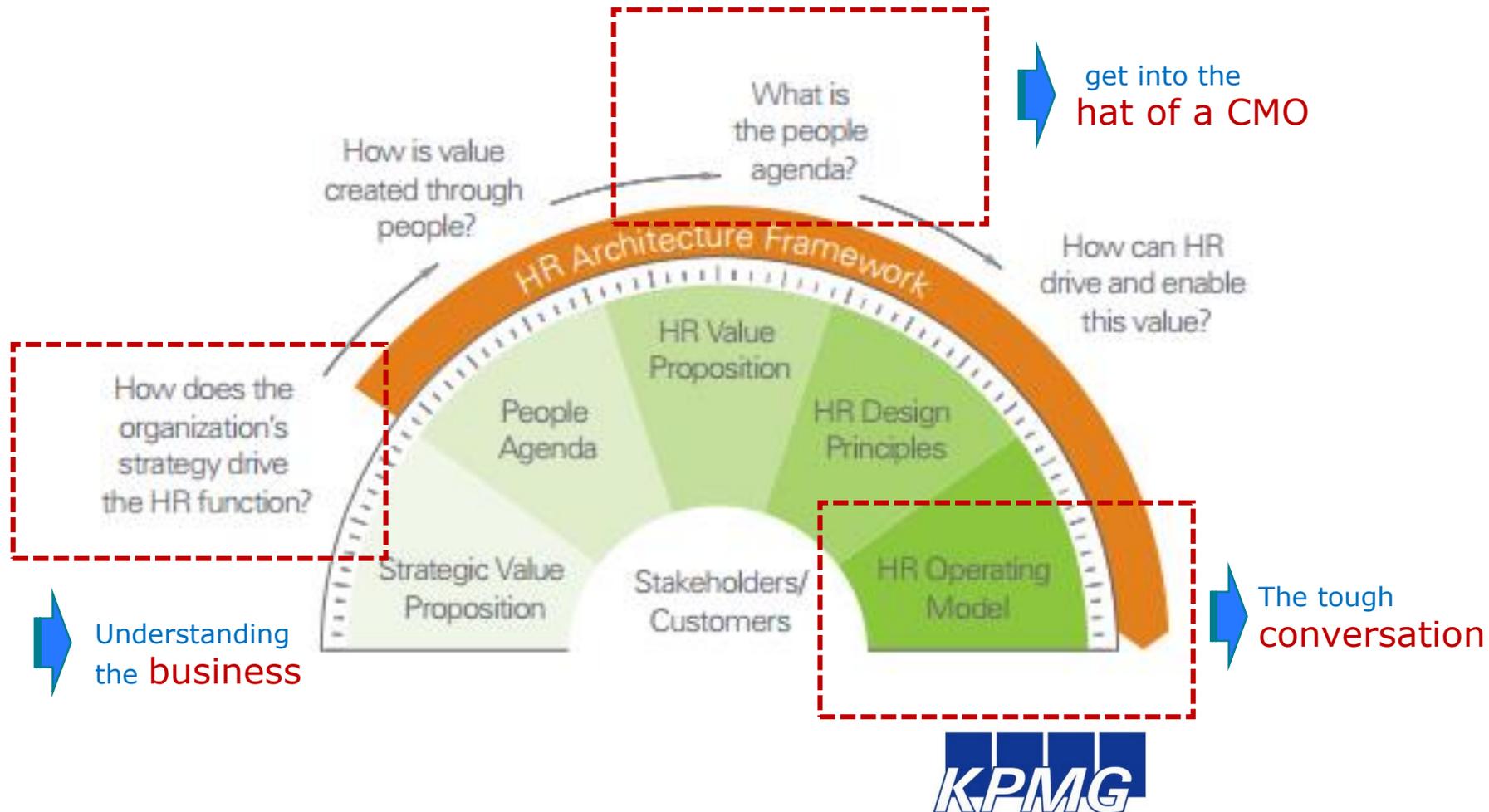
Is this model still relevant?

**IOT** ...

big 3 letter word that has disrupted the way we do things.. How will we reconcile the way we lead teams today?

So what is the right model for **HR...**  
to continue to add value to the business?

**Setia**



# HR Leadership

Is key in driving  
The  
People Agenda

**S**trong HR Leadership

**E**xecution Excellence

**X** - Factor

**Y**earning

*Finesse*

# HR

must be a **catalyst**  
in leading the organization to being  
relevant

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# HR

must be superb in  
**Execution Excellence**  
and be **extraordinaire...**

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# HR

must wear **many Hats** and  
That include being **CEO**

# Setia



# The X - Factor!

# HR

must have the **yearning**  
to look at a **step beyond...**

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# HR

must have the **yearning**  
to look at a **step beyond ...**  
**communicate... communicate ...**

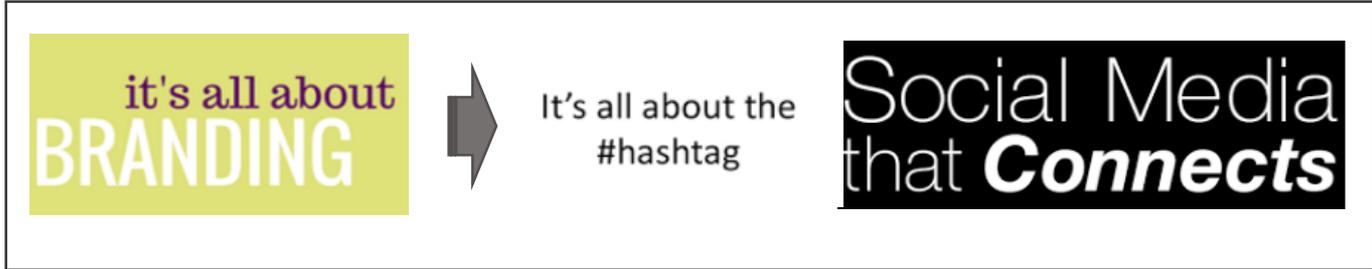
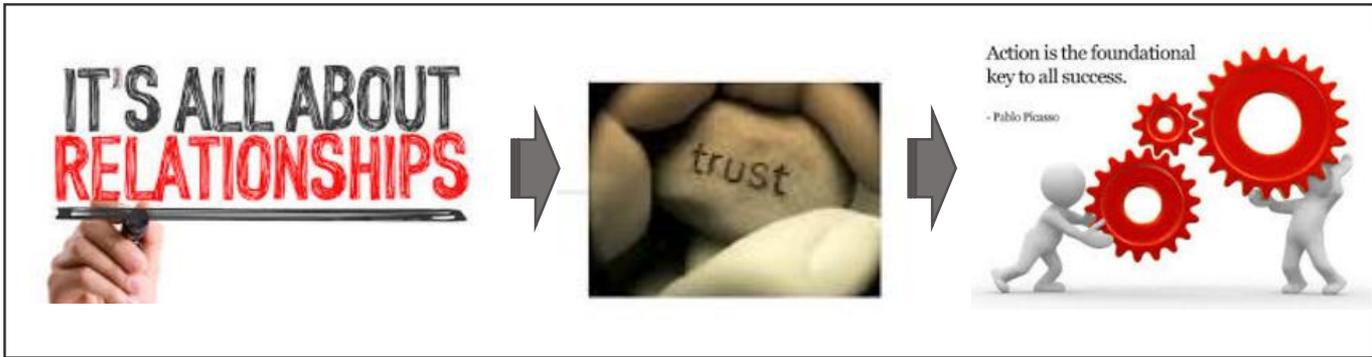
# Setia



Feel the ground **"Jommm..Turun ke Padang"**  
**#ThePeopleSeries**

So how do we get down to **doing** it... **Setia**

The aim of marketing is to know and understand the customer so well the product or service fits him and sells itself.  
- Peter Drucker



# OUR PHILOSOPHY

Setia



livelearnworkplay



# What do we do...



## Property Development

Malaysia's leading listed real estate player, having more than 30 projects both locally and internationally.



## Construction

Experienced builder of houses, high-rise apartments & several notable buildings.



## Wood Based Manufacturing

Supplies timber doors, roof trusses and timber flooring boards to the local construction industry.

# INTERNATIONAL PRESENCE



## BATTERSEA POWER STATION



# Setia

Leadership priority #1  
-culture!

What  
does it  
really  
mean?



# Get your butt off the ivory tower....

