



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

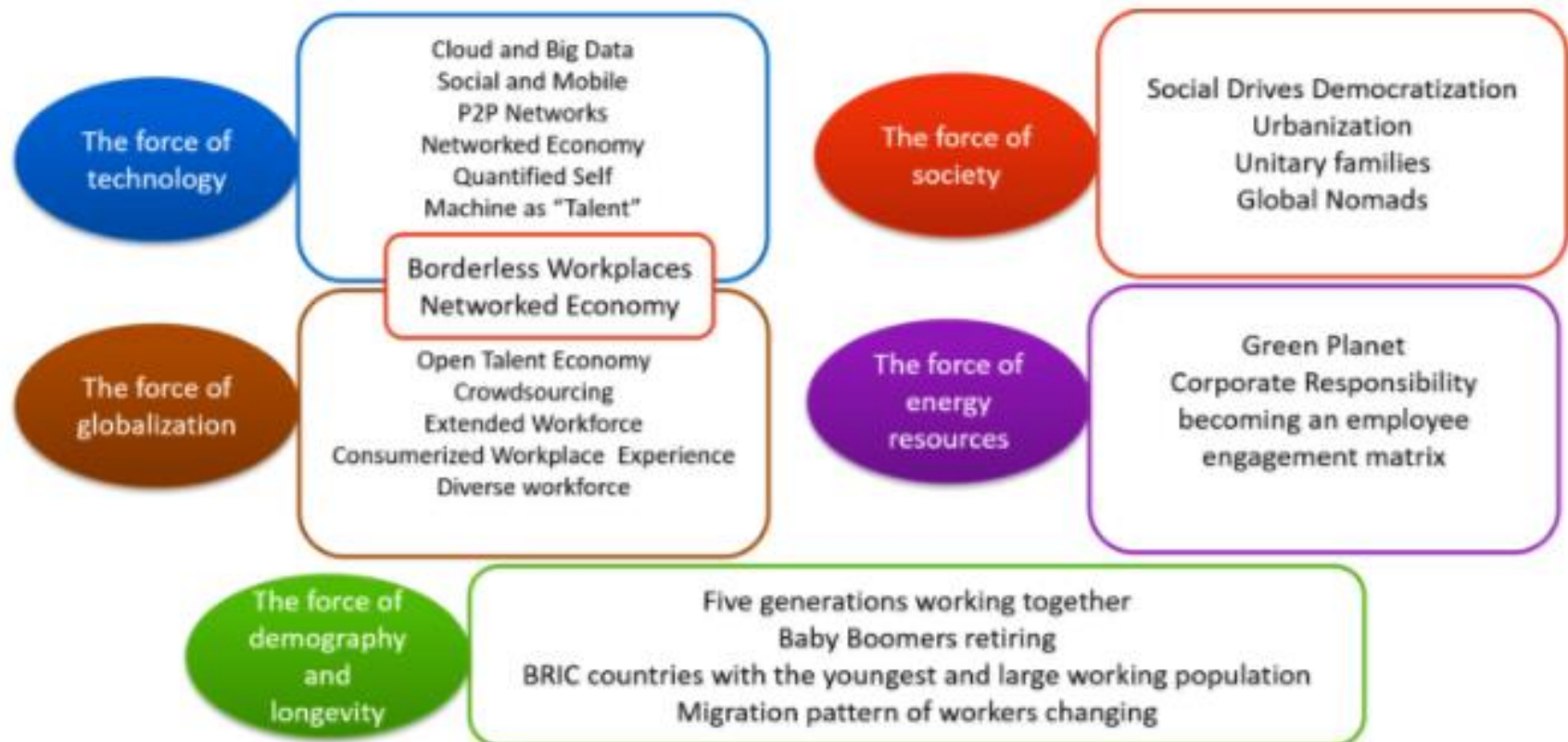
VUCA

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 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..

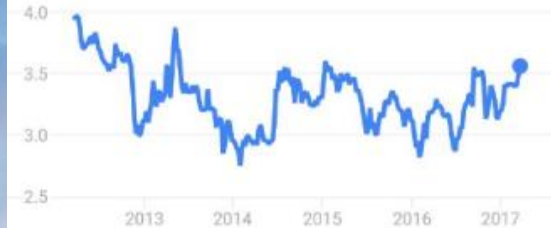
Setia



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

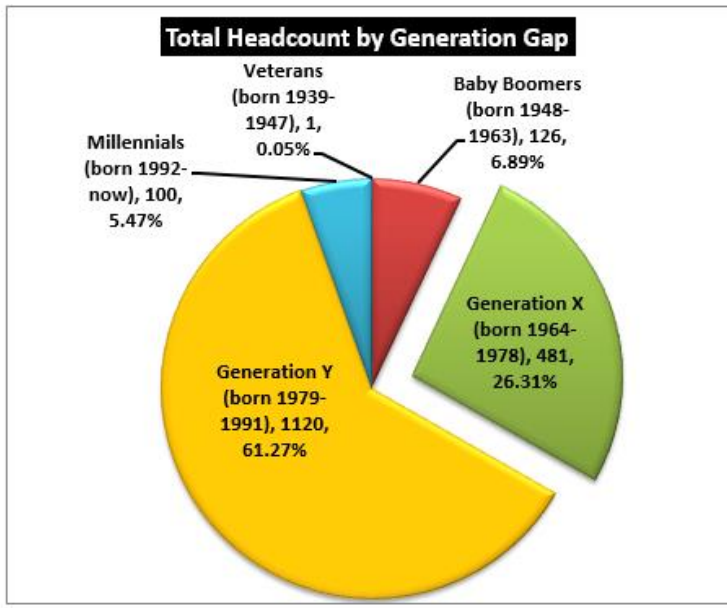
Workday

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



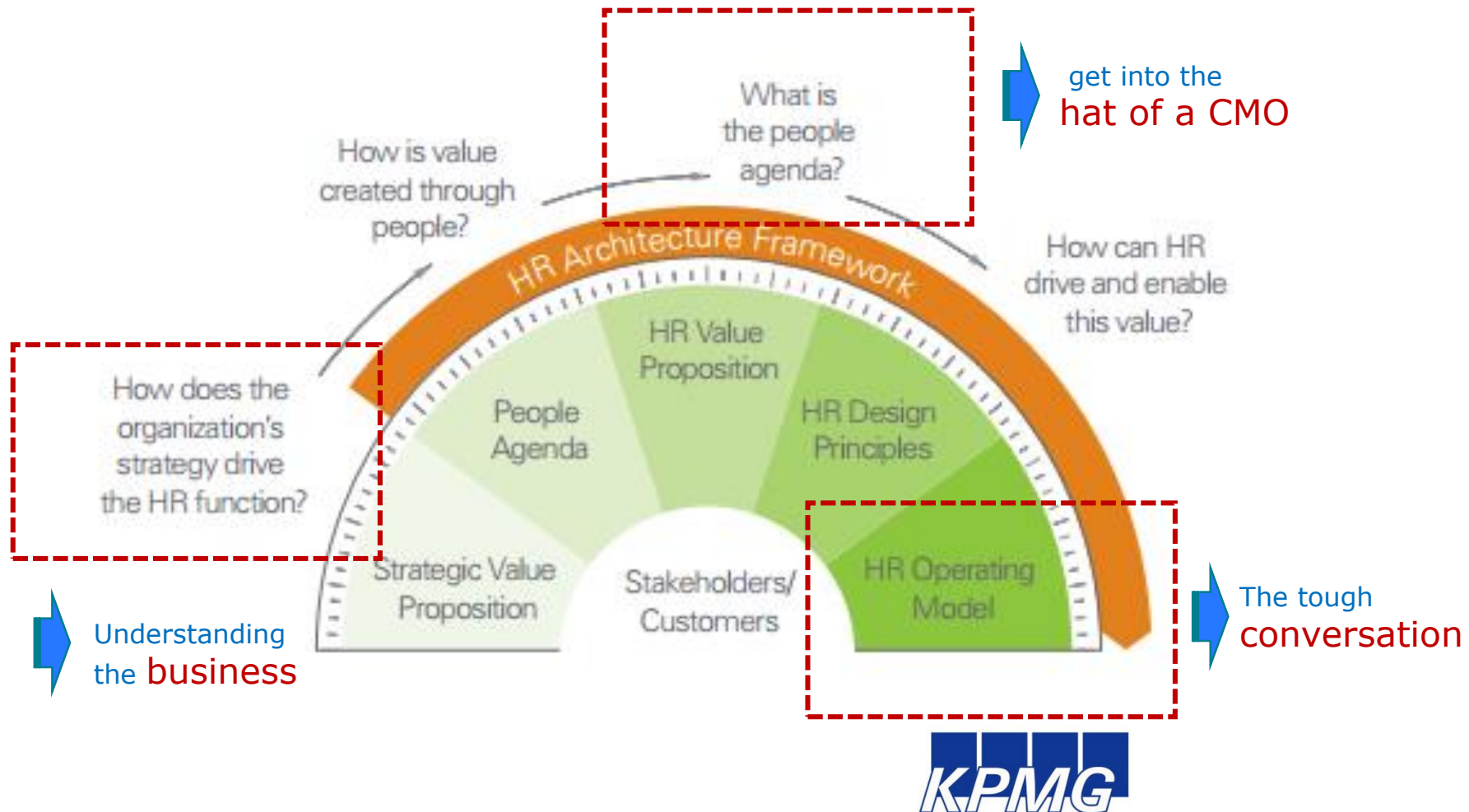
Is this model still relevant?

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

Strong HR Leadership

Execution Excellence

X - Factor

Yearning

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**

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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 ...

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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

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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



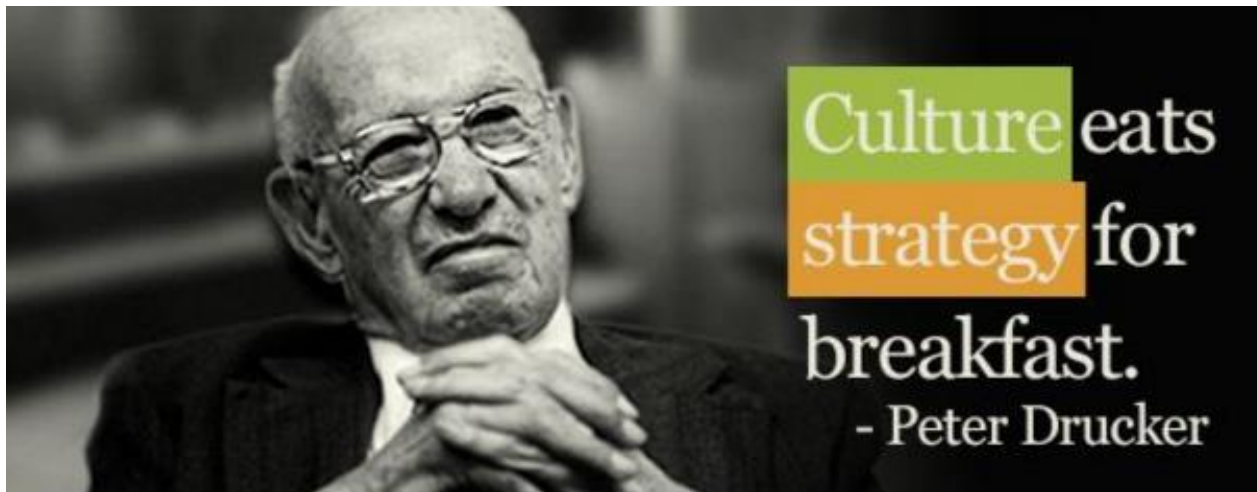
BATTERSEA POWER STATION



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Leadership priority #1
-culture!

What
does it
really
mean?



Get your butt off the ivory tower....

