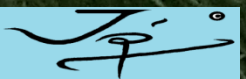


The background of the slide is a scenic landscape. In the foreground, there are green grasses and some tall, thin plants with feathery seed heads. In the middle ground, there is a calm body of water, possibly a lake or a wide river. In the background, there are several layers of mountains, with the closest ones being more detailed and the further ones fading into a hazy blue. The sky is overcast with soft, grey clouds.

KEUNGGULAN PERIBADI, KENEGARAAN, & ETIKA KERJA



MOHD JAILANI BIN MOHD NOR



Prof. Dr. Ir. Mohd Jailani Mohd Nor

PhD Mechanical Engineering, UK
MSc. Mechanical Engineering, USA
BSc. Mechanical Engineering, USA
Certified Hypnotist (IBH)
Certified Hypnotherapy (IBH)
Certified NLP Coach (ANLPM)
Certified NLP Practitioner (NFNLP-USA)
Certified LAB Profile Practitioner (SS.CAN)
Certified NLP Trainer for Students (ANLPM)
Certified NLP Meta Reflection Practitioner for Coaching (ANLPM)

Certified NLP Practitioner

Certified NLP Trainer

Certified NLP Coach

'Neuro Linguistic Programming'

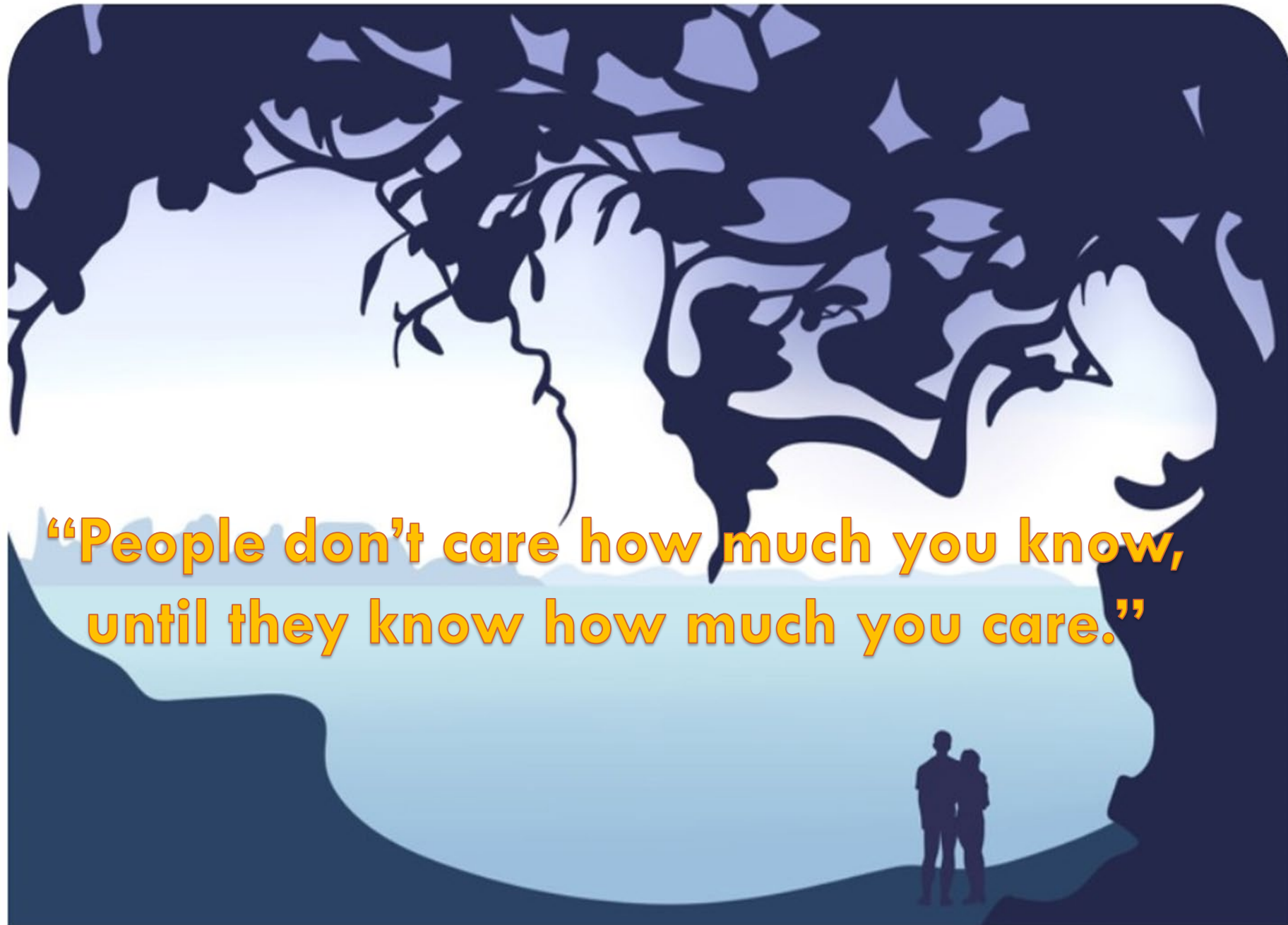
Pembelajaran Melalui Pengalaman

- Beri izin kepada diri anda untuk menerima dan belajar sesuatu yang baru hari ini.
- Anda akan belajar melalui aktiviti dan pengalaman dalam latihan.
- Santai dan rileks.

Genuine Understanding only comes from Experience

Commentary: You can read all you like, and talk to as many other people as you like, and you can watch other people doing something on video, DVD or film - but you don't really *understand* something until you personally have done it.





**“People don't care how much you know,
until they know how much you care.”**

1. Apa makna yang anda berikan terhadap jawatan anda sekarang?
2. Kenapa jawapan soalan #1 ini penting bagi anda?
3. Kenapa jawapan soalan #2 ini penting bagi anda?
4. Kenapa jawapan soalan #3 ini penting bagi anda?
5. Kenapa jawapan soalan #4 ini penting bagi anda?
6. Kenapa jawapan soalan #5 ini penting bagi anda?
7. Kenapa jawapan soalan #6 ini penting bagi anda?



#coachinglife... Robert Dilts...logical levels.
Do give a read.

LOGICAL LEVELS OF CHANGE

OVERVIEW



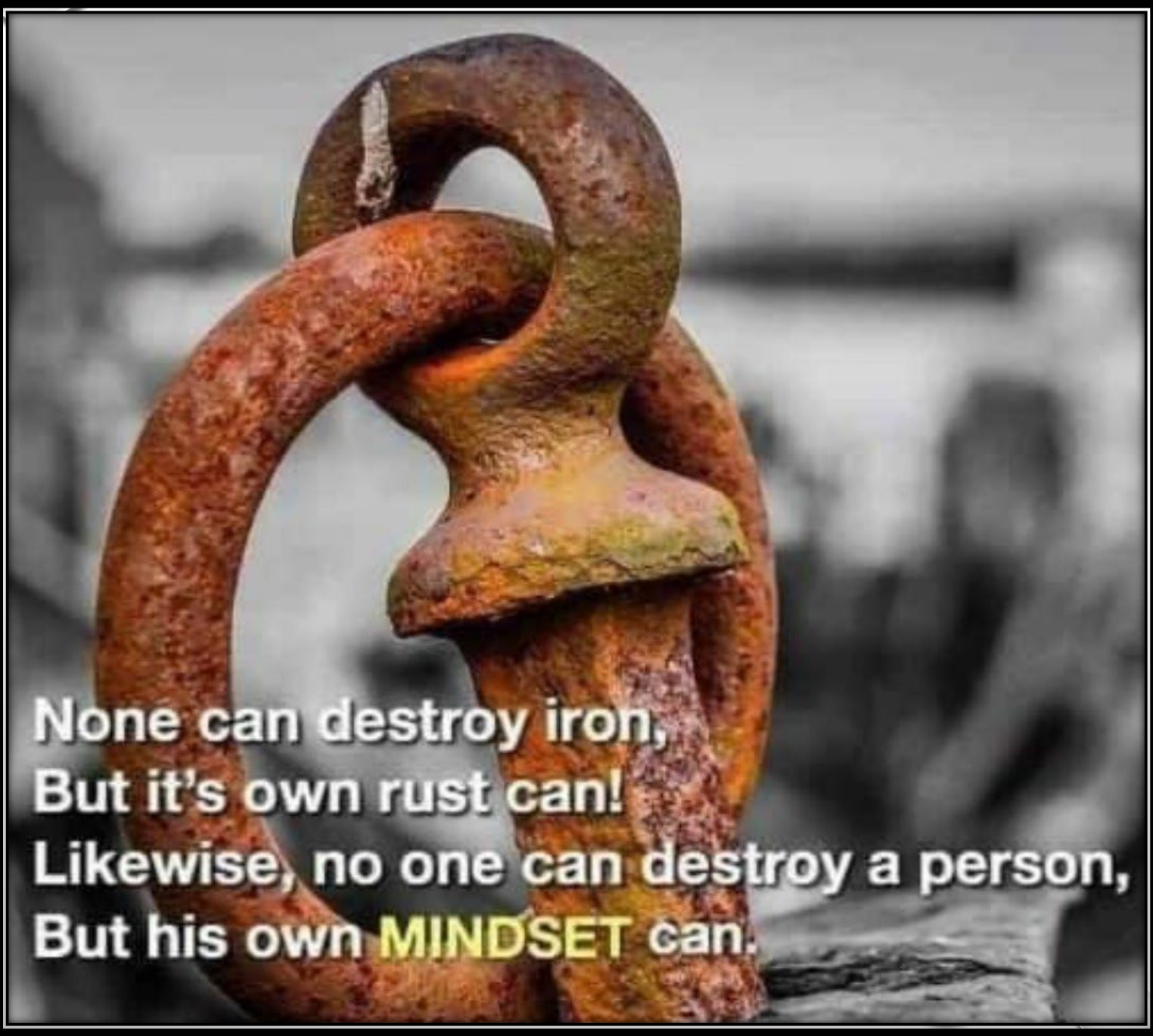
87

**MINDSET IS
WHAT
SEPARATES THE
BEST FROM THE
REST.**

@daretocultivate|daretocultivate.com

*“Set-Minda
adalah
perkara yang
memisahkan
antara terbaik
dengan yang
lainnya.”*

Jailani Mohd Nor (22092020)



None can destroy iron,
But it's own rust can!
Likewise, no one can destroy a person,
But his own **MINDSET** can.

BUILDING YOUR CHARISMA

IMPRESSION

How you look

ACTION

How you act

WORDS

What you say

BODY LANGUAGE

How you say it



ORANG CEMERLANG

*F*AHAM APA YG PERLU DIBUAT

A MALAN HARIAN TETAP DILAKSANAKAN

*S*EMAK DAN TINGKATKAN PENCAPAIAN

*T*ELUS DALAM TINDAKAN.



ORANG YG TAK CEMERLANG

*S*ELESA DENGAN KEADAAN SEMASA

*L*AMBAT MENGAMBIL TINDAKAN

*O*MONG KOSONG; ALASAN; JANJI-JANJI

*W*AS – WAS DALAM TINDAKAN.



KEHEBATAN AMALAN HARIAN:

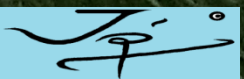
(*THE AWESOME POWER OF DAILY RITUALS*):

1.
2.
3.
4. ...
5. ..

“INSPIRATION GETS YOU STARTED,
HABIT KEEPS YOU GOING...”



KENEGARAAN

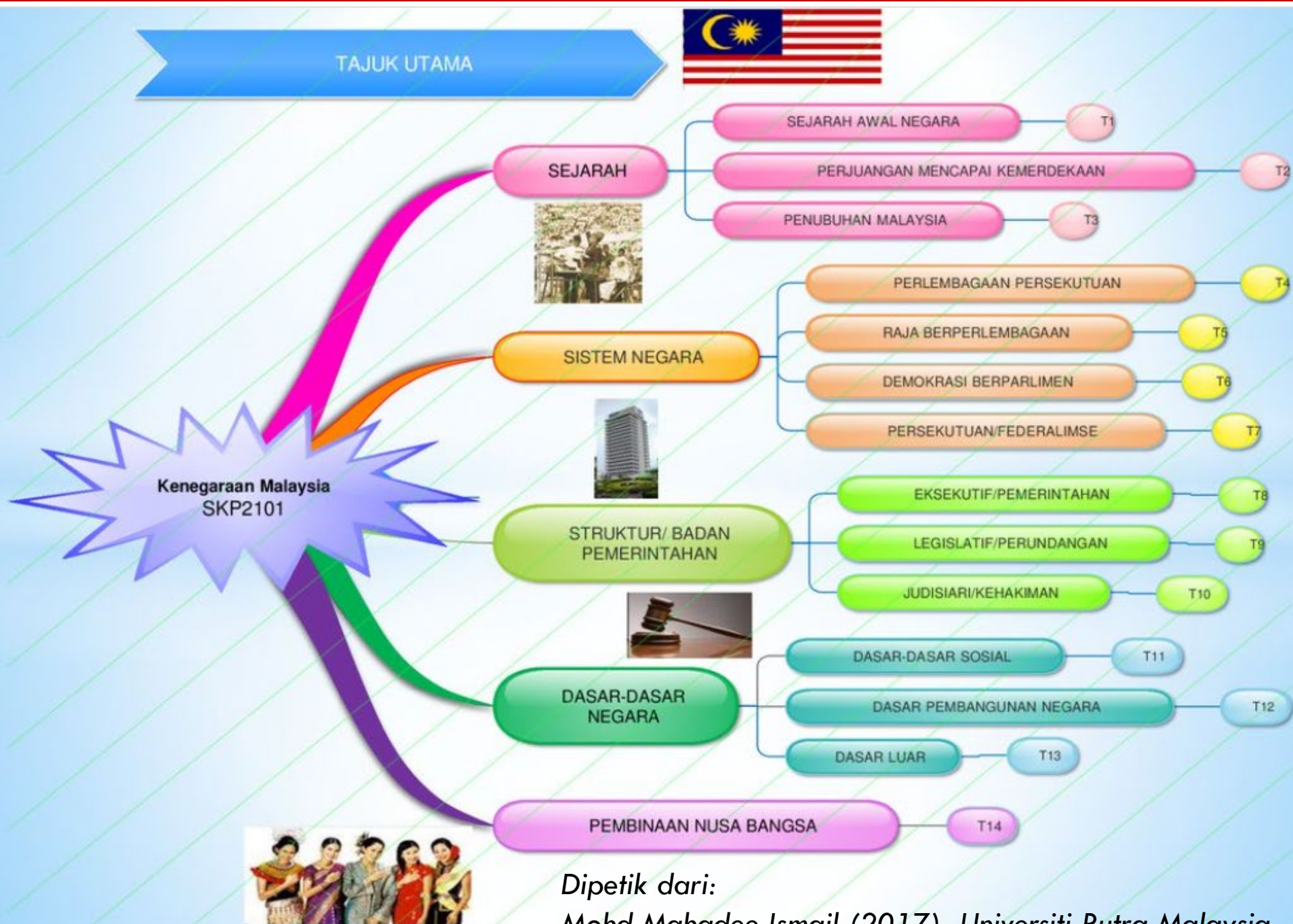


KUIZ KENEGARAAN

1. Apakah kepentingan belajar tentang ‘Kenegaraan Malaysia’?
 - A. Ilmu yang diperlukan oleh semua staf di dalam universiti
 - B. Membentuk warganegara yang baik dan bertanggungjawab terhadap Negara
 - C. Sebagai alat untuk meningkatkan prestasi staf
2. Kenegaraan penting dipelajari kerana ia berkait rapat dengan ?
 - A. Budaya, politik, ekonomi dan sejarah rakyat sesebuah negara
 - B. Kesedaran dan kebanggaan terhadap Negara
 - C. Iktibar dari sesuatu peristiwa sejarah yang telah berlaku
3. Bagaimana dapat diwujudkan perasaan cintakan Negara?
 - A. Mengibar Jalur Gemilang
 - B. Berkorban untuk negara
 - C. Mengetahui fakta sejarah negara



- Istillah **Kenegaraan** rujuk kepada pembelajaran mengenai hal ehwal sesebuah negara
- Oleh itu **Kenegaraan Malaysia** rujuk kepada pembelajaran mengenai hal ehwal negara kita yang merangkumi soal-soal masyarakat, budaya, sosial, politik, ekonomi dan juga sejarah Malaysia
- Merangkumi juga pembinaan negara bangsa Malaysia itu sendiri



Dipetik dari:
Mohd Mahadee Ismail (2017), Universiti Putra Malaysia

* LATAR BELAKANG PERLEMBAGAAN MALAYSIA

Perlembagaan Kesatuan Malaya 1946

- Pembentukan Kesatuan Tanah Melayu (Malayan Union) pada 1 April 1946 yang memberi peruntukan kepada British bagi mentadbir Tanah Melayu berasaskan kepada cantuman Perintah-Dalam-Majlis Mesyuarat Kesatuan Tanah Melayu dan Perintah-Dalam-Arahan Diraja bertarikh 23 Mac 1946.
- Penubuhan MU disertai dengan satu perlembagaan yang di namakan Perlembagaan Malayan Union 1946.
- Dibatalkan pada 1 Februari 1948 kerana mendapat tentangan daripada raja-raja Melayu dan rakyat Tanah Melayu.

Perlembagaan Persekutuan Tanah Melayu 1948

- Melalui Perjanjian Persekutuan Tanah Melayu 1948, satu perlembagaan baru telah digubal dan berkuatkuasa pada 1 Februari 1948 yang dinamakan Perlembagaan Persekutuan Tanah Melayu.
- Kerajaan Pusat - Pesuruhjaya Tinggi British
 - Majlis Mesyuarat Persekutuan
 - Majlis Perundangan (mempunyai anggota rasmi dan sebilangan besar anggota tidak rasmi yang dipilih dan dilantik oleh Pesuruhjaya Tinggi British)

Dipetik dari:

Mohd Mahadee Ismail (2017), Universiti Putra Malaysia

* LATAR BELAKANG PERLEMBAGAAN MALAYSIA

Perlembagaan Persekutuan Tanah Melayu 1957

- Kemenangan Parti Perikatan dalam Pilihanraya 1955 memaksa British mengadakan satu Persidangan Perlembagaan di London pada 18 Januari - 6 Februari 1956.
- Perundingan ini dihadiri oleh empat orang wakil raja dan wakil-wakil kaum di Malaya termasuk Ketua Menteri Tunku Abdul Rahman.
- Hasilnya pada bulan Mac 1956 satu suruhanjaya ditubuhkan iaitu Suruhanjaya Perlembagaan atau Suruhanjaya Reid;
- Lord Reid (England) sebagai pengerusinya dengan beberapa orang pakar undang-undang yang dilantik dari UK (Sir Ivor Jennings), Australia (Sir William Mackell), India (Hakim B. Malik) dan Pakistan (Hakim Abdul Hamid)
- Suruhanjaya ini bertujuan bagi menggubal satu perlembagaan baru untuk PTM yang bebas dan merdeka.
- Tokoh-tokoh ini menghasilkan satu rangka perlembagaan yang kuat untuk PTM yang merdeka pada bulan Februari 1957.
- Rangka Perlembagaan itu kemudiannya dibentangkan dalam Majlis Perundangan Persekutuan dan diluluskan pada 15 Ogos 1957 serta berkuatkuasa pada 27 Ogos 1957.
- Akhirnya diisytiharkan sebagai Perlembagaan PTM pada 31 Ogos 1957 sekaligus mendaulatkan PTM sebagai sebuah negara bebas dan merdeka.

Perlembagaan Malaysia 1963

- Enam tahun selepas Malaya merdeka, negeri Singapura, Sabah dan Sarawak bergabung dengan Malaya membentuk Malaysia.
- Perlembagaan PTM tidak sesuai lagi dan diwujudkan Suruhanjaya Cobbold pada April 1962 bagi melihat reaksi rakyat Sabah dan Sarawak terhadap pembentukan Malaysia.
- Pada 9 Julai 1963, Persekutuan Tanah Melayu, UK, Sabah, Sarawak dan Singapura menandatangani Perjanjian Malaysia.
- Parlimen Persekutuan telah meluluskan Akta Malaysia untuk meminda Per 1 (1) dan Per 2 PP 1957.
- Akta ini berkuatkuasa pada 16 September 1963 menjadi Perlembagaan Persekutuan Malaysia.

Dipetik dari:

Mohd Mahadee Ismail (2017), Universiti Putra Malaysia

*Unsur-Unsur Tradisi dalam Perlembagaan



* **INGGERIS (1824–1942 & 1945–1957) – 130 TAHUN**



*Dipetik dari:
Mohd Mahadee Ismail (2017), Universiti Putra Malaysia*

Perjuangan Kemerdekaan

- * Perjuangan Berdarah
 - * Tempat, tokoh, punca & sebab, implikasi
- * Pelaksanaan Sistem Residen
 - * Kelemahan Sistem Residen
- * Negeri-Negeri Melayu Bersekutu
 - * Kesan pembentukan NNMB
- * Negeri-Negeri Melayu Tidak Bersekutu
- * Dasar Desentralisasi Kuasa
- * Perjuangan Semangat Nasionalisme
 - * Pengaruh Luaran - Perang Rusia-Jepun, Turki, Mesir & Indonesia
 - * Pengaruh Dalaman - Faktor Agama, Bahasa & Kesusasteraan, Akhbar & Kewartawanan, Golongan intelektual
- * Pelaksanaan Malayan Union 1946
- * Pembentukan Persekutuan Tanah Melayu 1948
- * Parti Komunis Malaya
- * Pengenalan Sistem Ahli 1951
- * Pilihan Raya Awal 1951 (penguasa tempatan)
- * Pilihan Raya Umum 1955
- * Rundingan Kemerdekaan - Suruhanjaya Reid
- * Perlembagaan Persekutuan Tanah Melayu 1957

Dipetik dari:

Mohd Mahadee Ismail (2017), Universiti Putra Malaysia

Naning
(1831-1832)

- Dol Said

Selangor
(1867-1874)

- Raja Mahadi

Perak
(1875)

- Sultan Abdullah
- Raja Ismail
- Dato' Maharajalela
- Tok Sagor
- Pandak Endut

Negeri Sembilan
(1875-1876)

- Tengku Antah

Pahang
(1891-1895)

- Tok Gajah
- Dato' Bahaman
- Mat Kilau

Sarawak
(1853-1866)

- Sharif Masahor
- Rentap

Sarawak
(1893-1908)

- Banting

Sabah
(1894-1900)

- Mat Salleh

Sabah
(1915)

- Antanum

Kelantan
(1915)

- Tok Janggut

Terengganu
(1921-1928)

- Haji Abdul Rahman Limbong

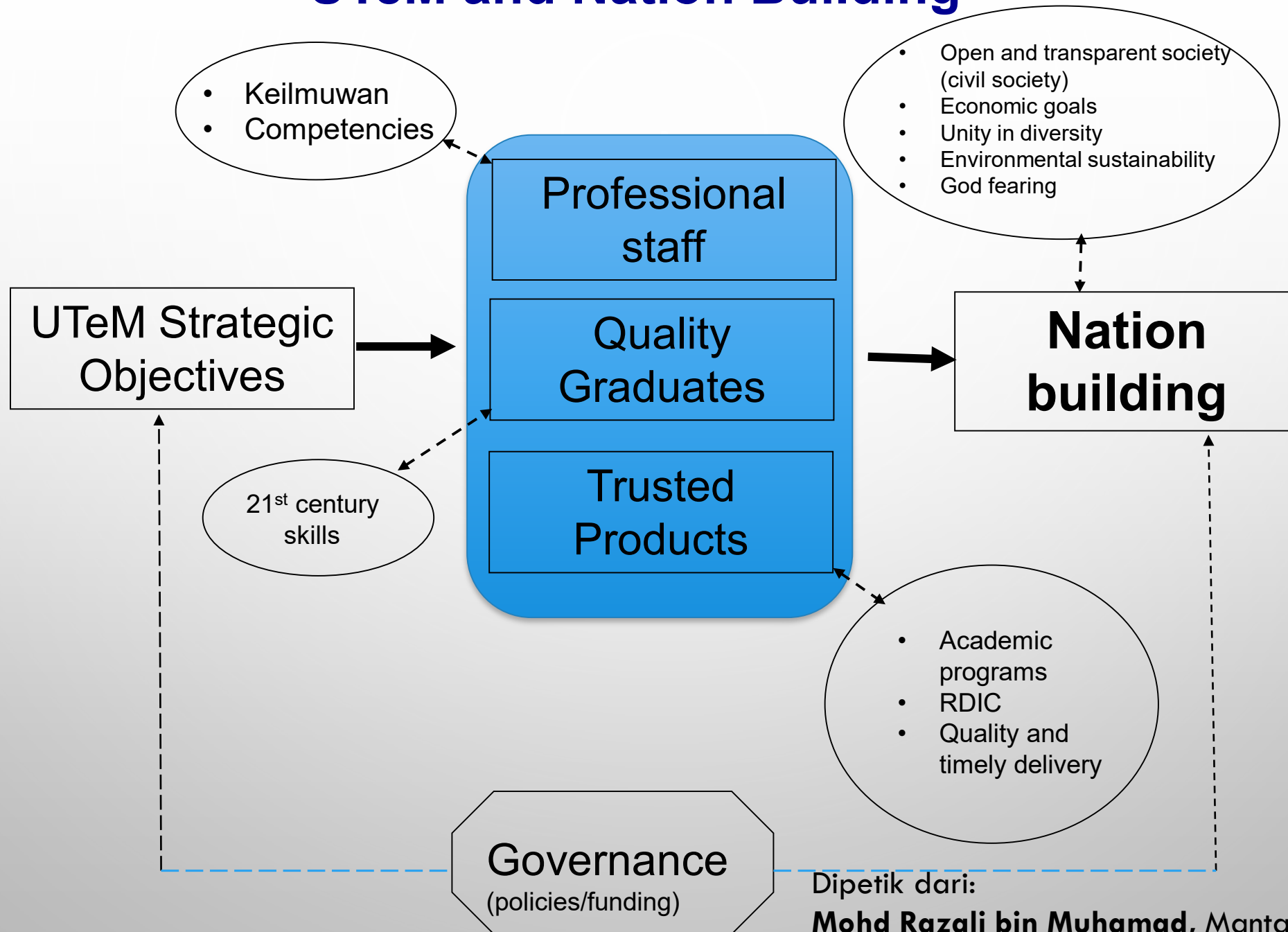
Dipetik dari:

Mohd Mahadee Ismail (2017), Universiti Putra Malaysia

* Proses Pembentukan Malaysia



UTeM and Nation Building



CORE VALUES



- 1** **TEKAD UNTUK CIPTA PERUBAHAN**
(PASSIONATE to make a difference)
➤ Kreatif dan Inovatif Berimpak Tinggi



- 2** **CEKAL (RESILIENCE)**
➤ Komited, Tahan lasak, Tidak Putus Asa



- 3** **KESETIAAN (LOYALTY)**
➤ Bersatu, Hormat, Ketaatan, Kekeluargaan, Kekitaan



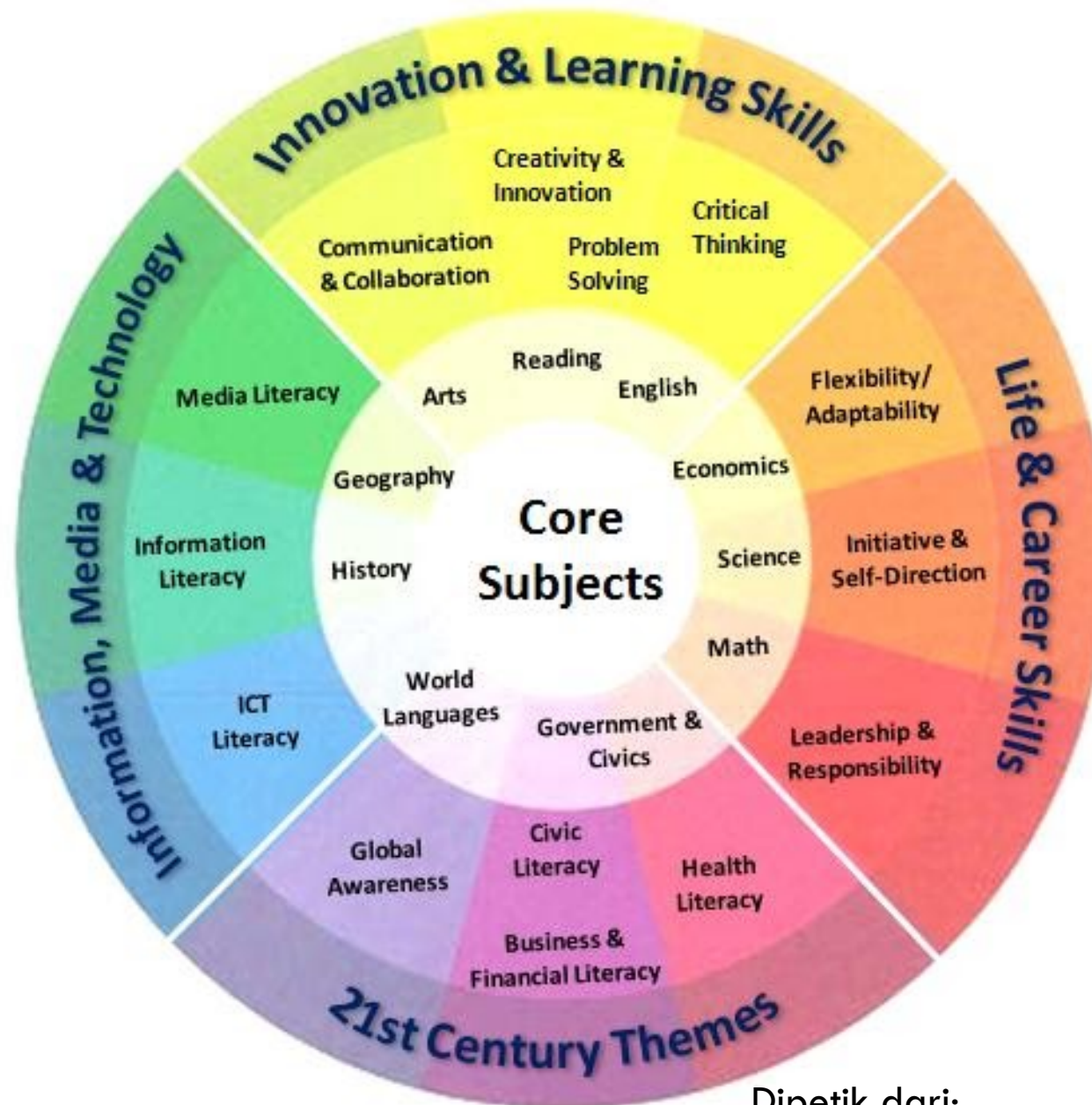
- 4** **INTEGRITI (INTEGRITY)** ➤ Amanah, Telus, Kebertanggungjawaban, Mempercayai



- 5** **PROFESIONALISMA (PROFESSIONALISM)**
➤ Kerja Berkualiti, Tidak Emosi Melulu

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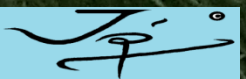
Mohd Razali bin Muhamad, Mantan TNCAA, UTeM



Dipetik dari:

Mohd Razali bin Muhamad, Mantan TNCAA, UTeM

TANGGUNG JAWAB & AMANAH



A man in a dark suit and light shirt is shaking hands with a silver, humanoid robot. They are standing in front of a large industrial facility with blue storage tanks and pipes, under a warm, orange-hued sunset sky. The robot has a sleek, metallic design with visible joints and a helmet-like head.

Apakah ciri-ciri seorang
staf yang baik ?

MATRIKS KUALITI STAF

DOMAIN	L1	L2	L3	L4	L5
a. Kebolehan (Competencies)					
b. Sikap (Attitude)					
c. Integriti					
d. Sedia Berubah / Belajar Perkara Baru					
e. Mandiri / Berdikari					

L1 == Tahap paling rendah
L5 == Tahap paling tinggi

Ladder of Excellent Employee

L1: Doing what is told not up to expectation.

L2: Doing only what is told.

L3: Delivers work done beyond expectation.

L4: Able to see threat / opportunity and take action.

L5: Able to influence and drive positive culture in your work environment.

Tahap Keunggulan Pekerja

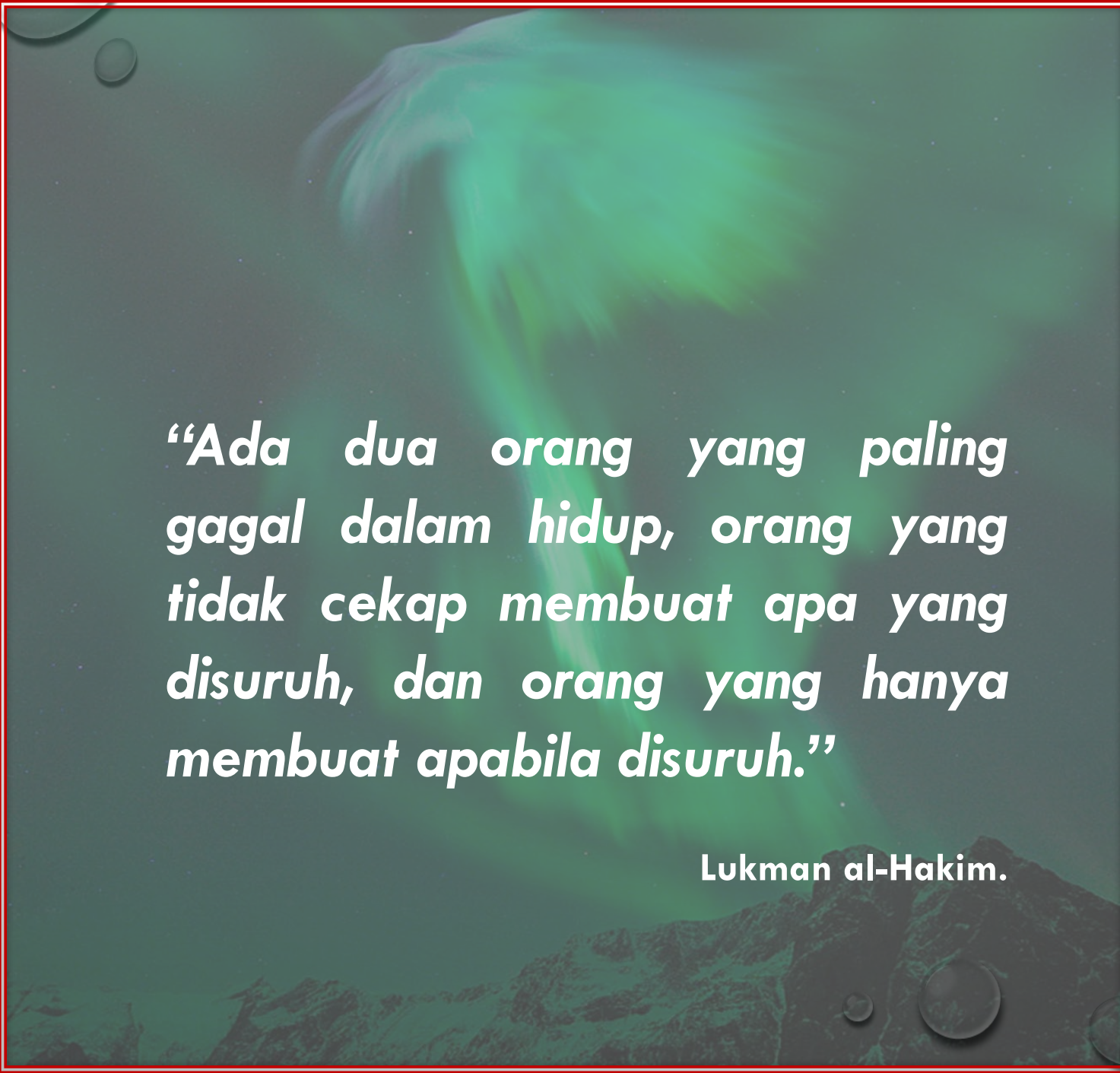
L1. Membuat apa yang disuruh tetapi tidak memenuhi harapan.

L2. Hanya membuat apa yang disuruh.

L3. Melaksana tugas melebihi apa yang disuruh.

L4. Berupaya melihat ancaman / peluang dan mengambil tindakan.

L5. Boleh memberi pengaruh dan memacu budaya positif di dalam lingkungan kerja.

A photograph of the Aurora Borealis (Northern Lights) in shades of green and blue, dancing over a dark, silhouetted mountain range. The image is framed by a red border.

“Ada dua orang yang paling gagal dalam hidup, orang yang tidak cekap membuat apa yang disuruh, dan orang yang hanya membuat apabila disuruh.”

Lukman al-Hakim.



ROLES AND RESPONSIBILITIES

- 1. DRIVER:** Push team members to their full potential. Achieving new heights for the team or organisation.
- 2. LEADER:** Set direction; Vision & Mission; Develop teamwork.
- 3. MANAGER:** Organising; Communicating; Motivating; Measuring; Empowering people; Analyse performance.
- 4. ADMINISTRATOR:** Execute; Process & Procedures; Rules & Regulations.
- 5. WORKER:** Implement instructions; Give feedback.

"Have in place the clarity of task and then go about informing the process through engagement with your team."

Vinesh.naidu@leaderomics.com

PERANAN DAN TANGGUNGJAWAB

- 1. PEMACU:** Meneraju ahli pasukan untuk mencapai sepenuh potensi.
- 2. PEMIMPIN:** Menentu arah; Visi & Misi; Membina pasukan.
- 3. PENGURUS:** Mengatur, Komunikasi; Motivasi; Mengukur; Menilai prestasi.
- 4. PENTADBIR:** Melaksana; Proses dan Prosedur; Peraturan dan Undang-Undang.
- 5. PEKERJA:** Mengikut arahan; Beri maklum balas.



TOP PERFORMER SHOULD HAVE

1



Find what's best for your customers through **active listening**.

2



Don't give up, top performers show **resilience and grit** even after a few objections.

3



Show empathy by anticipating customers needs and wants to build better relations with your prospects.

4



Be prepared with client research to personalize your message and prepare for possible objections during the negotiation process. Refer to a script when necessary.

5



Top performers are **Self-Motivated and Competitive**, they don't wait for company direction.

6



Establish trust through reliability, accountability, quality service or products, and a trustworthy billing process.

7



Ask the right questions to identify a customer's reason for decline, and use that knowledge to overcome future obstacles.

8



Be the authority of this product. Know it inside and out to gain customer trust, confidence, and credibility.

TOP 10 QUALITIES OF A GOOD EMPLOYEE...

- 1) A positive attitude
- 2) Reliable & trustworthy
- 3) Act on your own initiative
- 4) Work under pressure
- 5) Adapt to change
- 6) Learn new skills
- 7) Improve the status quo
- 8) Ask questions, not assume
- 9) Do over job description
- 10) Coach others

www.workitsister.com



EMPLOYEE



1. Ambitious

The perfect employee will always want to improve and will have big goals.



2. Autonomous

The ability to work on tasks by themselves with very little help.



3. Humble

It's important to stay grounded, and not get too arrogant.



4. Passionate

They have an incredible amount of passion for what they are doing.



6. Honest

Nobody likes a liar. The perfect employee always speaks the truth.



5. Confident

Confident employees will take risks, because they'll believe in themselves.



8. Reliable

Someone you can always count on, no matter what.



7. Creative

Look for the employee who asks unexpected questions.



10. Positive

Having a positive attitude, especially when times are tough



9. Eager

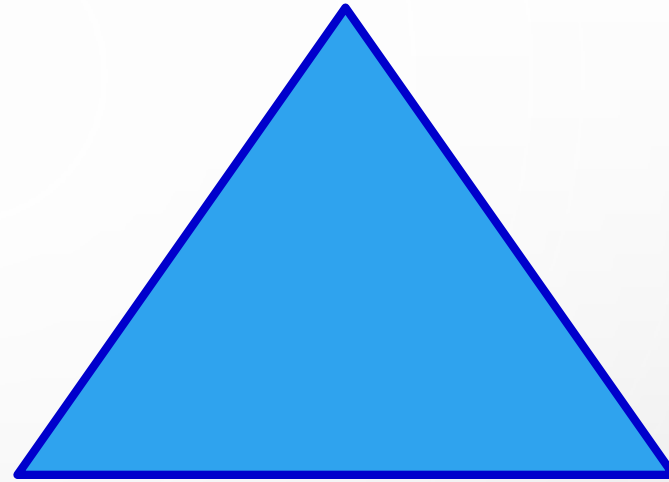
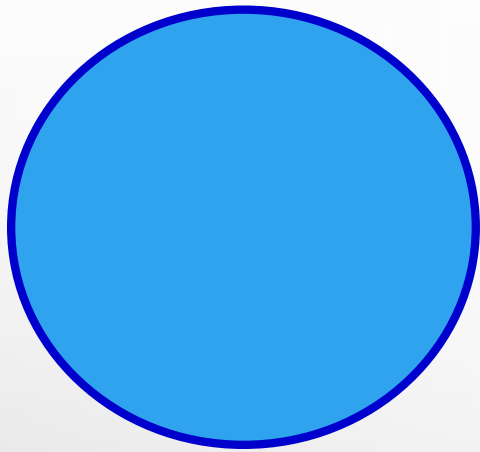
An ideal employee will be eager and hungry, always wanting to learn new skills



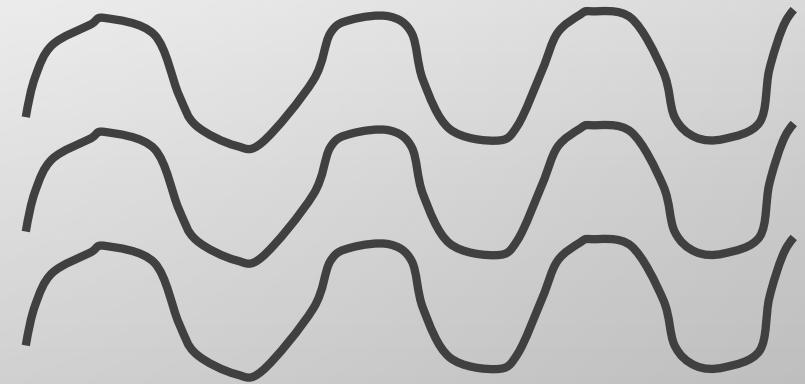
ANALISA DIRI

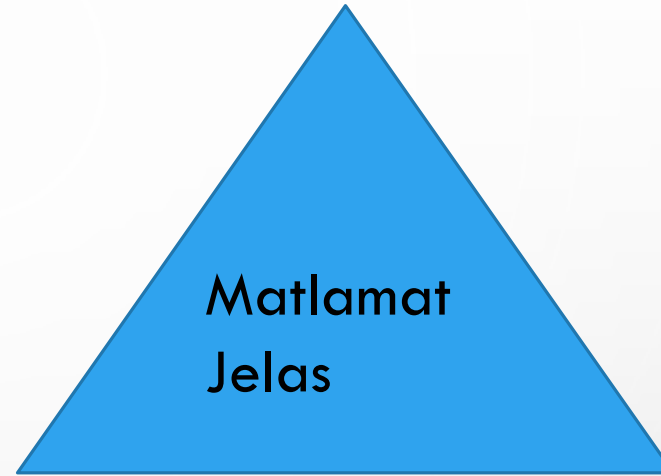
JGLDMGKDMSDOEOVMSCMWOQPRYTL SMLFJOMCES
 KOGJKLMSMIEOPJMLSMVMGKEJSKNMLESSONSJAPQ
 PEICREATIONJMXLAMFAJFLSMCGJIWLOVEPJFLAMVL
 WILFEGMLEMFMEPAVBZNZLSNVMJDKUITIEWJTKDKNV
 MSNGKDSLJGKDLSJGKLSGRATITUDEJGKLSJAKLGZV
 NMCNSJWUQDLD PWSJGDSKIEMNBSKGMNBAXBDM SII
 IMELNGSANVD CONNECTIONKMG EWJNNZC MANHHFL
 NQIRPWIQTYIEJCZXNMXZVJSAGKSMZNV LGKELJWJK
 TNSNJDQRWADFXCRPWVGCRBYTNMONEYKUM LIMLY
 UJVRNWCGEYVQPOWERPUYXDRWKLJDSKLGJKDSLJI
 IALIGNMENTJEVMSLJJFLSHAHMLFJELWPORIVMSMM
 TGLDMGKDMSIOMCHANGEVVMSCMWOQPRYTL SMLFJ
 IIMCESKOGJKLMSMIEOPJMLSMVMGKEJSKNMJAPQPE
 OOMXLAMFAHEALTHJFLSMCGJIWPJFLAMVLWILFEGM
 NNMFM EPAVBZNZLSNVMJDKUISELF CAREVMSNGKDSL
 JGKDLSJGKLSJGKLSJAKLGZVNMCNSJWUQDLD PWSJ
 GDSKIEMNBSKGMNBAXBDM SGME LNGSANVDSMGEW
 JNNZC MANHHFLSTRENGTHWQIRPWIQTYIEJCZXNMR
 ZVJSAGKSMZNV LGKELJWJKCNSNFAMILYJDQRWADE
 XCRSWVGCRBYTNKUM LIMLYBJVRNWCGEYVQXDRWS
 LJDSKLWPURPOSEJ KDSLJEMJGLDMGKDMSDOEOVM
 STMWOQMIRACLES PRYTL SMLFJOMCESKOGJKLMSMI
 ELPJMLSMVMGKEJSKNMJAPQBREA KTHROUGHPEIJM
 XLAMFAJFLSGMDTVNMWURHDKABNPOIUMAFNHAKHJ
 JJHJJ DHJSWIIRUMAMBQGEHJAKQWHCSANKNLALADI

First
 Three
 Words
 That You
 See ?

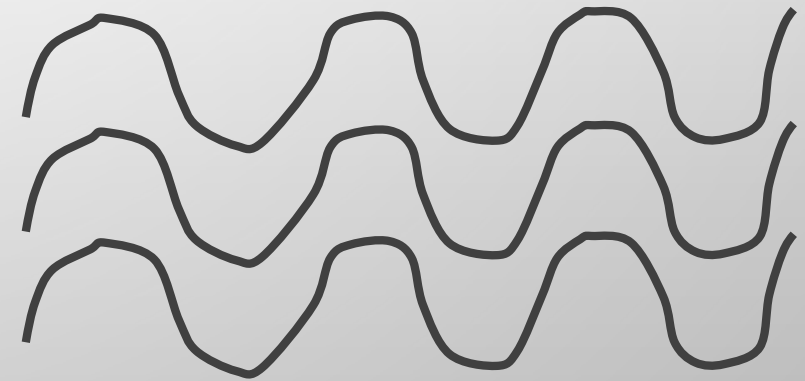


Pilih satu sahaja.





“Flexible”

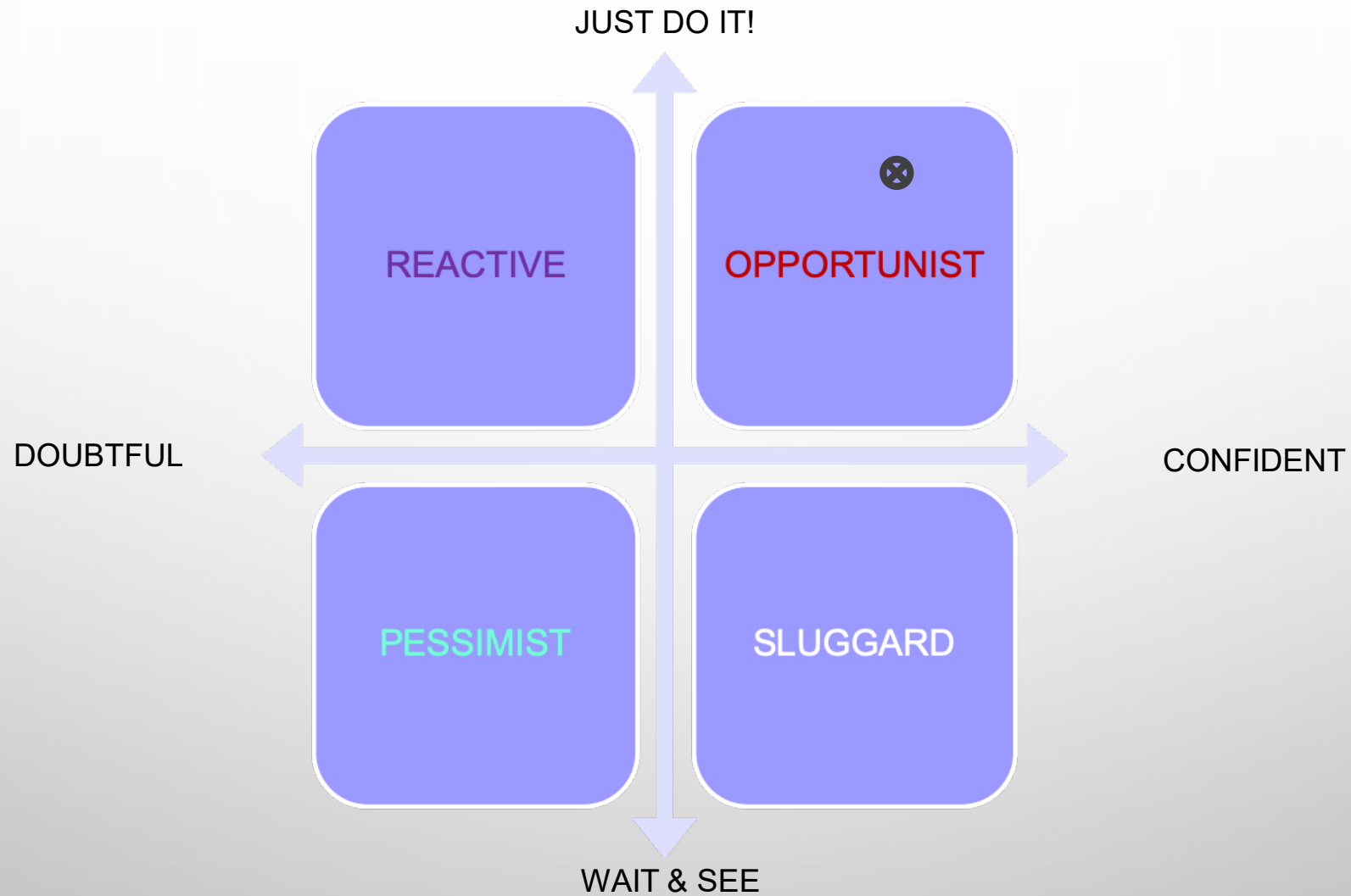


Soalan 1: Pada umumnya jika anda diberi satu tugas yang baru dalam kerja, bagaimana tahap keyakinan anda? Sila beri tahap dari 1 hingga 10. Atau tak yakin dan ragu-ragu?

Soalan 2: Dalam suasana semua orang di perlukan untuk melakukan satu perkara baru dalam kerja, apakah pilihan anda? Buat saja dan belajar sambil melakukannya. Sila beri tahap dari 1 hingga 10.

Atau tunggu dan lihat orang lain buat dulu? Sila beri tahap dari 1 hingga 10.





WHERE ARE YOU?



MY CIRCLE OF CONTROL

I WILL FOCUS ON WHAT I CAN CONTROL



THINGS THAT ARE OUT OF MY CONTROL

What other people do
Things from the past
Other people's choices
What other people say
How other people feel
The weather



membawa sikap TOKSIK yang menjejaskan kesihatan mental individu yang dekat dengan anda serta diri anda sendiri.

la... See More

Membandingkan diri dengan orang lain

Suka manipulasi untuk kepentingan diri sendiri

Sentiasa mengkritik tanpa henti

Sering tidak hadir disaat diperlukan oleh individu terdekat

Suka sembunyikan masalah

Memandang remeh dan pandang rendah

Tidak tunjukkan kemarahan tetapi menyimpan dendam

Terlalu suka bersaing dan mahu menang

Laju untuk menunding jari



Adakah Anda Miliki Sikap
TOKSIK?
la menjejaskan kesihatan mental

Table 1. Personal and Professional Ethics, Values, and Morals

Professional	Personal
<p>Ethics</p> <p>What relevant standards and expectations are outlined by my profession in its Code of Ethics?</p> <p>How do ethical principles conflict in this case?</p> <ul style="list-style-type: none">• If ethical principles conflict, use an ethical decision making process to resolve.	<p>Values</p> <p>What relevant personal values apply in this case and where did they originate?</p> <p>What professional values are outlined in the Code of Ethics and do any of them apply in this case?</p> <ul style="list-style-type: none">• If there is conflict between personal and professional values, how can I manage my personal values so that I allow my professional ethics to guide me?• Seek supervision, use self-reflection and values clarification process.
<p>Laws and Policy</p> <p>Are there any legal obligations in this case?</p> <p>How do my agency's policies direct me?</p> <p>Are there any conflicts between my profession's ethics and my legal obligations or my agency's policies?</p> <ul style="list-style-type: none">• Legal obligations usually supersede professional ethics.• Agency policies should not prevent the ethical practice of social work.• Seek supervision in both cases.	<p>Morals</p> <p>How does my behavior affect my relationship with others?</p> <p>What would I like to do and/or what would I want done to me in a situation like this?</p> <ul style="list-style-type: none">• Distinguish between personal and professional behavior and obligations.

Unethical Behavior

1. Personal use of resources – stealing/falsification
2. Conflict of interest – accepting bribe, extortion
3. Biases/favoritism
4. Harassment
5. Plagiarisms
6. Criminal Action
7. Research Misconduct
8. Lying to supervisors
9. Taking credit for others work
10. Whistle blowing



Dipetik dari:

Mohd Razali bin Muhamad, Mantan TNCAA, UTeM

ETHICAL DILEMMA

- moral choice between equally undesirable alternatives of conflicts in moral codes on a specific issues or action, where any choice will violate some aspect of the code
- Situation where there is no clear easy choice or answer.

Types of Dilemmas

- **Double bind dilemmas**

In it victim placed in **"No win situation"** forced by another.

- **Fairness dilemmas**

Arise when groups are faced with making decisions about how to share their resources and rewards.

Dipetik dari:

Mohd Razali bin Muhamad, Mantan TNCAA, UTeM

5 Basic STEPS in resolving dilemmas

STEP 1: WHAT ARE THE OPTIONS?

- List the full range of alternative courses of action available to you.



STEP 2: ANALYZE THE CONSEQUENCES

Assume you have a variety of options. Consider the range of both positive and negative consequences connected with each one.

- Who will be helped by what you do?
- Who will be hurt?
- What kind of benefits and harms are we talking about?
- How does all of this look over the long run as well as the short run.
- After looking at all of your options, which of your options produces the best combination of benefits-maximization and harm-minimization?

STEP 3: ANALYZE THE ACTIONS

Concentrate instead strictly on the actions.

- How do they measure up against moral principles like honesty, fairness, equality, respecting the dignity of others, respecting people's rights, and recognizing the vulnerability of individuals weaker or less fortunate than others?
- Do any of the actions that you're considering "cross the line," in terms of anything from simple decency to an important ethical principle?
- Is there a way to see one principle as more important than the others?

What you're looking for is the option whose actions are least problematic.



STEP 4: MAKE YOUR DECISION AND ACT WITH COMMITMENT

- Take both parts of your analysis into account and make a decision.

This strategy should give you at least some basic steps you can follow.



Step 5: EVALUATE THE SYSTEM

- Think about the circumstances which led to the dilemma with the intention of identifying and removing the conditions that allowed it to arise.



Dipetik dari:

Mohd Razali bin Muhamad, Mantan TNCAA, UTeM



PEOPLE ARE BORN
WITH **BRAINS**
&
SOMETIMES **MONEY**
BUT *work ethic* LEVELS
THE PLAYING FIELD

Ryan Holmes
CEO Hootsuite

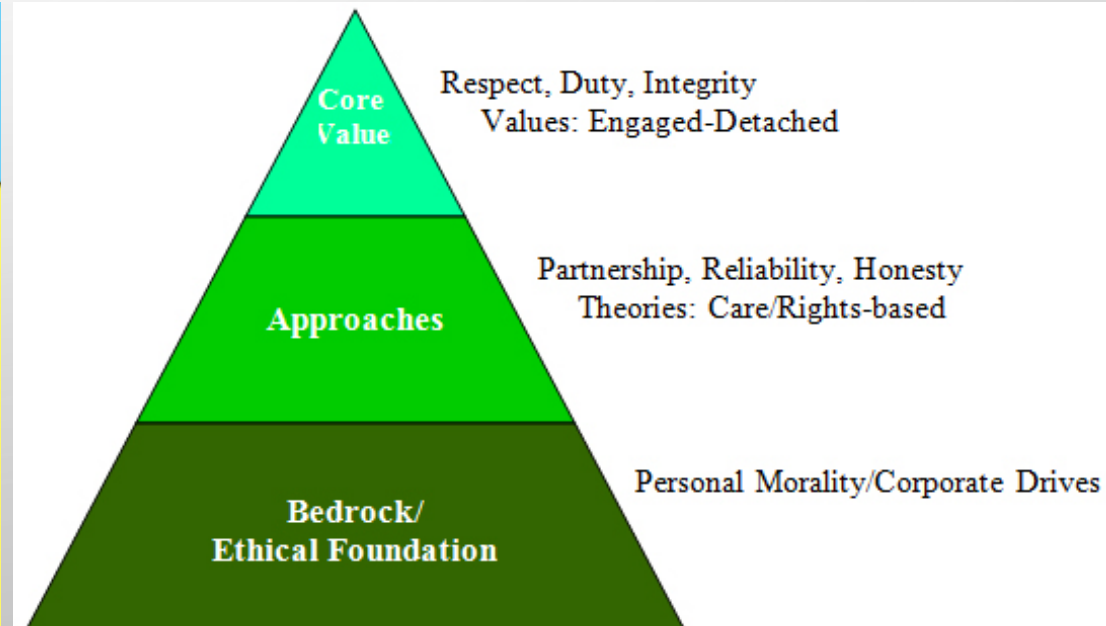
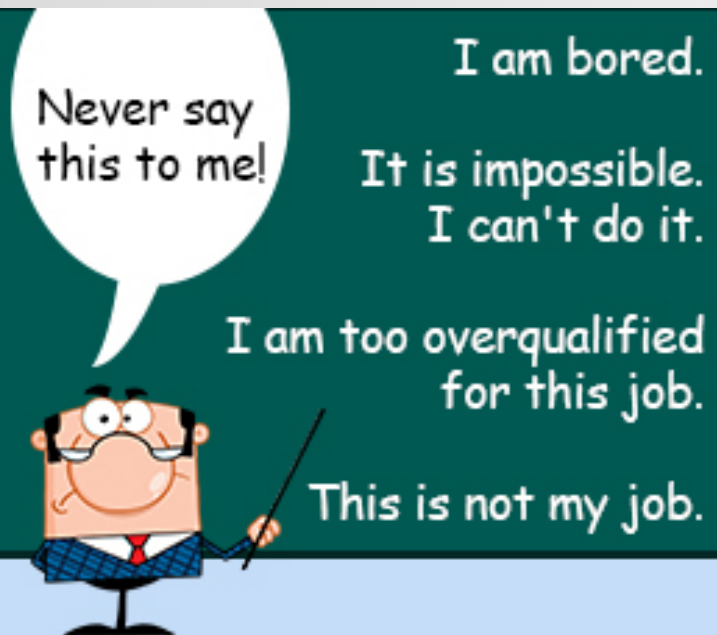


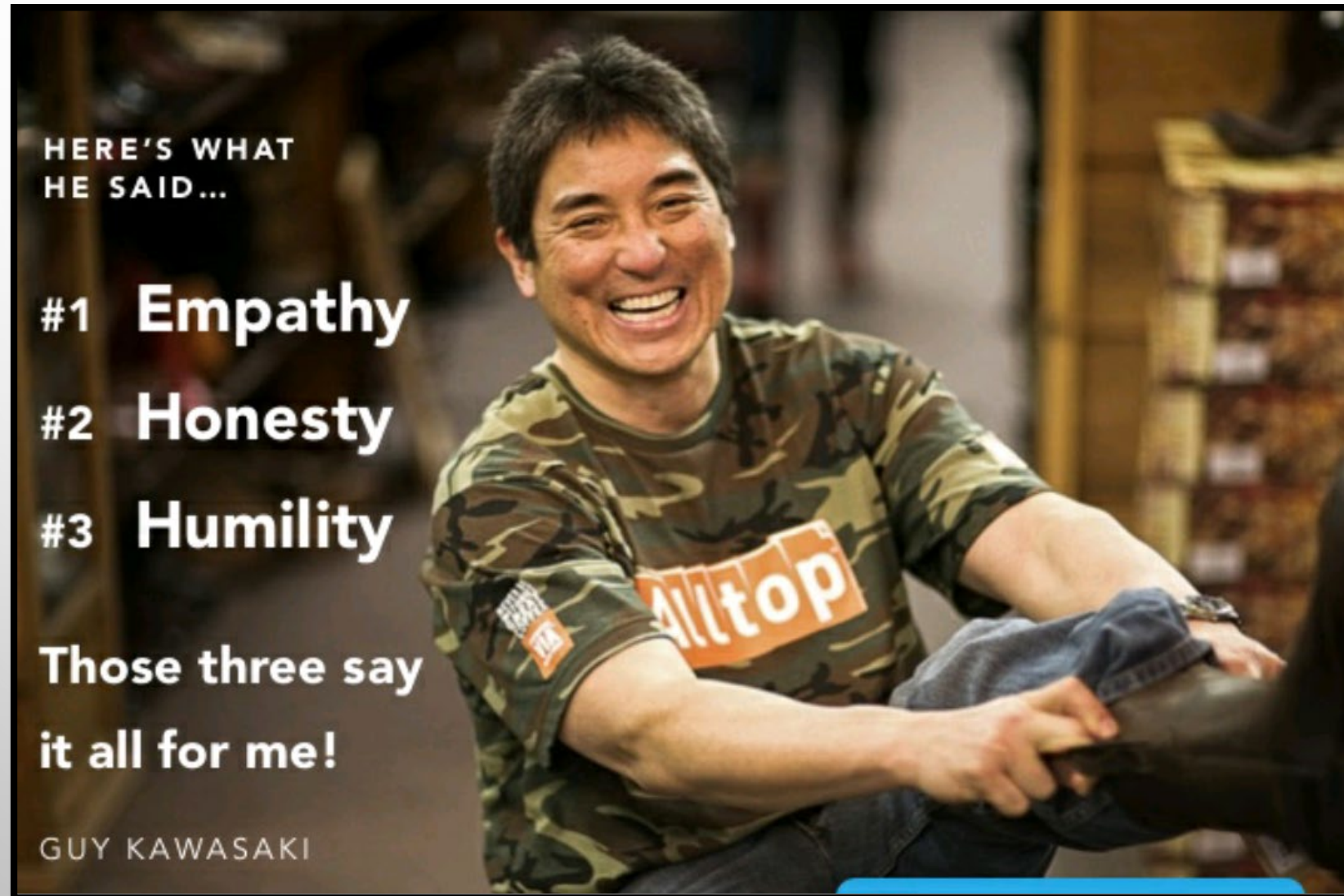
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EXAMPLES

Dipetik dari:

Mohd Razali bin Muhamad, Mantan TNCAA, UTeM





HERE'S WHAT
HE SAID...

#1 **Empathy**

#2 **Honesty**

#3 **Humility**

Those three say
it all for me!

GUY KAWASAKI

NUMBER ONE

Empathy



CLICK TO TWEET

The ability to identify with or understand another's situation or feelings: Empathy is a distinctly human capability.



NUMBER TWO

Honesty



CLICK TO TWEET

The definition of honesty is very simple: It's the quality of being truthful with your self and others.



NUMBER THREE

Humility



CLICK TO TWEET

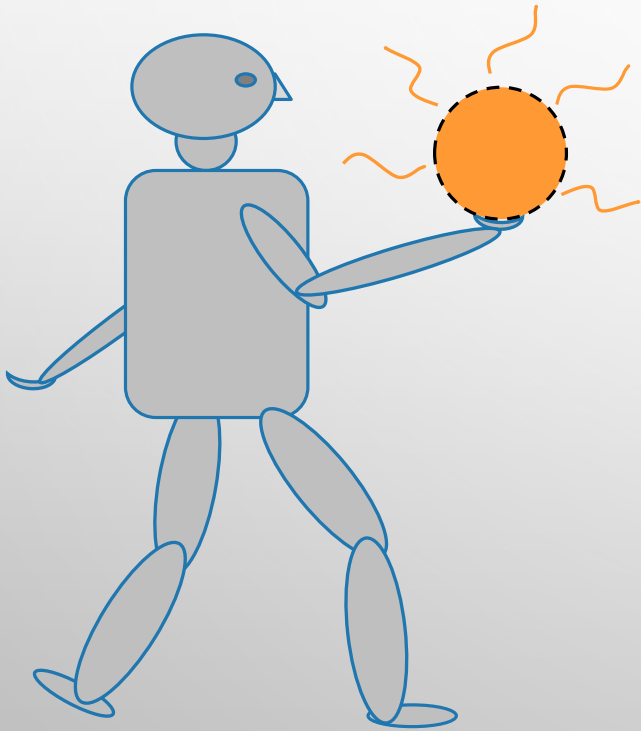
Having or showing a consciousness of one's defects or shortcomings, not proud, not self-assertive and above all else, modest.



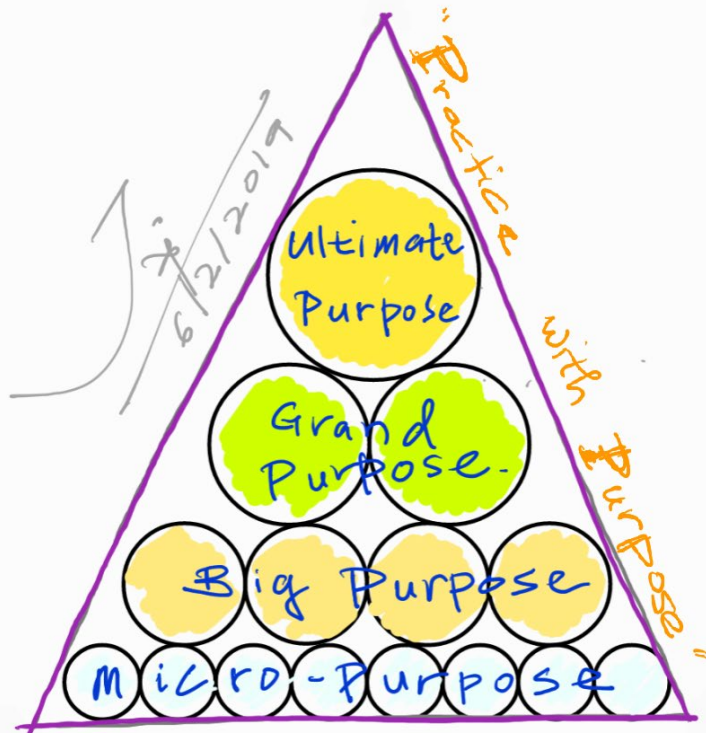
SANTAPAN ROHANI

- ORANG YANG **DIAM** DENGAN TIDAK MENGINGATI ALLAH SWT ADALAH **LALAI**.
- ORANG YANG **BERFIKIR** DENGAN TIDAK MENGAMBIL IKTIBAR TTG KEBESARAN ALLAH SWT ADALAH **LEKA**.
- ORANG YANG **BERAMAL** DENGAN TIDAK DISANDARKAN KERANA ALLAH SWT ADALAH **LAGHA (SIA-SIA)**.





STRATEGI LONJAKAN



Purpose-Based

Initiatives...

What is your purpose?
and...
at what level?

Adh-Dhāriyāt

000/060

وَمَا خَلَقْتُ الْجِنَّ وَالْإِنْسَ إِلَّا لِيَعْبُدُونِ ﴿٥٦﴾

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Dan (ingatlah) Aku tidak menciptakan jin dan manusia melainkan untuk mereka menyembah dan beribadat kepadaKu.

(QS: al-Baqarah:30)

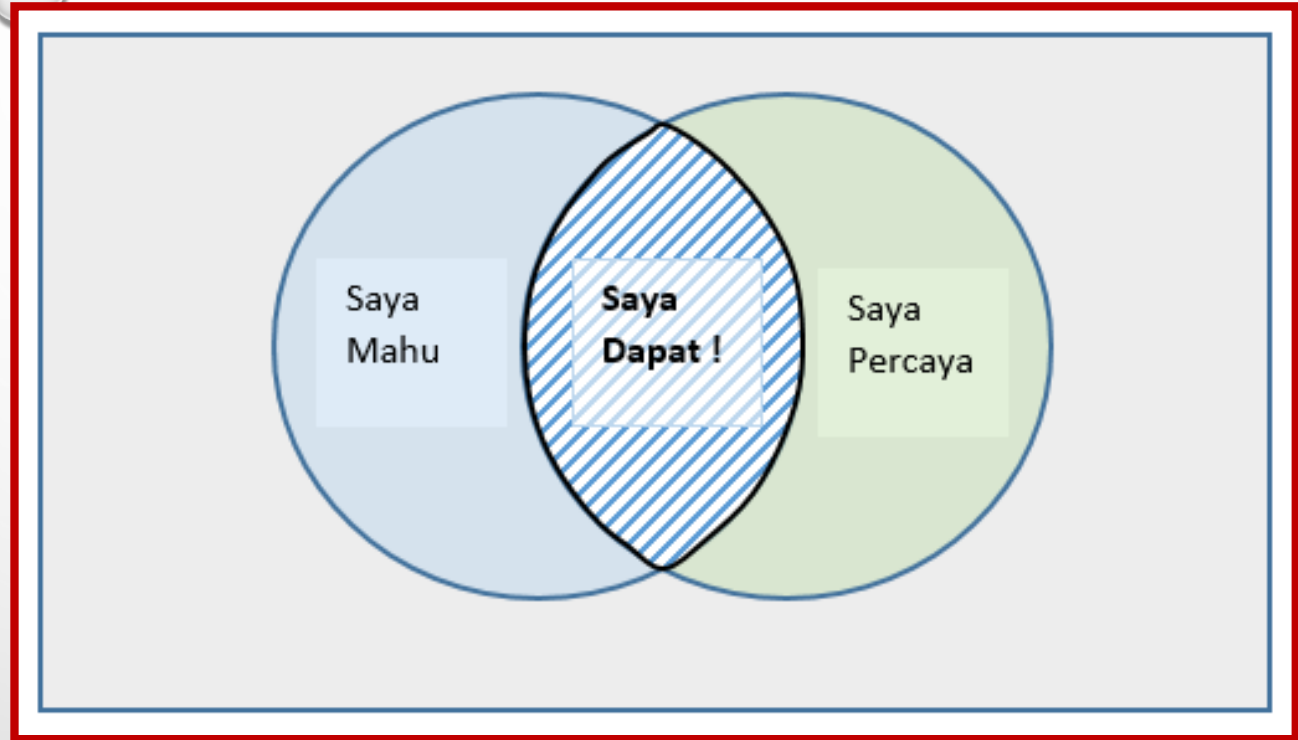
Dan (ingatlah) ketika Tuhanmu berfirman kepada Malaikat; "Sesungguhnya Aku hendak menjadikan seorang khalifah di bumi". Mereka bertanya (tentang hikmat ketetapan Tuhan itu dengan berkata): "Adakah Engkau (Ya Tuhan kami) hendak menjadikan di bumi itu orang yang akan membuat bencana dan menumpahkan darah (berbunuh-bunuhan), padahal kami sentiasa bertasbih dengan memujiMu dan mensucikanMu?". Tuhan berfirman: "Sesungguhnya Aku mengetahui akan apa yang kamu tidak mengetahuinya".

Pra-syarat Terkini

[P. A. R. T. Y.]

- **Percaya** / Faith ^{30/12/2016}
- **Azam** / Strong Commitment
- **Rajin** / Hard Working
- **Tekad** / Determination
- **Yakin** / Confident

1. Saya **PERCAYA** saya boleh.....
2. Saya **BERAZAM** sungguh-sungguh untuk.....
3. Saya memang seorang yang **RAJIN**.
4. Saya ber-**TEKAD** (insya'Allah), saya **MESTI** Berjaya.
5. Saya **YAKIN** dengan sebenar saya **BOLEH** Berjaya!



DISTRACTIONS & BARRIERS


GANGGUAN & TEMBOK PENGHALANG

Three Things That
Will Sabotage
You :

① Your Ego

② Your Fear

③ Your Addiction

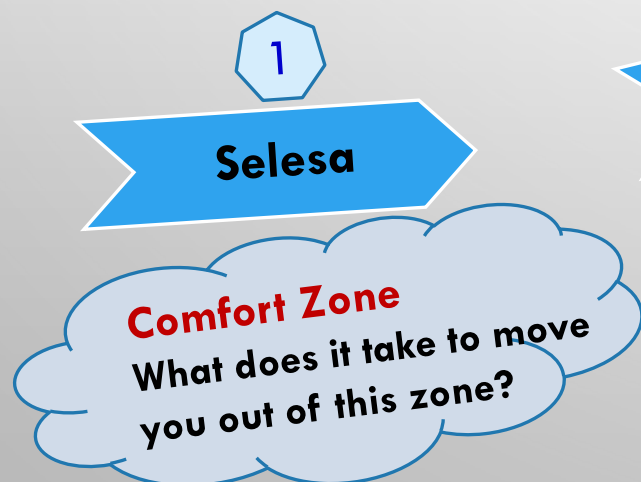

6/10/2018

1. Tabiat lama (*Habit / Addiction*)
2. Ego / Emosi
3. Bimbang (Takut) / Fear
4. Zon selesa
5. 'Blind spot'



AKTIVITI 15: Merentas Empat Zon

"The Comfort Zone"



IT TAKES A SPECIAL PERSON TO SUCCEED
IT TAKES A VERY SPECIAL PERSON TO FAIL !!!

FACTORS THAT LEAD TO FAILURES:

- COMPLACENCY (ZON SELESA)
- INDIFFERENCE (TAK KISAH)
- COMMUNICATION BREAKDOWN
- LACK OF LEADERSHIP
- UNWILLING TO CHANGE (STATIC)
- DISTRACTIONS
- UNCLEAR PROCESS OWNER
(SENSE OF BELONGING)
- NO SELF-DISCIPLINE



**“Pasak Minda...
Perkasa Jiwa !”**

**VICTORY (SUCCESS) COMES FROM COOL
COURAGE, DEVOTION, FAITH AND PATIENCE.**



TERIMA KASIH

ARIGATO

THANK YOU

SYUKRAN

MATUR NUWUN

SYUKRIYA...

