

TALENT PROFILE

**INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH**

Name of Talent:	HOR CHEE PENG		
Talent ID:	T20213	Age:	36
Designation:	MEDICAL OFFICER	Program:	MEDICAL
Workplace:	ADMINISTRATION AND MANAGEMENT UNIT, HOSPITAL KEPALA BATAS	Grade:	UD 52



CPD POINT (2018)	
Total	137
A1-10	111
A11	20
B1	0
B2/B3	6
LNPT	
2018	96
2017	95
2016	94

PERSONALITY TEST SUMMARY

Kebolehppercayaan Cara Menjawab: Rendah

Seorang yang mempunyai keyakinan yang tinggi dengan kebolehan diri dan selalu memberi tumpuan terhadap isu semasa. Sangat suka kepada perkara yang baik dan positif serta cenderung menilai sesuatu perkara atau situasi secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial dengan orang lain. Seorang yang sangat suka berterus terang dan bersikap terbuka dalam meluahkan idea, pendapat dan perasaan apabila berinteraksi dengan orang lain. Seorang yang mudah bersimpati dan prihatin kepada keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikir logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan. Seorang yang kurang tegas dan kurang yakin pada kebolehan diri. Seorang yang sangat sabar, bertoleransi, boleh bekerjasama dan mencapai kata sepakat dalam perbincangan dengan orang lain.

COMPETENCY ASSESSMENT

COMPETENCY ASSESSMENT		
COMPETENCY DOMAIN		
	LEVEL	SUBDOMAIN
LEADERSHIP (L)	L3	L1:4.5 L2:3.5 L3:3.5 L4:4.5 L5:4.5 L6:3.5
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:5 C2:4.5 C3:4 C4:4 C5:3.5
ORGANISATIONAL GOVERNANCE (G)	G3	G1:3.5 G2:5 G3:4 G4:5
PROFESSIONAL VALUE (P)	P4	P1:4.5 P2:5 P3:5
PERSONAL VALUES (V)	V3	V1:4 V2:4 V3:3.5
		3

ASSESSMENT SUMMARY

L:

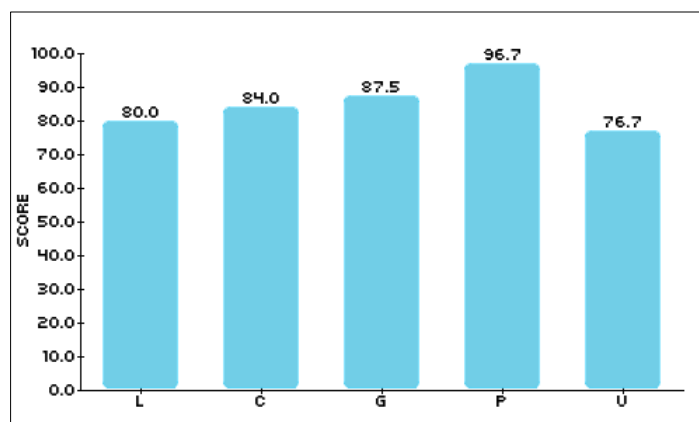
- **Overall:** *Intermediate Level*
- **Strength:** *Achievement orientation, Proactiveness, Self Confidence*
- Talent is expected to be able to/to be:
 - Handle unexpected challenges during change process
 - Create new concepts or breakthrough thinking applicable across and beyond organisation
 - Recognised leader across and beyond organisation

C:

- **Overall:** *Intermediate Level*
- **Strength:** *Collaboration, Communications and Presentation Skills*
- Talent is expected to be able to/to be:
 - Well received and respected as inter-organisational Diplomat
 - Recognised as negotiator across and beyond organisation
 - Sustain strong personal network with leaders beyond organisation

G:

- **Overall:** *Intermediate Level*
- **Strength:** *Human Resource Management, Process Management*
- Talent is expected to be able to/to be:
 - Develop long-term financial plans and secure resources for the organisation including asset management
 - Redesign the structure and process in organisation to meet changes and challenge



ASSESSOR COMMENT

A good candidate for TGP. TGP will further enhance his leadership skill.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

PROPOSED SUPERVISOR/ FACILITATOR

Dr Hj Mohd Fikri bin Ujang
Director
Kedah State Health Department