

# TALENT PROFILE

**INSTITUTE FOR HEALTH MANAGEMENT**  
**MINISTRY OF HEALTH**

<b>Name of Talent:</b>	<b>FAWZI ZAIDAN BIN ALI</b>		
<b>Talent ID:</b>	<b>T20211</b>	<b>Age:</b>	<b>39</b>
<b>Designation:</b>	<b>PRINCIPAL ASSISTANT DIRECTOR</b>	<b>Program:</b>	<b>MEDICAL</b>
<b>Workplace:</b>	<b>MEDICAL DEVELOPMENT DIVISION</b>	<b>Grade:</b>	<b>UD 52</b>



## CPD POINT (2018)

<b>Total</b>	<b>32</b>
<b>A1-10</b>	<b>26</b>
<b>A11</b>	<b>0</b>
<b>B1</b>	<b>0</b>
<b>B2/B3</b>	<b>6</b>

## LNPT

<b>2018</b>	<b>93.5</b>
<b>2017</b>	<b>94.5</b>
<b>2016</b>	<b>92</b>

## PERSONALITY TEST SUMMARY

*Kebolehppercayaan Cara Menjawab: Rendah*

*Seorang yang mempunyai keyakinan dengan kebolehan diri dan boleh 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. Boleh menyuarakan idea, pendapat dan perasaan dengan jelas dan berterus terang apabila berinteraksi dengan orang lain. Sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang bersikap dan berfikir rasional, munasabah, adil serta logikal apabila membuat keputusan walaupun mengalami tekanan perasaan.*

## COMPETENCY ASSESSMENT

COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L3	L1:4.5 L2:3.5 L3:3.5 L4:5 L5:4 L6:4	
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:4 C2:4 C3:5 C4:4.5 C5:4.5	
ORGANISATIONAL GOVERNANCE (G)	G3	G1:4 G2:4 G3:4 G4:4.5	
PROFESSIONAL VALUE (P)	P2	P1:4 P2:4 P3:1	
PERSONAL VALUES (V)	V3	V1:3.5 V2:5 V3:4.5	
			3

## ASSESSMENT SUMMARY

## L:

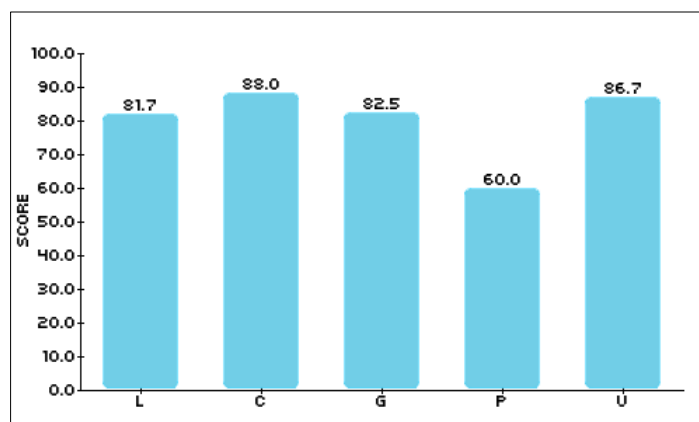
- **Overall:** *Intermediate Level*
- **Strength:** *Achievement orientation, Proactiveness*
- Talent is expected to be able to/to be:
  - Handle unexpected challenges during change process
  - Create new concepts or breakthrough thinking applicable across and beyond organisation
  - Willing to take extremely challenging responsibility and possess a great leader quality with other power in the organisation
  - Recognised leader across and beyond organisation

## C:

- **Overall:** *Intermediate Level*
- **Strength:** *Interpersonal Skill, Negotiation Skill, Networking ability*
- Talent is expected to be able to/to be:
  - Recognised as active member of an inter-organisational team
  - Present, facilitate group interaction, conduct meetings at higher levels

## G:

- **Overall:** *Intermediate Level*
- **Strength:** *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
  - Align human resource to achieve organisational goal
  - Redesign the structure and process in organisation to meet changes and challenge



## ASSESSOR COMMENT

An excellent candidate for TGP. This programme will further enhance his skills in leadership.

## PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

## PROPOSED SUPERVISOR/ FACILITATOR

YBhg. Dato' Dr Norhizan bin Ismail  
Deputy Director General of Health (Medical)  
Ministry of Health