



TALENT PROFILE



Name	: MOHD KHAIRUL IKHWAN	CPD / NSR Points
	BIN MOHD NIZAM	2022 - 56
Age	: 39 years old	2021 - 50
Talent ID	: T23244	2020 - 28
Programme	: PUBLIC HEALTH	
Designation	: KLINIK KESIHATAN	LNPT Points
	SUNGAI RAMBAI UD 52	2022 - 94.47
Workplace	: PEJABAT KESIHATAN	2021 - 91.57
	DAERAH JASIN, MELAKA	2020 - 90.30

PERSONALITY STATEMENT SUMMARY

Since 2019, I have been appointed to a leadership role and have taken charge of a klinik kesihatan. Through pandemic era when we all have to serve beyond the norms, I realised that I need certain skills and knowledge to be an effective leader. I started reading numerous leadership books, attending several leadership courses and seminars, where I eventually discovered TGP. I consulted my HOD who is a cohort 3 TGP alumni and got very positive feedback and encouraged me to apply for the course.

TGP should choose me because I need such a programme to guide and strengthen my leadership and governance ability, to assist me in carrying out my work within my capacity. My personal vision to improve healthcare system via effective leadership aligns with TGP objective. I am driven, focused, and self-motivated to excel at work. This is demonstrated by my recent APC award (2021) and Pingat Jasa Cemerlang by Kerajaan Negeri Melaka (2022) for my contribution during the epidemic era.

I expect to be mentored through the leadership process and to be provided with honest feedback of my performance as well as instruction on the qualities I need to work on to be a better leader. I foresee myself taking more strategic post within MOH, with more challenging roles and responsibilities at PKD, JKN or KKM level. I believe it is my responsibility as future generation to take up the challenge to bring forward our healthcare system in the future.

PERSONALITY TEST SUMMARY

Mempunyai keyakinan dengan kebolehan diri dan memberi tumpuan terhadap isu semasa. Suka kepada perkara positif dan cenderung menilai sesuatu perkara secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial. Seorang yang sangat aktif, dan cergas. Sangat suka bersikap terbuka dalam meluahkan idea apabila berinteraksi. Sangat mudah bersimpati, berfikir rasional, munasabah, adil serta logikal apabila membuat keputusan. Sangat berkeyakinan tinggi, bersikap sangat asertif, sangat suka kepada persaingan, sangat tegas dan teliti. Kurang bertimbang rasa, kurang munasabah, kurang toleransi kepada kelemahan orang lain. Seorang yang sangat sistematik, teratur, mematuhi peraturan dan menitikberatkan kesempurnaan dalam hasil kerja. Kebolehpercayaan menjawab: Diterima (Boleh diterima).

TGP PROJECT – Area of interest

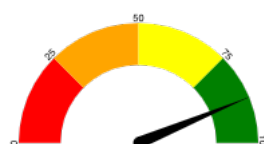
- PUBLIC HEALTH - Perception study amongst rural area community contributing in bad health seeking behavior

TGP COMPETENCY ASSESSMENT

	Self-Assessment		Referee Assessment	
	Score	Level	Average Score	Level
Leadership	75.0	3	87.5	3
Interpersonal Relationships	75.0	3	87.5	3
Organizational Governance	66.7	2	86.7	3
Professional Values	68.0	2	78.0	3
Personal Values	80.0	3	87.5	3
Overall	73.0	3	85.0	3

ASSESSMENT SUMMARY

LEADERSHIP



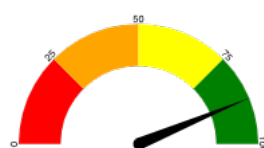
87.5%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Change Leadership
Team Leadership
Conflict management

INTERPERSONAL RELATIONSHIP



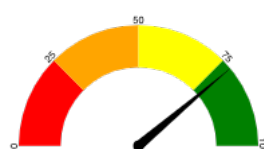
87.5%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Communication Skill
Teamwork & Collaboration
Negotiation Skill

ORGANISATIONAL GOVERNANCE



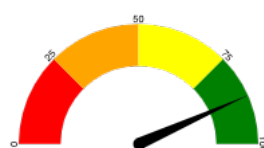
78.0%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Financial Skills Process Management
Human Resource Management

PROFESSIONAL VALUES

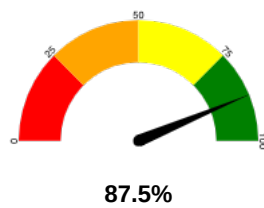


86.7%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Continuous Quality Improvement
Community Awareness & Strengthening

PERSONAL VALUES**AREA FOR IMPROVEMENT**

(Based on referees' assessment*)

Critical Thinking & Decision Making
Ethical Reasoning

PANELS COMMENTS

- i. One of the 5 talents identified and fulfil the selection criteria. From his CV, he is highly involved with various program and highly recommended by his referees. Experience as a talent would be very valuable for him.
- ii. Competency assessment revealed that the candidates can be groomed in leadership and managerial skill. Good ARS scoring. Has good vision in future leadership and governance. Good review by the referee. Personality test scored well. Good candidate for TGP.