

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	LING XIAO FENG		
Talent ID:	T20225	Age:	41
Designation:	ORAL MAXILLOFACIAL SURGEON	Program:	ORAL HEALTH
Workplace:	HOSPITAL SULTAN ABDUL HALIM	Grade:	UG 56



CPD POINT (2019)

Total	72
A1-10	62
A11	10
B1	0
B2/B3	0

LNPT

2018	93.97
2017	94.38
2016	93.58

PERSONALITY TEST SUMMARY

Kebolehpercayaan 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. Seorang yang sangat suka berterus terang dan bersikap terbuka dalam meluahkan idea, pendapat dan perasaan apabila berinteraksi dengan orang lain. Seorang yang sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikiran logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan.

COMPETENCY ASSESSMENT

COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L2	L1:4.5 L2:3.5 L3:3 L4:2.5 L5:3.5 L6:1.5	
COMMUNICATION AND RELATIONSHIP (C)	C2	C1:2.5 C2:4 C3:4 C4:3 C5:2	
ORGANISATIONAL GOVERNANCE (G)	G2	G1:3 G2:4 G3:2 G4:3	
PROFESSIONAL VALUE (P)	P2	P1:1.5 P2:4 P3:3	
PERSONAL VALUES (V)	V2	V1:3.5 V2:4 V3:2	
			2

ASSESSMENT SUMMARY

L:

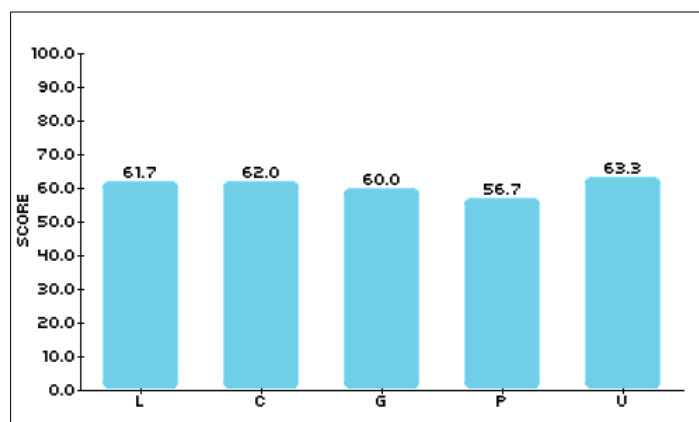
- **Overall:** *Basic Level*
- **Strength:** *Achievement orientation, Change Leadership, Self Confidence*
- Talent is expected to be able to/to be:
 - Create new concepts or breakthrough thinking applicable across and beyond organisation
 - Foresee and anticipate unexpected future opportunities/threat and plan accordingly
 - Recognised leader across and beyond organisation

C:

- **Overall:** *Basic Level*
- **Strength:** *Communications and Presentation Skills, Interpersonal Skill*
- Talent is expected to be able to/to be:
 - Recognised as active member of an inter-organisational team
 - Successful in most negotiation for any request and/or deals
 - Build friendly rapport with key leaders

G:

- **Overall:** *Basic Level*
- **Strength:** *Human Resource Management*
- Talent is expected to be able to/to be:
 - Involve in the policy decision of the organisation
 - Design and redesign processes in the organisation to meet challenges
 - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



ASSESSOR COMMENT

He is dedicated dental specialist and manages a specialist dental clinic. TGP can be a platform for him to groom his skills and values to be a future leader.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

PROPOSED SUPERVISOR/ FACILITATOR

To be discussed with the supervisor

*Dr Khairulzaman bin Adnan
Oral Maxillofacial Surgeon
Hospital Sultan Haji Ahmad Shah*