

# TALENT PROFILE

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

<b>Name of Talent:</b>	SYED ADDI USMI BIN SYED OTHMAN		
<b>Talent ID:</b>	T20212	<b>Age:</b>	45
<b>Designation:</b>	HEAD OF DEPARTMENT	<b>Program:</b>	MEDICAL
<b>Workplace:</b>	ORTHOPAEDIC DEPARTMENT, HOSPITAL TUANKU FAUZIAH	<b>Grade:</b>	UD 56



CPD POINT (2018)	
Total	70
A1-10	50
A11	20
B1	0
B2/B3	0
LNPT	
2017	94.1
2018	94.5
2019	95

## PERSONALITY TEST SUMMARY

*Kebolehppercayaan Cara Menjawab: Sederhana*

*Seorang yang cenderung berasa bimbang terhadap perkara yang kurang penting dan kurang yakin dengan kebolehan diri. 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. Seorang yang 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 ASSESSMENT			
COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L3	L1:4 L2:3.5 L3:3.5 L4:3.5 L5:4 L6:3	
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:4 C2:3.5 C3:4 C4:2.5 C5:3.5	
ORGANISATIONAL GOVERNANCE (G)	G3	G1:3 G2:3.5 G3:4 G4:4	
PROFESSIONAL VALUE (P)	P3	P1:3.5 P2:4 P3:3	
PERSONAL VALUES (V)	V3	V1:3 V2:3.5 V3:4	
			3

## ASSESSMENT SUMMARY

## L:

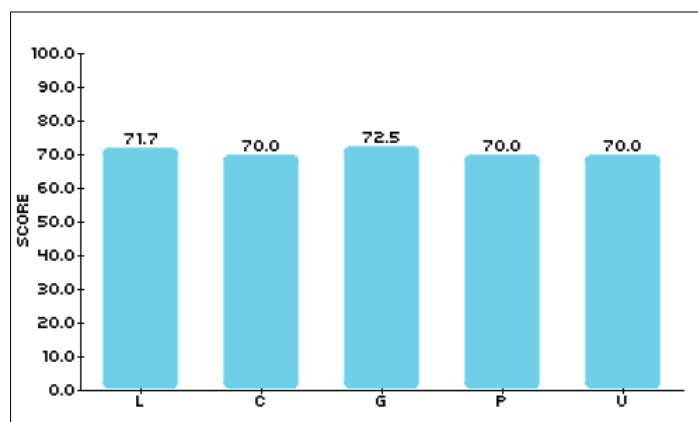
- **Overall:** *Intermediate Level*
- **Strength:** *Achievement orientation, Self Confidence*
- Talent is expected to be able to/to be:
  - Handle unexpected challenges during change process
  - Create new concepts or breakthrough thinking applicable across and beyond organisation
  - Foresee and anticipate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

## C:

- **Overall:** *Intermediate Level*
- **Strength:** *Collaboration, Interpersonal Skill*
- Talent is expected to be able to/to be:
  - Present, facilitate group interaction, conduct meetings at higher levels
  - Recognised as negotiator across and beyond organisation
  - Sustain strong personal network with leaders beyond organisation

## G:

- **Overall:** *Intermediate Level*
- **Strength:** *Organizational Awareness, 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



## ASSESSOR COMMENT

A good candidate for Talent Grooming Programme (TGP).

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

To be discussed with the supervisor

## PROPOSED SUPERVISOR/ FACILITATOR

*Dr Othman bin Warijo*  
*Director*  
*Hospital Tuanku Fauziah, Perlis*