

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	MOHD HELMI HASHIM		
Talent ID:	T20217	Age:	34
Designation:	HEAD OF UNIT	Program:	MEDICAL
Workplace:	PHYSIOTHERAPY UNIT, HOSPITAL SULTANAH BAHYAH, ALOR SETAR	Grade:	U 44



CPD POINT (2019)	
Total	109
A1-10	85
A11	15
B1	0
B2/B3	9
LNPT	
2019	88.37
2018	92.45
2017	91.13

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.

COMPETENCY ASSESSMENT

COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L1	L1:3 L2:2.5 L3:2 L4:2.5 L5:2.5 L6:2	
COMMUNICATION AND RELATIONSHIP (C)	C1	C1:2.5 C2:2.5 C3:2.5 C4:2 C5:2	
ORGANISATIONAL GOVERNANCE (G)	G1	G1:1.5 G2:2.5 G3:2 G4:2.5	
PROFESSIONAL VALUE (P)	P2	P1:1.5 P2:2.5 P3:5	
PERSONAL VALUES (V)	V1	V1:2.5 V2:2.5 V3:2	
			1

ASSESSMENT SUMMARY

L:

- **Overall:** *Average Level*
- **Strength:** *Achievement orientation*
- Talent is expected to be able to/to be:
 - Execute and lead change
 - Introduce breakthrough thinking across organisation
 - Anticipate and prepare long-term solution for existing opportunities/threat
 - Confidently accept to handle bigger responsibilities, voice out opinion and suggestion upon people in the higher position
 - Lead multi-agency teams beyond organisation

C:

- **Overall:** *Average Level*
- **Strength:** *Collaboration, Communications and Presentation Skills, Interpersonal Skill*
- Talent is expected to be able to/to be:
 - Successful in most negotiation for any request and/or deals
 - Build friendly rapport with key leaders

G:

- **Overall:** *Average Level*
- **Strength:** *Human Resource Management, Process Management*
- Talent is expected to be able to/to be:
 - Involve in the policy decision of the organisation
 - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



ASSESSOR COMMENT

A good candidate for Talent Grooming Programme (TGP) as this program could further enhance his leadership skill.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

PROPOSED SUPERVISOR/ FACILITATOR

To be discussed with the supervisor

1. Dr Abdul Rahman bin Abdul Hamid
Rehabilitation Specialist
Hospital Sultanah Bahiyah
2. Nur Hidayah Ong binti Abdullah
Physiotherapist
Hospital Sultanah Aminah

