

JAWHAR and IDR to Collaborate in Waqf Development

8 JANUARY 2018
KOMPLEKS ISLAM, PUTRAJAYA



Group photo of IDR and JAWHAR after the meeting

INSTITUT Darul Ridzuan hopes to involve the Department of Awqaf, Zakat and Hajj (JAWHAR), a federal government agency in the Prime Minister's Department, in this year's Pangkor Dialogue.

JAWHAR plans, implements, monitors and coordinates the development of waqf, zakat, mal, haji and umrah.

The IDR delegation was headed by chief executive officer Dr Mazalan Kamis. JAWHAR's director Ahmad Musadad Sulaiman welcomed the IDR team at Kompleks Islam in Putrajaya.

In his presentation, Dr Mazalan impressed Ahmad Musadad and his staff with various achievements of Pangkor Dialogue 2017 as well as how the dialogue on sustainable development had fared since its inception in 2014.

He said IDR, as a think-tank for the Perak

state government, was tasked to help improve the socio-economic development in Perak.

And, waqf was one of the targeted mechanism to improve the socio-economic status of the people, he told the JAWHAR representatives, stressing also that waqf had always been the subject of discussion during Pangkor Dialogue.

Ahmad Musadad said JAWHAR was prepared to assist IDR in waqf development and that his organisation was willing to help by bringing in international partners from the Middle East to provide insights at Pangkor Dialogue on waqf practices.

He thanked IDR for the invitation and hoped that the Perak Islamic Religious Council or MAIP could engage JAWHAR to highlight the importance and benefits of waqf. ■

IDR's CEO to HoDs: Think Big or Ready to Tank

4 JANUARY 2018
IDR MEETING ROOM

THE continuous growth and success of the Institut Darul Ridzuan, the Perak state government's think-tank, in 2018 requires that its staff possess a high level of focus when performing their tasks.

In his first address of the year to the think-tank's heads of departments, IDR's chief executive officer Dr Mazalan asked them to focus on areas that had been identified as "extremely" important to IDR's functions and survival.

He stressed the need to carry out self-evaluation and set higher performance targets for this year.

To make sure that IDR's targets are translated into actions, heads of departments are required to discuss key performance indices with their subordinates.

"In whatever we do we must ensure that we produce the right impact and be able to learn new knowledge from the process.

"It is very important for all IDR staff to look at every aspect (of work) and pay attention to current trends," he said, adding that IDR staff must focus on things that mattered to the IDR. ■

LET'S TALK

TAKING PRIDE IN YOUR WORK



I have attended quite a number of meetings and noticed that whenever the chairperson asked for a response, people tend to remain silence or they say they have to ask their superior first. If I were chairing such a meeting, I would politely ask these representatives to leave as it would be better for them to attend to other matters rather than wasting their time at meetings where their presence brings no value.

Rightfully, those who attend a meeting must have the mandate to make decision on behalf of their respective department or institution. They must be able to take responsibility over whatever response that they shared in a meeting.

But, wouldn't that be too big to bear such a burden for a representative? The answer is definitely yes! But shouldn't the interest of an institution lies on every member and not just relegated to the bosses?

There is an old saying, anything worth doing, is worth doing well. Our work is a manifestation of us. It speaks volumes of the kind of person we are either on the level of creativity or on the level of quality. And we are also the reflection of our organization - who we are, and what value we bring to our organization and to our team which impact others' perceptions to us and our organization.

Making everyone feel that he or she is capable of carrying out every single duty entrusted upon him or her is crucial and as such, this has to be ingrained into the culture of an institution. This is something we pay great attention to, and in case you are wondering, here is how we build this culture at IDR.

At IDR, each person is empowered to shoulder the vision and mission of this organization. Each one of us is nurtured to discharge his or her responsibilities by being guided by and mindful of the bigger aspiration and objective of IDR. In the event that any one of them have to attend a meeting to represent a person or a department, he or she has to assume the thought process, the wisdom and the decision-making discretion in the best interest of the entire organization.

Now that is a tall order indeed. Maybe, it is daunting too. And what if he or she were to err in his or her judgment or assessment or decision?

I believe that mistakes are the pathway to great ideas and innovation - the stepping stones to moving outside the comfort zone to the growing zone where new discoveries are made and great lessons are learned.

There are some pointers that I would like to

the meeting. Do not be afraid to ask questions. Never be daunted by positions of authority. Be focused on the task at hand.

There is a famous quote by Meg Cabot, "Courage is not the absence of fear, but rather the judgment that something else is more important



share to make one's representation at meetings effective. Remember that one is representing, and not impersonating one's boss. So try to have preliminary discussions, gather the big picture, collate as much information like an overview of what will be covered during the meeting, actions items that will be discussed or have been assigned and should be taken care of and also the expectations from others involved during

than fear." Taking pride in our work, delivering them to the best of our ability, in the best interest of the organization's stakeholders constitute "something else more important than fear".

So next time, when you are asked to represent your boss or your company or your organization, embrace the opportunity. Learn from it. Make your organization proud of you.

EXECUTIVE TALK 2018: CELEBRATING SUCCESS ENHANCING EXCELLENCE



Dr Zambrzy outlines initiatives to better serve the people

9 JANUARY 2018
IPOH CONVENTION CENTRE, IPOH

IN effort to serve the public in better ways, the Perak state government has outlined 10 initiatives for its civil servants to adopt and practise.

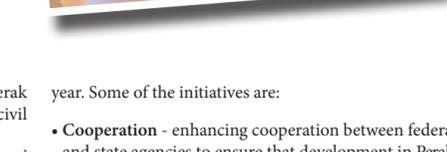
The initiatives were revealed by Menteri Besar Dato' Seri DiRaja Dr Zambrzy Abd Kadir in his Executive Talk in January.

This year's first executive talk, believed to be the last before the coming 14th General Election, was special as he summed up his journey and the state administration's achievements throughout his tenure as the Menteri Besar of Perak since February 2009.

Dr Zambrzy stressed the importance of working as a team and to possess a positive mental attitude. He said this applied to all civil servants, irrespective of their ranks or positions. The teamwork spirit has been proven to work.

Perak has been recognised for its many success stories such as being in the "Top 10 Must Visit Regions in the World", having the best local authority (IpoH City Council), achieving five-star rating for 15 out of 18 audited departments, attaining financial surpluses for eight consecutive years and many other achievements.

Dr Zambrzy said the state government launched 10 initiatives to improve delivery service to the people this



TAPPING INTO SOLUTIONS USING RESEARCH GRANTS

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MDEC LOOKS FORWARD TO WORK WITH IDR TO PROMOTE ISLAMIC DIGITAL ECONOMY

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JAWHAR AND IDR TO COLLABORATE IN WAQF DEVELOPMENT

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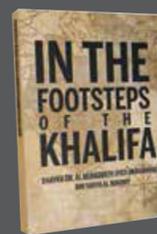
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RUMAH KUTAI A DOCUMENTATION OF MEMORIES



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DASH NOT THE HOPE FOR A BETTER YOU IN 2018



Every time another new year arrives, many of us will set goals for the things we want to achieve during the year. Often we mark our "new beginning" by coming up with a list of new year resolutions.

New year resolutions is a form of self-talk which we create to tell ourselves that it is time to become a new "me". Sometimes, we give ourselves big or grand goals to achieve over the next 12 months. The bottom line is this: every one hopes to become a better person by the end of the year.

It is not a bad idea to have new year resolutions. Many people want to kickstart life in the new year with noble intentions. The problem is that most of us don't really commit to our own resolutions; it just becomes a wish that we whisper to ourselves as we enter into another year.

According to Joseph Luciani, prominent author and speaker on self-coaching, 80 percent of new year resolutions fail by the second week of February. It is found that most of the resolutions are too big to be achieved in a single year. We should accept the fact that we cannot become a new person overnight.

In transforming ourselves to become a better person, we must first develop habits which will lead us into the right direction. After all, the core idea of any new year resolution is about either making a new habit or changing an existing one.

There are steps we can take to establish a good foundation for this.

Firstly, we must pick a small but realistic action. Make sure it is simple, precise and doable.

Secondly, we must attach the new action to any of our old habits which we want to change. This has to be done continuously and consistently for new target habit to form.

And, finally, make the new action practically easy to do. Only then will you be able to commit to doing it again and again throughout the year; and, change yourself to a "new" you.

Let's try our best to do this. Happy New Year and let's realise our resolutions.

Mohd Nadzri Kamsin
IDR News Editor

RHB Islamic Bank Shows Interest to Participate Again in Pangkor Dialogue



Dr Mazalan extends the invitation to RHB Islamic to participate in the next dialogue

11 JANUARY 2018
MENARA YAYASAN TUN RAZAK, KUALA LUMPUR

RHB Islamic Bank hopes to continue working with Institut Darul Ridzuan for this year's Pangkor Dialogue.

Its chief executive officer Dato' Adissadikin Ali expressed the Islamic bank's interest to be part of the dialogue on sustainable development.

Adissadikin shared this intention when he met IDR's chief executive officer Dr Mazalan Kamis and his marketing team in Kuala Lumpur recently.

Others who were present included Roshan Jaafar, head of strategic management and corporate; Kasim Muhammad Noh, head of corporate services and performance; and Ahmad Zaini Sofian, the business relationship director.

Assadikin, who was a panellist on waqf plenary session last year, told the IDR team that he was impressed with the success of Pangkor Dialogue 2017.

He suggested to IDR to include sustainable financing in Pangkor Dialogue discussions because it was "the right time to tell the world about Islamic finance and the elements of sustainability behind it".

He assured IDR that he would help the think-tank to connect with the Association of Islamic Banking Institutions Malaysia and other players in the industry.

Dr Mazalan informed the RHB team that the date of this year's Pangkor Dialogue had been fixed for August. ■

Tapping into Solutions Using Research Grants



Dr Mazalan points out the next course of actions for the research findings

18 JANUARY 2018
BANGI-PUTRAJAYA HOTEL, BANGI

A WORKSHOP was held recently in Selangor to discuss the findings of three researchers who were given grants by the Institut Darul Ridzuan to carry out studies related to the state of Perak.

Dr Mazalan Kamis, the chief executive officer of IDR, said most of the grants were given to local universities to carry out studies that would help towards making Perak a better state.

He said the IDR's Board had instructed the think-tank to present to the Perak state government all of last year's research findings.

"Therefore, this workshop is being held with the aim of eventually turning the findings (of the research studies) into state policies," he said.

The first research paper was presented by Professor K. Thiruchelvam from Universiti Malaya which was on the development of strategic clusters in Perak. He said two potential clusters had been identified: palm oil, and iron and steel.

His research suggested that Perak needed to strengthen its basic institutions, improve network cohesion, create greater integration of clusters in domestic and global markets and

stimulating learning and innovation for the proposed clusters to grow.

Thiruchelvam also highlighted some of the challenges which included lack of integrated firms, low value-added products and absence of specific body to steer development of the cluster as well as limited research and development capabilities.

Dr Maisarah Ahmad from Universiti Kebangsaan Malaysia presented the second research findings on profiling study of socio-gap analysis of the cottage industry in Perak.

She stressed the importance of the study in identifying the demand and gap in cottage industry. She talked about the market potential for handycraft, kacang putih, belacan and seafood products which had good demand among consumers.

Dr Maisarah concluded her paper by saying that "we need to establish integrated system to monitor and foster the cottage industry and a dedicated entity to monitor progress of the industry".

The last presenter was Dr Rozita Abdul Mutalib from Universiti Utara Malaysia. She presented research on improving the effectiveness



Participants listen attentively to the presentations

of public service delivery system in Perak.

The study was conducted on five local authorities: Ipoh City Council, Tanjung Malim Municipal Council, Teluk Intan Municipal Council, Kerian District Council and Pengkalan Hulu District Council.

One of the findings of study was the direct relationship between financial stability and level of efficiencies with public satisfaction. The finding suggested that composition of local council members needed to be improved by inviting professionals and non-governmental organisations as members. ■

MDEC Looks Forward to Work with IDR to Promote Islamic Digital Economy



Dr Mazalan presents to Norhizam a token of appreciation

12 JANUARY 2018
MDEC HEADQUARTERS, CYBERJAYA

THE Malaysian Digital Economic Corporation (MDEC) hopes to tap into Pangkor Dialogue to promote the Islamic Digital Economy framework.

Its vice-president for growth ecosystem development, Norhizam Abdul Kadir, said MDEC intended to play bigger role in the development of syariah-compliant venture capitals in Malaysia which was in line with the Islamic Digital Economy framework which MDEC planned to launch in March this year.

Norhizam expressed this intention during a meeting with Institut Darul Ridzuan's chief executive officer Dr Mazalan Kamis.

He said MDEC was thankful that IDR had given the agency the chance to take part in last year's dialogue.

In his response, Dr Mazalan said MDEC's plan coincided with IDR's plan which was to have sustainable financing which would tap into Islamic financial instruments, waqf and zakat.

He welcomed MDEC to be on board again this year and hoped that more parties will join discussions on Islamic financing to unlock its potential.



Both parties agreed to meet again. And, in the next meeting, MDEC planned to invite Datuk Dr Mohd Daud Bakar, the group chairman of Amanie Advisors, to discuss promotional efforts for Islamic Digital Economy. ■



Norhizam thanked IDR for last year's invitation

Ability to Adapt to Changes Ensures Survival of the Individual

25 JANUARY 2018
DEWAN JUBILEE PERAK, POLITEKNIK UNGKU OMAR

THE success in the workplace of the future will depend on the ability of the individual to embrace and adapt to change, says Dr Mazalan Kamis, the chief executive officer of the Institut Darul Ridzuan.

In his keynote speech during the International Skills Partnership Policy Dialogue 2018, held in Ipoh, Dr Mazalan highlighted the nature of humans as a species which was adaptable to change for survival.

The dialogue was a joint collaboration of Politeknik Ungku Omar and Pusat Kerjaya Amanjaya.

He argued in his speech, entitled Redesigning Future Employability for Sustainable Development, that the ones who could adapt to change would succeed in life and not the strongest or the most intelligent person.

He narrated how humans evolved from the time of the first industrial revolution to the present day cyber physical system which dominated every aspect of human life.

"In view of the explosion of the fourth industrial revolution where digitalisation processes are taking place aggressively, I predict that five years from now, sets of skills involving thinking complex problem solving, critical thinking and creativity will be essential for people in the workforce."

He added that the future was "happening now and we should grab it". He took the example of General Electric Company which had been transformed itself from industrial engineering to digital industry.

Dr Mazalan said it was foundational capability that contributed to the company's greater efficiency, competitive capability that lead to strategic advantage and innovative process that set it apart from other corporations.

He ended his speech by extending invitation to guests to attend Pangkor Dialogue and Perak Festival of Ideas 2018 which would be held in August. ■