



**Palan
(Palaniappan Ramanathan Chettiar)**

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Introduction

In a career spanning 42 years, Palan, a Malaysian of Indian descent from the state of Melaka, Malaysia, has consistently done the same thing - helping people learn and perform, in his various roles as:

- a teacher,
- a HRD (human resources management and development) practitioner,
- an author, and
- an entrepreneur.

As an entrepreneur, Palan took his company public in 2006. His family started the Palan Foundation to support worthy causes in education to reflect the family's cherished commitment to social entrepreneurship. In January 2022, he formally handed over his day-to-day operational roles to his successors underlying his belief age 65 is the best time to take a step back.

His great grandparents migrated from Tamilnadu, India to Myanmar (Burma) and thereon to Malaysia (Malaya). His family lives in the suburbs of Kuala Lumpur, Malaysia.

Key Roles - Education, Business and Non-Profit Voluntary

Education

- Member, Board of Directors, University Malaya (UM is Malaysia's oldest Research University with 27000 students and 1700 academic staff with 17 faculties and research centres. UM is ranked 70th in the QS – World University Rankings 2020.
- Director UM Holdings Sdn Bhd
- Chairman, UM Specialist Centre, Malaysia's premier Quaternary Hospital
- Pro Chancellor of the University of Cyberjaya (Malaysia's 5-star Private University)
- Advisor to the Asia Metropolitan University, dedicated to management education.

Business

- Director, SMRT Holdings Berhad, a public listed company on the ACE Market of Bursa Malaysia Securities Berhad. SMRT is an investment holding company with core businesses in Technology.
- Director of Minda Global Berhad, a public listed company on the Main Board of Bursa Malaysia Securities Berhad. Minda Global Berhad is a holding company with core businesses in private sector education.

Non-Profit Voluntary

- Advisor to the King of Malaysia on the Independent Emergency Committee Jan to June 2021
- Founder, Palan Foundation
- Director, Human Resources Development Corporation 2009-13, Ministry of Human Resources, Government of Malaysia
- Chairman, Working Committee on HRD, Asean Chamber of Commerce and Industry, 1997-98.
- Member, General Council Malaysian Institute of Management 1991-1992

Academic & Skills Background

Education

- PhD** School of Education & Arts
Federation University, Ballarat Campus, Victoria, Australia
Dissertation: “The development of Technical, Vocational Education & Training (TVET) Systems in Malaysia: Lessons from Australia and Singapore”
Supervisor: Associate Professor Annette Foley
- PhD** School of Management
California Coast University, Santa Ana, USA
Dissertation: “Performance Measurement & Management in Asian cultures”
Supervisor: Dr Patricia Thomasson
- AMP** Advanced Management Programme
Harvard Business School
- MSc** Masters in Science, School of Psychology
Leicester University, UK
Dissertation: “Competency Modelling”
Supervisor: Andrew Sheppard
- MA** Masters in Arts,
Madras School of Social Work, Madras University
Specialization: Medical & Psychiatric Social Work
Dissertation: “The Evaluation of Primary Health Centres”
Supervisor: Professor Lalitha Ignatius
- BSc** **New College, Madras University**
Major: Chemistry
Minor: Physics, Botany
Languages: French, English Literature

Skills & Professional Training Pursued (Partial)

1. Certificate in Personal Management & Industrial Relations
Malaysian Institute of Management
2. Train the Trainer Certification
University of Wisconsin Extension, Madison with Professor Dr Donald L Kirkpatrick
3. MBTI Qualifying
Association for Psychological Type, Chicago, USA with Ms Linda Kirby
4. Certificate in Games Design
NASAGA, Vancouver, Canada
5. Human Interaction Labs
NTL Institute, Washington D C, USA
6. Creativity & Innovation Programme
University of Los Angeles with Prof Moshe Rubenstein
7. Managing Human Capital
Harvard Business School
8. Leveraging Knowledge
Harvard Business School
9. Implementing Balanced Scorecard
Balanced Scorecard Collaborative, Kaplan Institute
10. Lateral Thinking by Edward De Bono

Professional Affiliations/Memberships (Partial)

Past and Present

1. American Society of Training & Development
2. National Speakers Association, USA
3. Chartered Institute of Personnel & Development/Institute of Training & Development, UK
4. Society of Human Resources Management, USA
5. Institute of IT Training, U.K.
6. Malaysian Institute of Management
7. Malaysian Institute of Human Resources Management

Fellowships & Certification

1. Certified Speaking Professional
 - The National Speakers Association (NSA), United States of America, the highest earned award in the speaking profession.
2. Fellow, Institute of Training & Development (ITD), United Kingdom
 - The Institute subsequently merged with other professional bodies IPM and BACIE and is now formally known as the Chartered Institute of Personnel and Development (CIPD).
3. Fellow, British Institute of Learning & Development

Trademarks

- PAGE framework
- 5 I's in Training

Languages

- English, Bahasa Malaysia, Tamil

Computer skills/social media

- Office 365, LinkedIn, Twitter, Instagram, Facebook, Pinterest

Work Experiences – Business

Experiences

- Experiences include the key areas of:
 - Strategy,
 - Governance,
 - Human Resources Management
 - Marketing Management and
 - General Management.
- Internal roles in sectors include the following:
 - Education,
 - Information Technology,
 - Health,
 - Hospitality and
 - Professional Services.
- External consulting roles include the following sectors:
 - Aviation,
 - Utilities,
 - Public Sector,
 - Oil & Gas,
 - Banking & Insurance
- Took his company SMRT Berhad, a technology player, public in 2006 on the ACE Market, Bursa Malaysia Securities Berhad.
- Grew SMR HR Group, a professional service firm regionally.
- Invested in an IoT Company Nosairsis Technologies, part of SMRT Berhad.
- Partnered with Private Equity in 2015 to engage in a major Mergers & Acquisition exercise resulting in Minda Global Berhad, a private sector education player on the Main Board of Bursa Malaysia Securities Berhad.
- Founded, grew and divested TalentOz, the HR software company part of SMRT Berhad to PayGroup Australia in 2020.

Learning

- Success and failure is part of the journey.
- Business is a cycle
- Pay attention to the macro-economic climate.
- Innovate, scale and stay relevant
- Navigate the cycle of change.
- Lifelong learning is essential as the business evolves and grows from one stage to another.
- Stick to the knitting (core competency).
- Focus and follow through.

Work Experiences – Education

HRD

Executive Development Sessions (Partial/Selected)

conducted for Global organisations

1. Singapore Airlines
2. British Petroleum Malaysia, Singapore and Hong Kong
3. Brunei Civil Service Institute
4. Tenaga Malaysia
5. Schlumberger Indonesia
6. Phillip Morris Hong Kong
7. Hong Kong Productivity Council
8. Qatar Foundation
9. Tamkeen Bahrain
10. Abu Dhabi Police
11. Emarat, Dubai
12. ICICI Bank India

Asia HRD Congress & Awards

Conceived and developed Trainers Meet Trainers later renamed as Asia HRDCongress and the Asia HRD Awards. The event was run in

- Malaysia – Kuala Lumpur and Kuching,
- Jakarta, Indonesia,
- Bandar Seri Begawan, Brunei,
- Bahrain,
- Dubai, United Arab Emirates,
- Chennai and Bangalore, India.
- Vietnam.

Prominent keynote speakers and Lifetime award recipients include the following:

1. HE President Fidel V Ramos, Philippines
2. HE Sheik Fahmy Jowdher, Minister of Works, Bahrain
3. HE Tun Siti Hasmah, wife of Tun Dr Mahathir Mohamad
4. HE President Haris Silajdžić of Bosnia Herzegovina
5. H.E. Sheikha Lubna Al Qasimi, United Arab Emirates
6. HE Tun Taib Mahmud, Governor of Sarawak
7. HE President Abdulla Yameen Abdul Gayoom, Republic of Maldives
8. HE Thakur S. Powdyel, Minister of Education, Bhutan
9. Tan Sri Tony Fernandez, Air Asia
10. Tan Sri Lim Wee Chai, Top Glove Corporation

Teaching Experiences (Partial/selected)

1. Association of Business Executives, U.K. Malaysian Franchise
2. Institute of Supervisory Management, UK, Malaysian Franchise
3. MBA Programme – MIM- Hull
4. Loyola College of Business Administration (LIBA) Chennai
5. Asia Metropolitan University
6. University of Cyberjaya

Subjects taught:

1. Human Resources Management
2. Organisational Behaviour
3. Leadership
4. Psychology in Business
5. Entrepreneurship

Specific approach:

1. Use of case studies as a distinct pedagogy to teach
2. Use of FUN as a vehicle to drive content
3. Use of quizzes and games for formative and summative assessments

Research Based Contributions (Selected)

Journal Article:

“The development of Malaysian Vocational Education & Training (TVET) System: Lessons from Australia and Singapore”

Abstract published:

JOURNAL OF VOCATIONAL EDUCATION & TRAINING

<https://doi.org/10.1080/13636820.2020.1771084>

Routledge, Taylor & Francis Group

Journal Article:

Does Employee Training Lead to Attrition?

International Society for Performance & Instruction, USA

Article published:

Performance Improvement, Vol 46 no 4

Wiley Interscience

DOI: 10.1002/pfi 118

Several non-research articles have appeared in non-research publications. More details at www.palan.org
Details of other Research projects https://www.researchgate.net/profile/Palaniappan_Chettiar

Conference Papers (Selected)

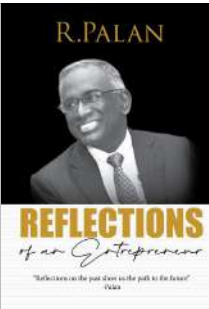
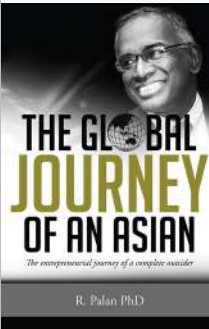


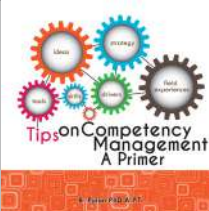
1. American Society for Talent Development, International Conference, USA
2. International Federation of Training & Development (IFTDO) Bahrain
3. International Conference on Action Learning, Malaysia
4. International Technical and Vocational Training Conference, Kuching, Sarawak, Malaysia
5. Society of Human Resources Management International Conference, India
6. ASTD Middle East and North Africa International Conference, Saudi Arabia
7. National Speakers Association, USA
8. Asian Regional Training Development Organisation (ARTDO) Jakarta
9. National Speakers Association, Atlanta, USA
10. Emirates Banking Conference, Dubai, UAE






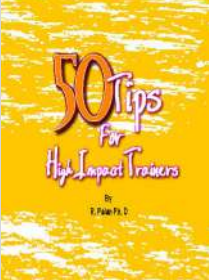
Work Experiences – Non – Profit / Voluntary (Partial/ Selected)

- University Malaya (UM)
Serving as a Member of the Board of Directors, Malaysia's oldest and premier University.
Also serving as a director of the business arm of UM, UM Holdings Sdn Bhd, and
As Chairman of UM Specialist Centre – UMSC – Malaysia's premier Quaternary Hospital
- Palan Foundation (Yayasan Palan)
Supporting access to quality education in form of educational sponsorships to disadvantaged students
- Independent Advisory Committee
Served as an Independent Member of the Advisory Committee advising the King of Malaysia on the Health Emergency declared due to the Covid Pandemic crisis - Jan to June 2021.
- Human Resources Development Corporation
Served as an Independent Director between 2009 – 2013. This is an agency within the Ministry of Human Resources, Government of Malaysia entrusted with Malaysia's Human Resources Development.
- Malaysian Institute of Management
Served as General Council Member 1991-1992. MIM is a key player in developing Malaysian managerial and leadership talent.
- ASEAN Chamber of Commerce and Industry
Served as Chairman, Working Committee on HRD, 1997-98 to facilitate the coordination of skills development among the ASEAN countries to support private sector growth.

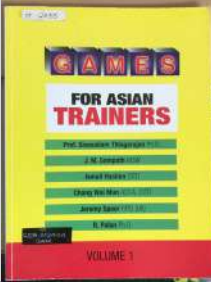
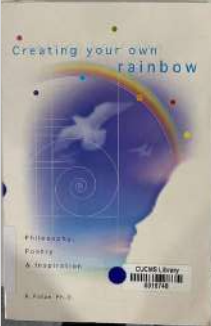


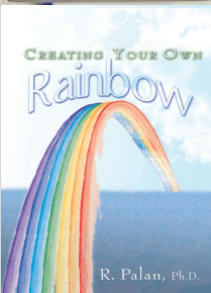
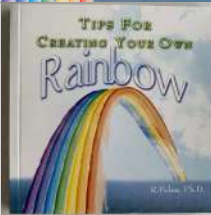
WRITING/PUBLICATIONS (SELECTED)

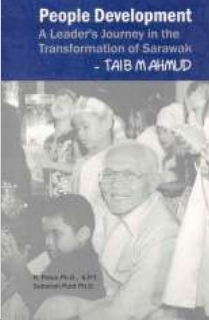
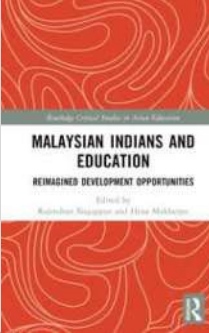
Books

No	Title	Language	Publication/ Reprint Year	
Entrepreneurship				
1	Reflections of an Entrepreneur	English	2021	
2	The Global Journey of an Asian	English	2013	
Human Resources Management & Development				
3	Competency Management: A Practitioner's Guide	English	July 2003 September 2003 September 2005 June 2008	
	Competency Management: A Practitioner's Guide	Bahasa Indonesia	September 2007	
4	Tips on Competency Management - A Primer	English	2014	

No	Title	Language	Publication/ Reprint Year	
5	Performance Management & Measurement: The Asian Context	English	1998 2002	
Human Resource Development				
6	The Magic of Making Training Fun!	English	July 1997 July 1998 July 1999 July 2002 July 2004 November 2008 April 2011	
	The Magic of Making Training Fun!	Bahasa Indonesia	2010	
	The Magic of Making Training Fun!	Chinese	July 1999	
7	The Magic of Making Training Fun!! 50 Tips	English	2011	
8	50 Tips for High Impact Trainers	English	2006	

No	Title	Language	Publication/ Reprint Year	
9	Creative Training Tips & Quotations	English	2002	
10	Creative Training Tip	English	2000	
11	Frame Jokes & Anecdotes	English	2002	
12	101 Frame Jokes	English	1999	
13	Frequently asked questions in Human Resources Development	English	July 2003 September 2006	
14	101 Questions frequently asked by trainers, lectures, and manager	English	1999	

No	Title	Language	Publication/ Reprint Year	
15	Games for Asian Trainers	English	July 1999	
Personal Development				
16	Creating Your Own Rainbow	English	1999	
	Creating Your Own Rainbow	Arabic	2012	
	Creating Your Own Rainbow	Bahasa Melayu	2009	
	Creating Your Own Rainbow	Bahasa Indonesia	2009	
17	Tips for Creating Your Own Rainbow	English	July 2007 May 2009	

No	Title	Language	Publication/ Reprint Year	
18	People Development A Leader's Journey in the Transformation of Sarawak- Taib Mahmud	English	2010	
Education				
19	Chapter Contribution in the book Malaysian Indians and Education Education of Malaysian Indians: the need for Government Intervention	English	Expected December 2022	
20	Essays in Education	English	Expected 2023	

Details at www.palan.org

Podcast and Webinars

- Stuck in the Middle – Host of the podcast to explore divergent views with a thematic focus on Psychology.
- Presented webinars for SMR HR Group and third-party providers in the areas of
 - Staying Productive
 - How do you Measure your Life?
 - Post Pandemic Lessons
 - Leadership Lessons
 - Reflections of an Entrepreneur

AWARDS

1. Conferred the prestigious Darjah Kebesaran Panglima Setia Mahkota (PSM) which carries the second highest title, the honorary title “Tan Sri” by the King of Malaysia Seri Paduka Baginda Yang di-Pertuan Agong, Tuanku Abdul Halim Mu’adzam Shah at a special conferment ceremony on June 4th, 2016 held in conjunction with His Royal Highness’ birthday in Istana Negara, Kuala Lumpur, Malaysia. The “Tan Sri” title is only conferred upon 355 individuals living, at any one time. The highest title “Tun” is conferred upon only 30 living individuals at any one time.
2. Conferred the DPMP award carrying the title of Dato by His Royal Highness Sultan Azlan Shah conferred the DPMP award carrying the tile of Dato’ on Palan on the occasion of His Royal Highness birthday on April 18th, 2011.
3. Conferred the award of Johan Bintang Kenyalang (JBK) by the Governor of Sarawak, Malaysia in 2010 for people development.

REFERENCES

Annette Foley, Dr

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Ananth Raman, (Dr)

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Harvard Business School
Boston, MA
USA
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PERSONAL

Personal Information

Citizenship: Malaysian
Ethnicity: Indian Tamil Nagrathar
Religion: Hindu

Hobbies

Reading & Writing

CONTACT

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