



INSTITUT PERKHIDMATAN AWAM

# HROD ROUNDTABLE 2018

## *Perspective on Current Brunei Public Service HROD*

9 – 10 MAY 2018 | INTERNATIONAL CONVENTION CENTRE, BERAKAS

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- Planned, systematic approach to improving organisational effectiveness – **aligns strategy, people and processes.**
- organisational change to achieve the desired goals of high performance

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- Framework in developing **personal and organizational skills, knowledge, and abilities.**
- Integrated use of training, organization, and career development efforts to improve **individual, group, and organizational effectiveness.**
- Develops the key competencies that enable individuals in organizations to perform current and future jobs through **planned learning activities.**





# Perspective HROD

Brunei  
Public Service

## Brunei Public Service : Current HROD Foundation



**STRATEGIC  
HRD**



**STRATEGIC ROLES  
HR / HRD AMBASSADORS**



**HRD  
ASSOCIATE NETWORKS**



**SME  
PROFESSIONALS**

# Perspective : Current HROD

## Direction

- WAWASAN BRUNEI 2035  
*Matlamat Hasil Pencapaian Bidang Utama KPI*
- STRATEGIC PLAN  
*Strategic Objectives, Focus Areas, Learning & Growth Initiatives*

## Systems & Tools

- Training Policy
- Organisational Development Activities
- Learning Organisation (LO) Principles
- Competencies Management
- Skills Audits
- TNA
- IDP
- 70:20:10 Learning & Development

## Monitoring & Evaluation

- ORGANISATIONAL
  - 3PSA
- INDIVIDUAL
  - Performance Appraisal (KPI)
  - Current Expected Potential (CEP)
  - Performance Improvement Framework (PIF)
  - Competency Assessments (Role, Functional or Behaviour)
  - 3<sup>rd</sup> Level Evaluation

>>> Productivity

High Performance Culture

Service Delivery Excellence



STRATEGIC HRD

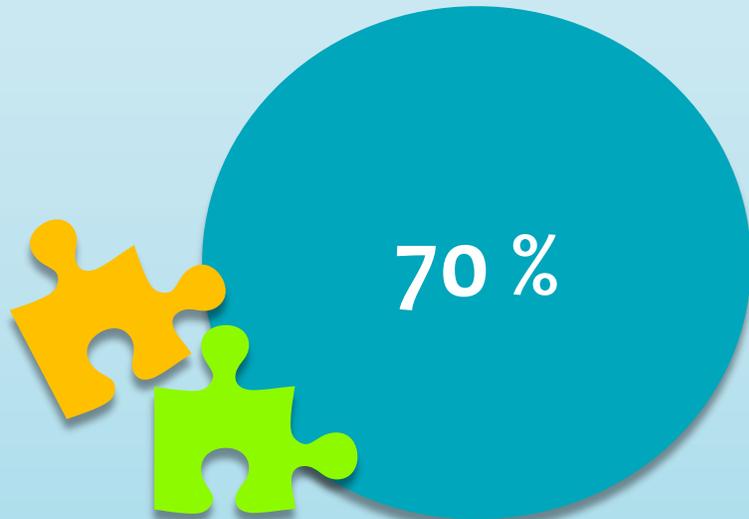
STRATEGIC ROLES OF HR / HRD AMBASSADORS

HRD ASSOCIATE NETWORKS

SME PROFESSIONALS

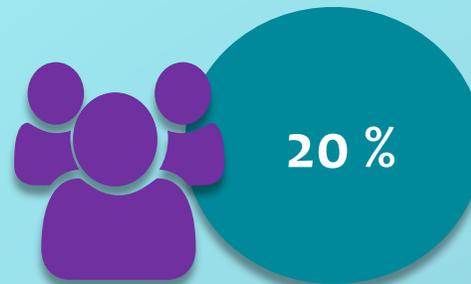
# Strategy to Improve Workplace Performance

## The 70:20:10 Learning & Development Model



**Learning is  
EXPERIENTIAL:**

**Expand the Scope of Work  
Solving Real Problems  
Exposures through  
New Experiences**



**Learning is  
SOCIAL:**

**Feedbacks  
Structured  
Mentoring & Coaching  
Communities & Sharing**



**Learning is  
FORMAL:**

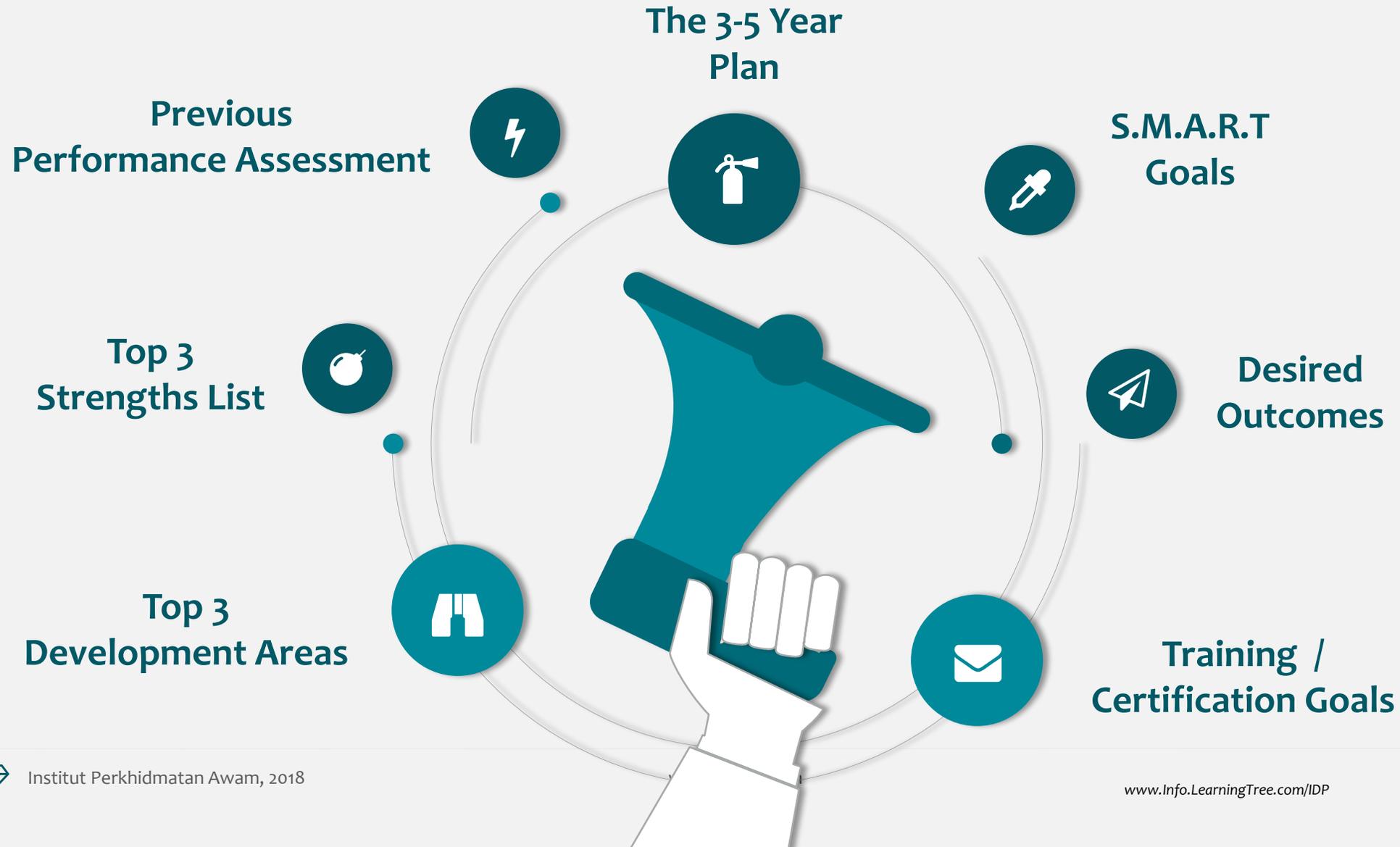
**Formal Education &  
Learning,  
Training, Workshop  
or Certifications**



# Individual Development Plan (IDP)

- **learn new skills to improve current job performance**
- **maximize current performance in support of agency / departmental requirements**
- **increase interest, challenges, and satisfaction in current position**
- **obtain competencies that can help lead to career changes**

# Individual Development Plan



# Individual Development Plan : Integration

Activity	February 	June 	October 
Key Performance Indicators (KPI)			KPI SETTING
Performance Appraisal (KPI)	REVIEW	REVIEW	EVALUATION
Competency Management	REVIEW	REVIEW	EVALUATION
Individual Development Plan	REVIEW	REVIEW	FINALISE PLAN