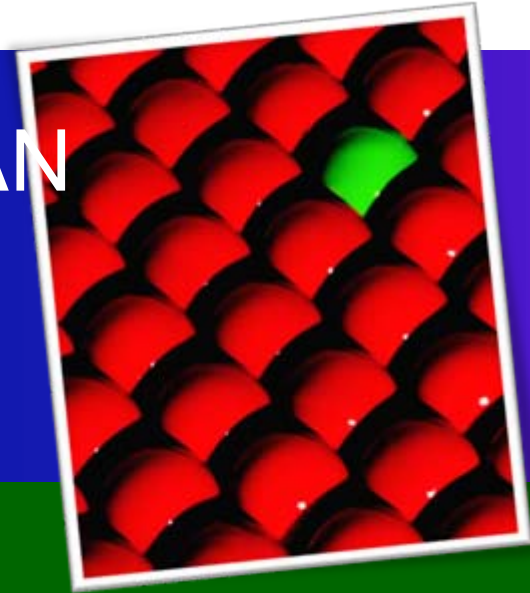


PERHIMPUNAN BULANAN OGOS 2009

18 Ogos 2009

“The difference maker”



KEMENTERIAN KERJA RAYA





»» The Butterfly Effect



“sensitive dependence on initial conditions” 0.506127

“small variations in the initial conditions of a dynamic system produce large variations in the long term behavior of the system.”





»» The Significance of One



- Federal Roads
- State Roads
- Toll Roads
- Construction
- Buildings
- Asset Management
- Contractors, Professionals and workforce development

Teamwork Wins Champions



There are plenty of teams in every sport that **have great players and never win titles.** Most of the time, those players aren't willing to sacrifice for the greater good of the team. The funny thing is, in the end, their unwillingness to sacrifice **only makes individual goals more difficult to achieve.** One thing I believe to the fullest is that if you think and achieve as a team, the **individual accolades will take care of themselves.** Talent wins games but teamwork and intelligence wins championships

Michael Jordan



»» Managing for Performance



**Organization
systems level**



Group level

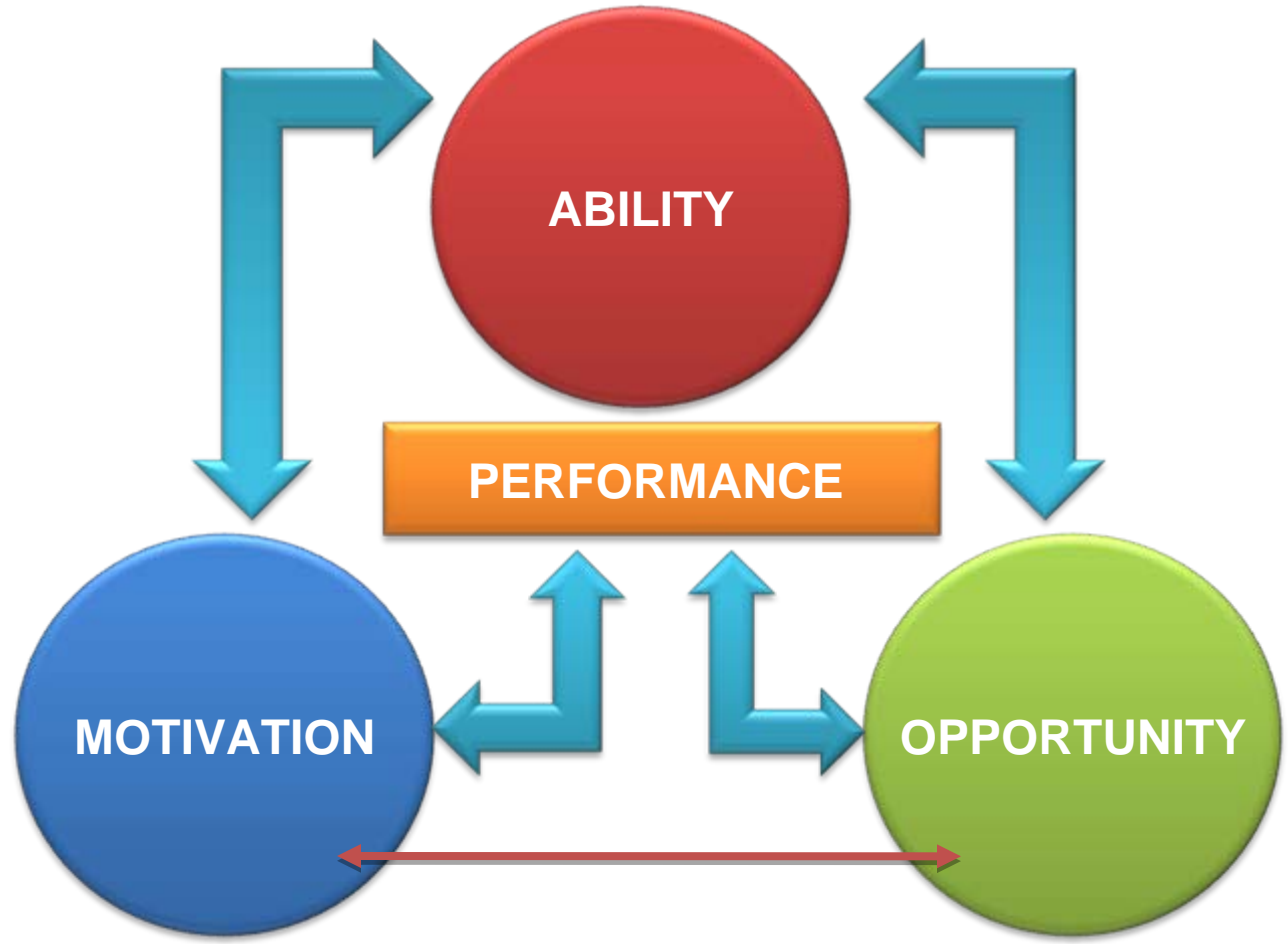


Individual level

Stephen Robbins



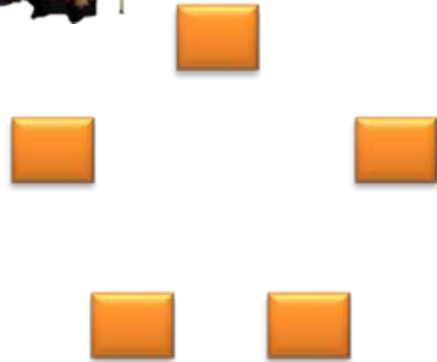
Individual Performance



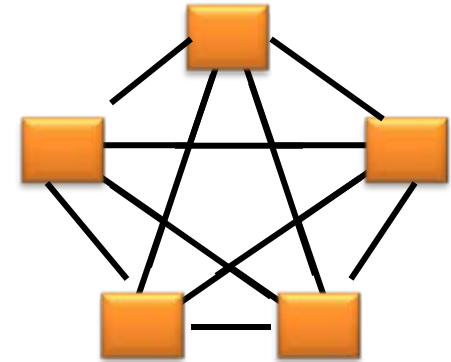
Stephen Robbins



Group Performance



Dream work



Share information
Neutral (sometimes negative)
Individual
Random and varied

← Goal →

← Synergy →

← Accountability →

← Skills →

Collective performance
Positive
Individual and mutual
Complementary



Dangers of Working in Teams

- **INFIGHTING** over assignments and decision outcomes.
- **LOW PARTICIPATION** rates.
- Member **APATHY**.
- Teams suffer from competitiveness, **CONFLICT** and **HOSTILITY**.
- **LACK OF SUPPORT** as difficult ideas and issues are worked through.
- Individuals experience substantial and continual **STRESS** as members.
- Individual with particular **WORK STYLES** do not perform well in groups.

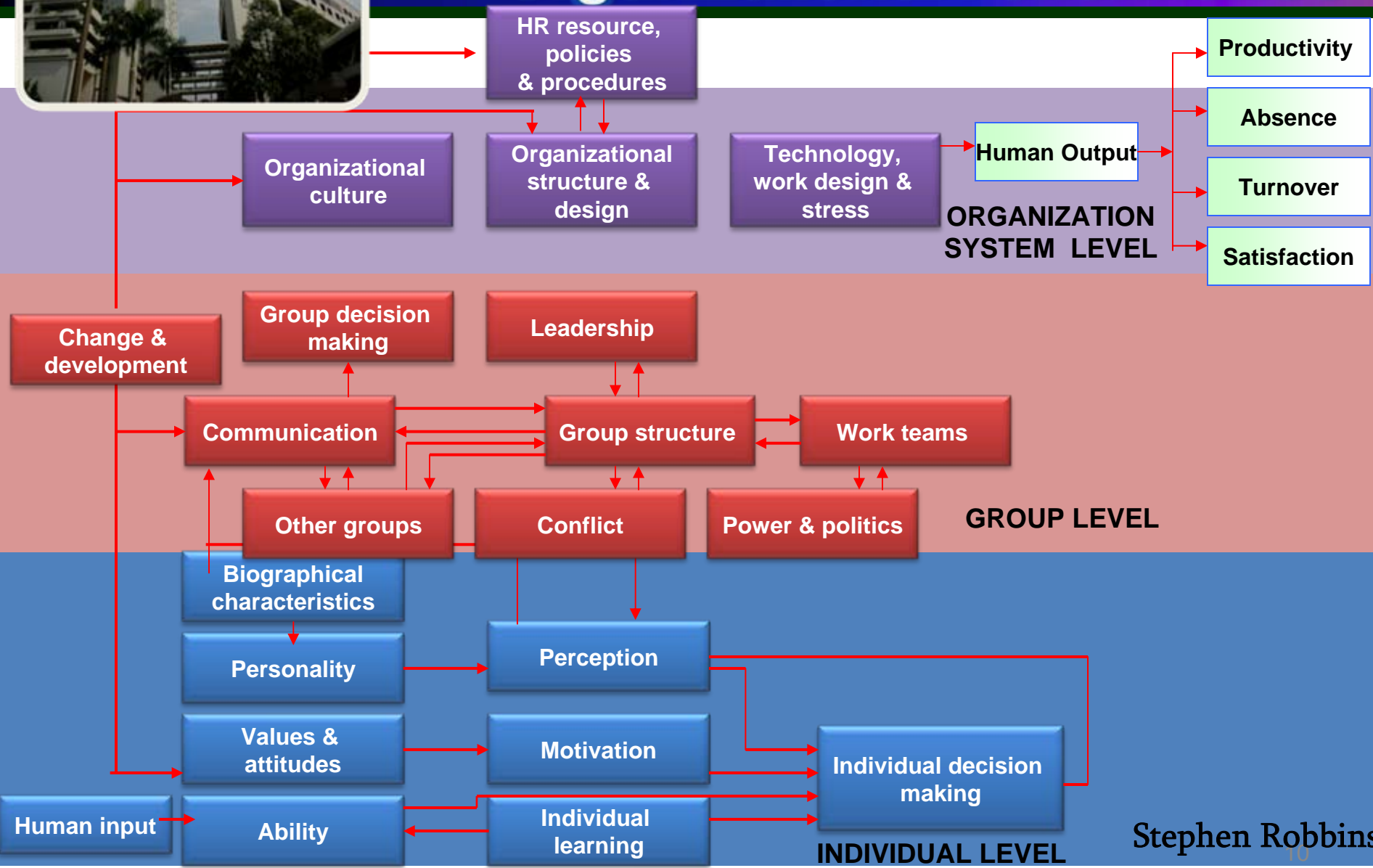


Dangers of Working in Teams

- For the hard driving, competitive person who thrives on individual achievement, teams only produce **FRUSTRATION** and stress.
- All teams experience phases of identifying with, rejecting and working through relations **WITH AUTHORITY** (leadership).
- The **ABDICATION** of leadership paralyzes teams.
- Teams are made up of people with **SELF INTERESTS** who are prepared to make deals, reward favourites, punish enemies and engage in similar behaviour to further self interests.
- Teams are political entities, where members play **POLITICAL GAMES** and engage in conflicts.



Organizational Performance





»» Behaviour and Performance



BEHAVIOUR

CHALLENGES

Individual

- Alignment : Individual & Organisation
- Mindset Change : Strategy



Group

- Social Loafing
- Agendas
- TORI/Johari Window
- Reinforcing Positive Behaviour

Organisation

- Leadership
 - Groupthink
 - In/out Group
 - Self-Fulfilling Prophecy
- 80/20 Principle





»»» Towards Higher Performance





KKR : Realizing Sustainable Development



KKR : Realizing Sustainable Development

KKR MEANS SUSTAINABLE DEVELOPMENT

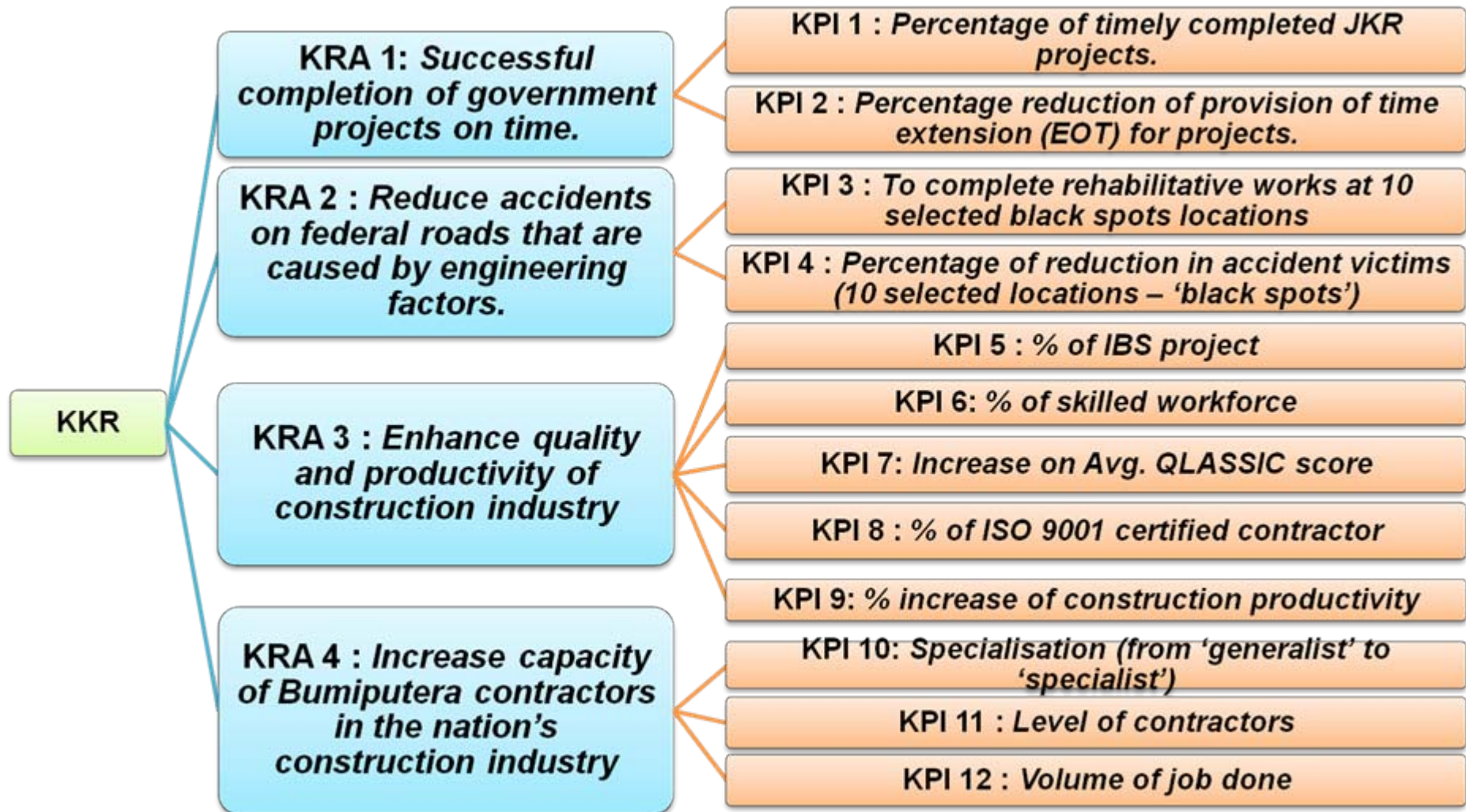
Roads, Buildings,
Workforce, Professionals

Service delivery, quality

Safety, sustainability,
service



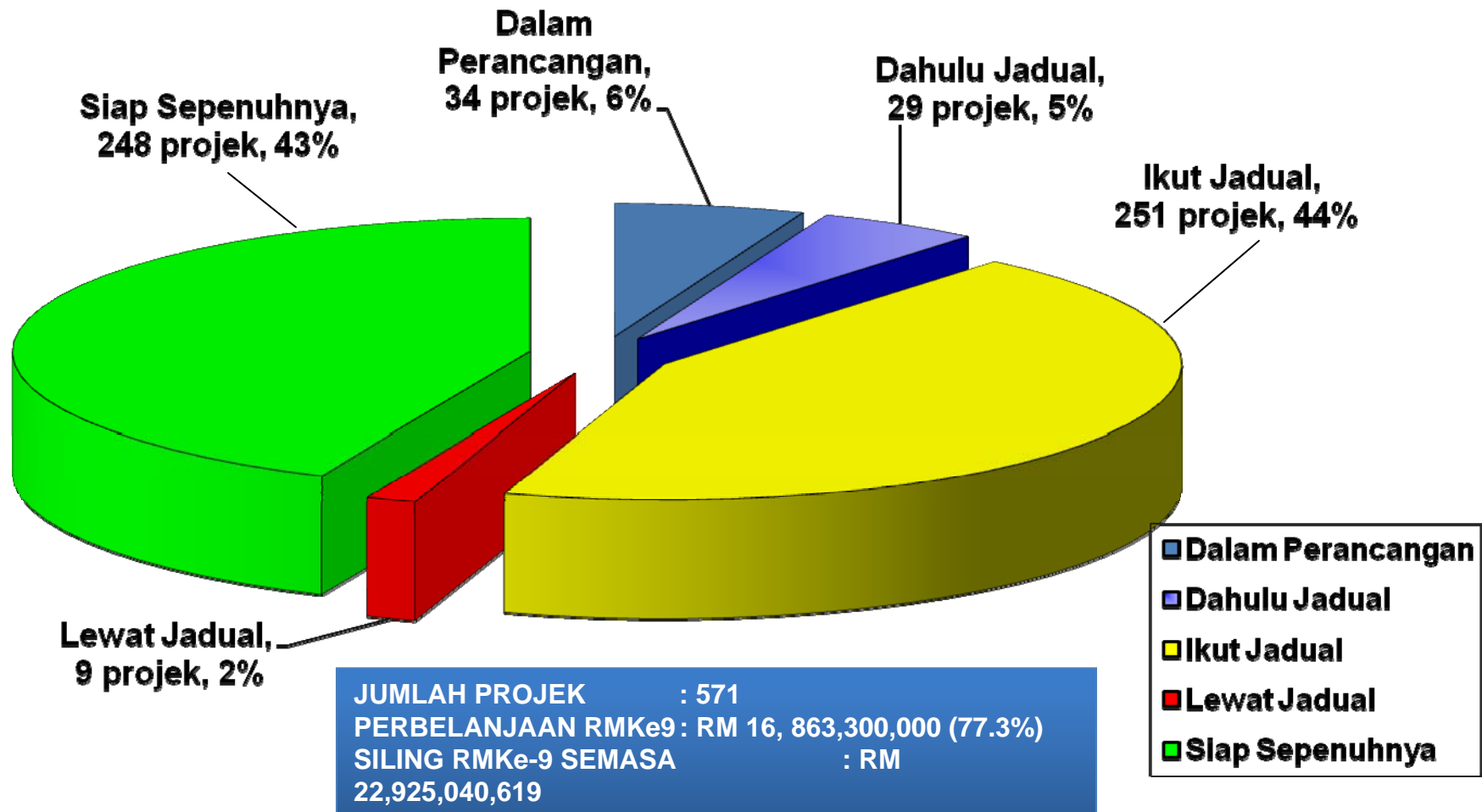
KKR : KRA & KPI 2009





KKR : Achievements

PECAHAN PERATUSAN KEMAJUAN FIZIKAL PROJEK RMKe9 KEMENTERIAN KERJA RAYA SEHINGGA 31 Julai 2009



KKR : Achievements

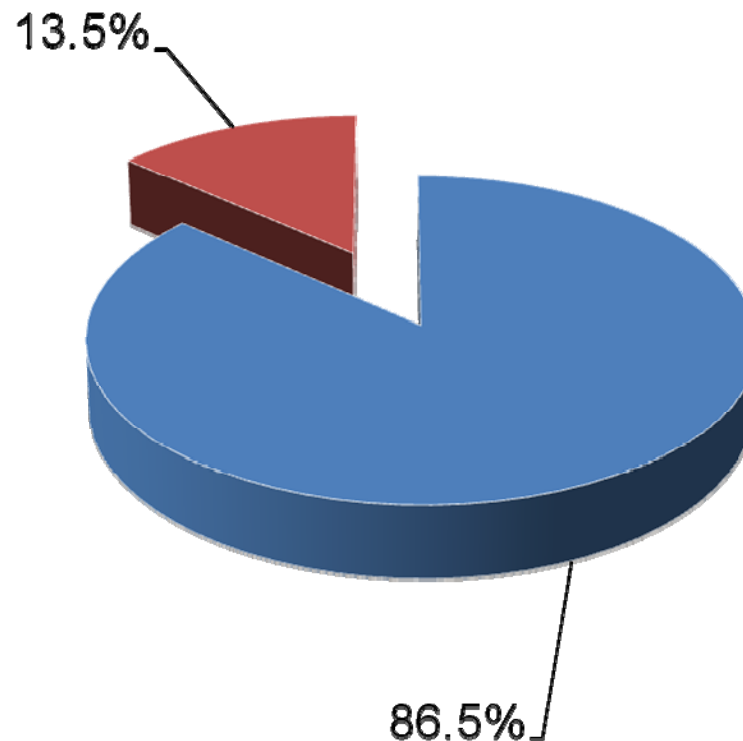
Prestasi Perbelanjaan Pakej Rangsangan Ekonomi (PRE) Fas (sehingga 5 Ogos 2009)

**Jumlah
Peruntukan
Diluluskan**

RM 95.0 j

**Perbelanjaan
Semasa**

**RM 82.16 j
(86.5%)**



**Bilangan
Projek**

435

**Bilangan Projek
Siap**

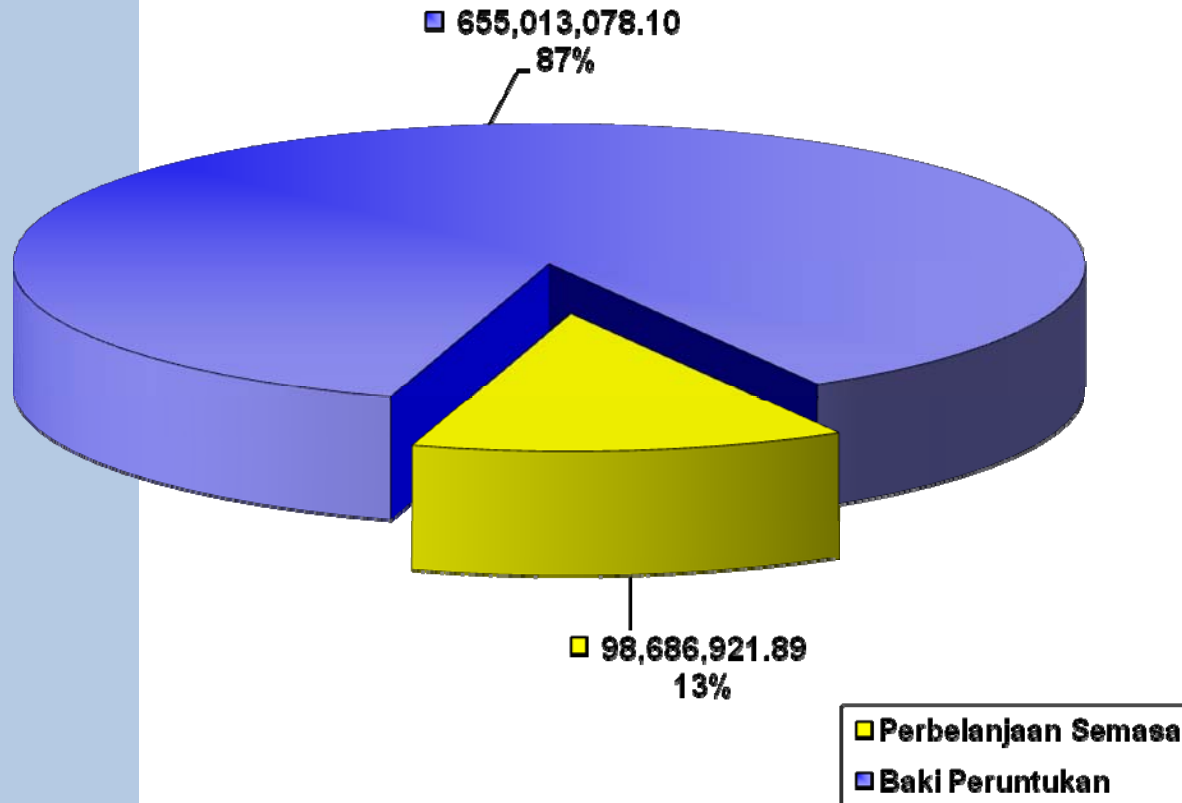
393 (90.3%)

■ Perbelanjaan



KKR : Achievements

Prestasi Perbelanjaan Pakej Rangsangan Ekonomi (PRE) Fasa II (sehingga 5 Ogos 2009)

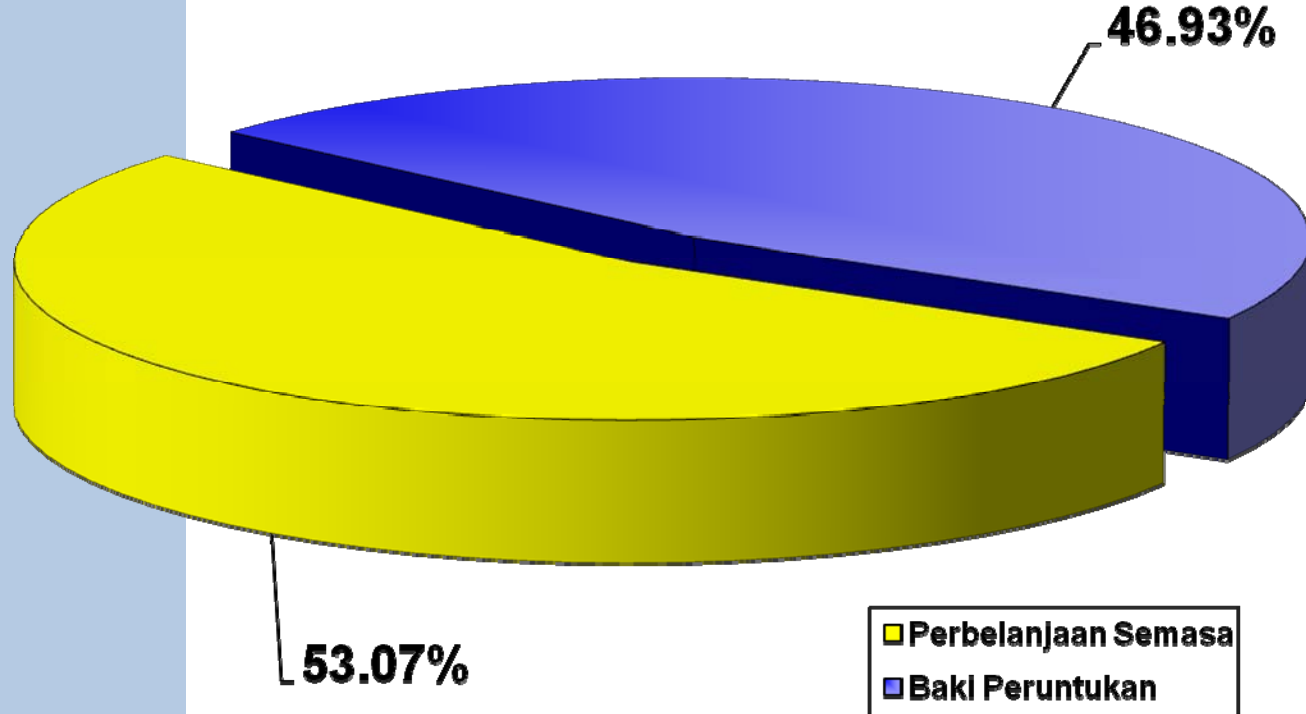


- Bilangan Projek**
21
- Bilangan Projek Siap**
2
- Jumlah Peruntukan Diluluskan**
RM 753.7 JUTA
- Peruntukan Tahunan Semasa**
RM 321.149 JUTA
- Perbelanjaan Semasa**
RM 98.68 JUTA



KKR : Achievements

Prestasi Perbelanjaan Pakej Rangsangan Ekonomi (PRE) Fasa II Tambahan (sehingga 5 Ogos 2009)



Bilangan Projek

150

Bilangan Projek Siap

3

Jumlah Peruntukan Diluluskan

RM 680.0 JUTA

Peruntukan Tahunan Semasa

RM 680.0 JUTA

Perbelanjaan Semasa

RM 360.9 JUTA

* Bilangan Projek tidak termasuk bilangan pampasan tol
** Perbelanjaan Semasa termasuk bayaran pampasan tol



KKR : Key Issues 2009

Projek Jalan Baru
dari Kota Bharu ke
Kuala Krai.

(MRR 2) – Kerja
Pembaikan Tendon
CFRP Pier 28 &
Pandan Indah

Jambatan Merentasi
Sg. Lebir

LDP Cracks

Cerun Bukit
Antarabangsa

Cerun Simpang
Pulai - Lojing

Kompleks CIQ
Melaka

Pusat
Akuatik, Terengganu

Lebuhraya Pantai
Timur Fasa II

Bumbung stadium
runtuh

Pembaikan SMK
Setapak Indah

Kuarters JKR Jalan
San Peng

Duti setem

EOT, VO, VOP

Kajian semula
prosedur pemberian
kontrak

Kewibawaan
Kontraktor



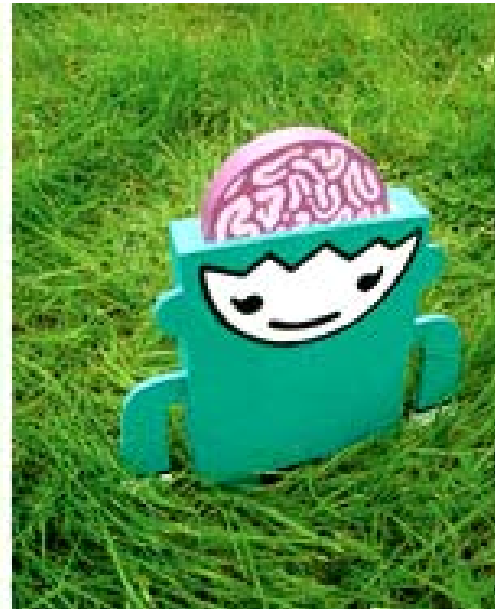
MINDSETS : See with new eyes

- Over the years we have developed certain rules **to discipline our minds and filter information**. We match and measure information against our own experience, using our values and mindsets.
- The mindsets **are the ground on which the rain (information) falls** and the plants that sprout differ depending on the mindsets we have and thus lead to different conclusions.
- It is how we receive information. That is the key.

»» MINDSETS : See with new eyes



Judgements
in almost
every area
are driven by
mindsets



Mindsets work
like fixed stars
in our heads.



*“Understand
how powerful
it is not to
have to be
right”.*

»» The Future : A Picture Puzzle

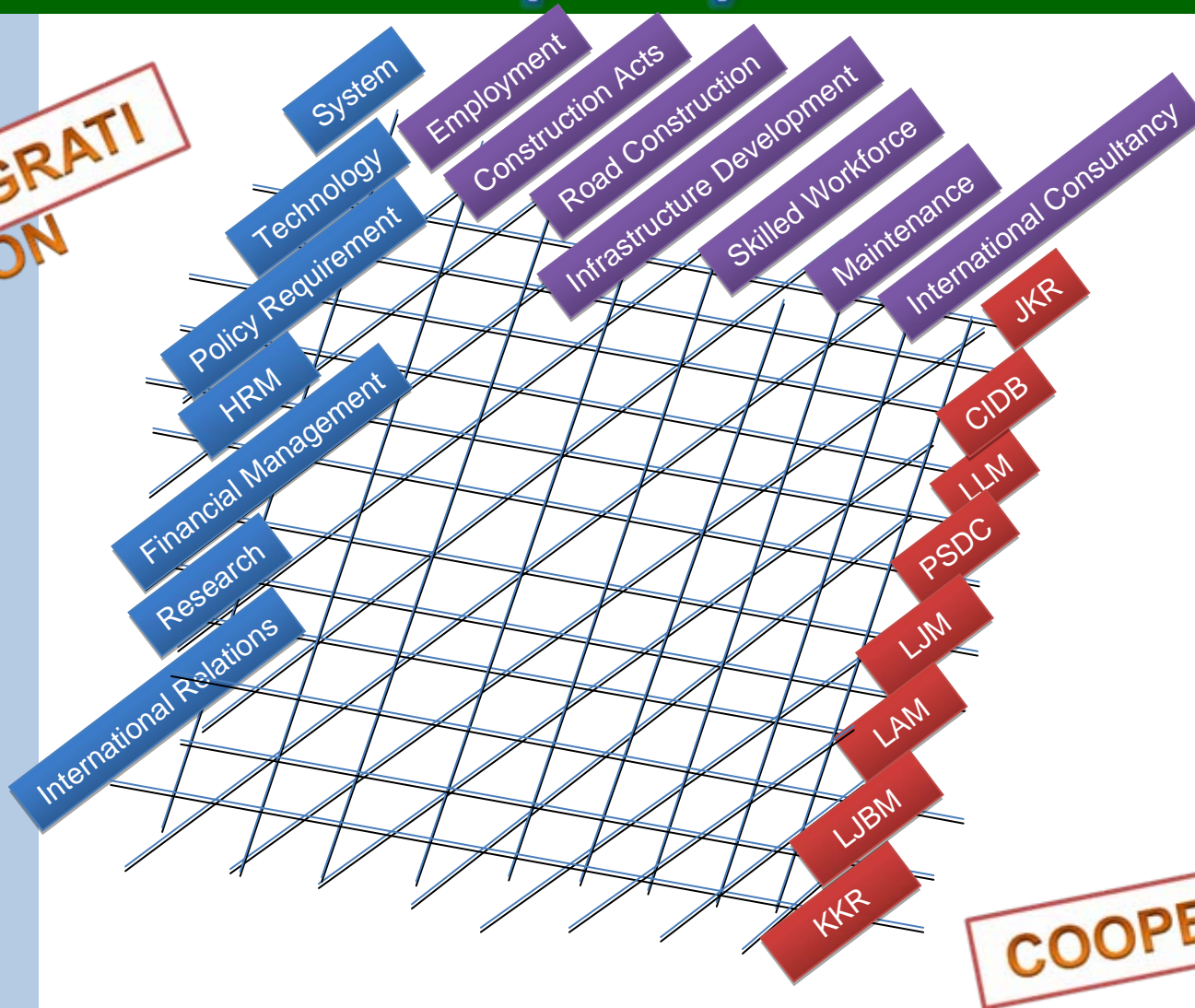


The future is a collection of **possibilities, directions, events, twists and turns, advances and surprises**. As time passes, everything finds its place and together all pieces form a new picture of the world. In a projection of the future, **we have to anticipate where the pieces will go and the better we understand the connections, the more accurate the picture will be.**



»» The MOW Tapestry

INTEGRATION



COOPERATION



“If you don’t know where you are going, every road will get you nowhere”.

Henry Kissinger

“If the primary aim of a captain were to preserve his ship, he would keep it in port forever”.



Thomas Aquinas



»» The Difference Maker

I cannot always choose what happens to me but **I can always choose what happens in me**. Some things in life are beyond my control. Some things are within it. My attitude in the areas beyond my control can be the difference maker. My attitude in the areas that I do control will be the difference maker. In other words, **the greatest difference my difference maker can make is within me, not others**. That is why **your attitude is your greatest asset or liability**. It makes you or breaks you. It lifts you up or brings you down.



»» The Difference Maker

**Two men looked
through prison
bars;
One saw mud, the
other saw stars.**



**The mind is its own place, and
itself can make a hearing of
hell, a hell of hearing.**

John Wilton



The Difference Maker

“What lies behind us and what lies before us are tiny matters compared to what lies within us”

Walt Emerson

**“Ninety percent of those who fail are not actually defeated.
They simply quit”**





Legacy
y
Noble

- Remember : One is significant
- What do you want to be remember for

- Performance is influenced by:
 - Individual
 - Group
 - Organisation
- We must work in team

• KKR means Sustainable Development

Roads
Buildings
Workforce
Professional
s

Service
delivery
Quality

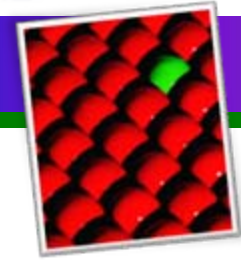
Safety
Sustainability
Service

- Mindset – New eyes – Change
- Puzzle – Connecting the dots
- Tapestry – Integration/Cooperation

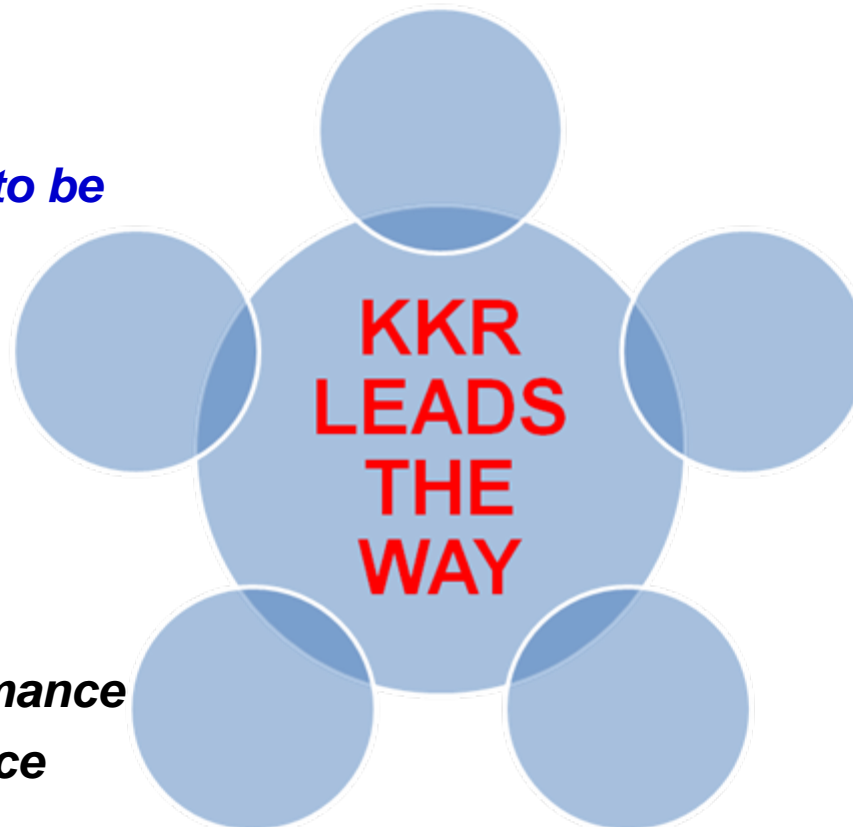
- Attitude – Difference Maker
 - Make success a habit
 - Excellence culture



The Difference Maker



- *One is significant*
- *How do you want to be remembered?*



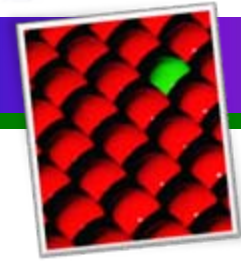
- *KKR leading sustainable development*
- *KRAs & KPIs 2009*
- *Key issues 2009*

- *Individual Performance*
- *Group Performance*
- *Organisational Performance*

- *The tapestry*
- *The Picture Puzzle*
- *Mindsets*



The Difference Maker



KKR LEADS THE



**WE CAN MAKE A DIFFERENCE...
MAKE SUCCESS A HABIT**