Running ahead of the pack
Genting Malaysia Bhd president and chief operating officer Datuk Lee Choong Yan may be as busy as a bee but he still finds time to partake in marathons. At the recent Standard Chartered KL Marathon 2012, he once again pushed body, mind and soul to the finishing line of his quarter marathon. For Lee, his own career life is also like a marathon, and it all began with his first job. ➔ Pg 05

Do what you love

PRACTICE MAKES PERFECT, Roshan Thiran writes in Be A Leader

TALENTCORP SHINES the spotlight on the electronic and electrical industry

THE NAIL-BITING JOURNEY of an accountant turned filmmaking

mystarjob.com
**WELCOME TO MYSTARJOB**

**BY WONG CHUN WAI, Group Chief Editor**

THERE was a time when one would join a company after leaving school and stay on until one retired. The company would be the worker’s one and only employer but this is probably unheard of now. Young Malaysians would find such a situation bewildering, if not amusing, especially when switching jobs is now the norm rather than the exception. A rolling stone can indeed gather a lot more moss. But I came from an era when the options were limited. Even those of us privileged to enter universities were offered courses that were not especially geared to the employment market. Contrast that to today when market-driven courses at tertiary level have opened up new opportunities to complement the plethora of jobs available.

I joined The Star after I finished my Sixth form and re-joined the company a day after I sat for my final examination at university. I have been at this media group for the past 28 years. I am either non-marketable or simply not on the radar of headhunters. But this is probably unheard of now.

For many, moving on to greener pastures may be more about getting a better deal in terms of salaries and other benefits. Some simply want the challenge while some may find that working under bosses who come from a different generation kills off creativity.

In “Women & Careers”, myStarJob discusses the many challenges facing women in the workplace and how they thrive in the job market despite having to juggle multiple roles and responsibilities at the same time. These unsung heroines are truly the hands that rock the world.

This week Siti Hajar Mohammad Dahan, a senior HR leader at Malakoff Corp, shares her views on how our feminine gender are faring in the corporate world.

**Our “Career & Industry” column will showcase career opportunities in an array of industries that have good growth prospects in the country. This monthly column is aimed at attracting and retaining top talent by helping them to find meaningful professional opportunities.**

**DO WHAT YOU LOVE by ROHAN CHIARDI**

I SPENT many years in numerous roles trying to figure out where my passions lie. It was frustrating yet filled with learning. I had roles in Finance, IT, HR, sourcing and then running businesses. Looking back, I would not change my past. Each experience, good or bad, helped me learn about myself and developed me. And all these experiences helped me find out what I didn’t want to do and what I was truly passionate about.

Finding one’s passion is never easy. Steve Jobs, co-founder of Apple, dropped out of college, dis-appointed his parents in the process because he “had no idea what [he] wanted to do with life.”

Many of us have yet to discover what we love or love what we do. Doing what you love makes a huge difference. A key part of your success is going to be your motivation and energy to get your job done.

Jobs went on to say, “Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven’t found it yet, keep looking. Don’t settle.”

At myStarJob, we have taken this mantra to heart. We believe that the world would be a better place if everyone truly did what they love. And to help you find your passion and fulfil your destiny, we have come up with this weekly career guide. Every Saturday, beginning today, this special guide will expose you to the wonderful world of opportunity.

We explore how great leaders began their career adventure in the column “My First Job.”

We look at different industries and the career opportunities that they offer. We showcase young people and their struggles in finding the roles that bring the best out of them in the column “What’s After SPM?” and we offer great career advice in “Starting Young” and “Women and Careers.” And our “Top 10” list and my column “Be a Leader” will give you quick tips on improving yourself. Each article comes with a video which you can watch and interact with. Just Snap them on your mobile or go to www.leaderonomics.tv to access them.

So join us on this weekly journey (or login to mystarjob.com daily) as we sojourn with you, bringing you new insights on the amazing opportunities out there. And we hope in the process, you grow to learn about yourself and fulfill your potential. And for employers, remember “if they love you, they will come.” So listen to your heart and take up the challenge - Do What You Love!

Roshan Thiran
Editor, myStarJob
By ANGIE NG
angie@thestar.com.my

ELMING one of the most recognisable and largest companies in Malaysia, Genting Malaysia Bhd president and chief operating officer Dato’’h Lee Choong Yan has his grueling days as a young trainee accountant at Big Four international accounting firm, Ernst & Young in London to thank for.

“It was a very good character building job which required much hard work and long hours. It called for attention to details, asking the right questions, listening attentively to others, learning quickly, and making the right decisions,” Lee shares with mystarjob.

Just like any new job apprentice, the graduate of Business Economics and Accounting from the University of Southampton, England, had his fair share of having to put up with the “hurdles” of an apprentice even before earning the “all clear” stamp as a qualified chartered accountant.

Prior to his first job, Lee also undertook various internship jobs during summer holidays at university. He remembers one summer job in an investment bank in Hong Kong specially as a mind set to succeed and the confidence to keep going even after face failures.

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In 1997, Lee headed back to Malaysia when Genting Group boss, Tan Sri Lim Kok Thay offered him a job as Senior Manager of Corporate Affairs. He has made much head way in his career since then. Today Lee is responsible for the overall business operations and the strategic corporate direction of the Genting Malaysia group which owns and operates Resorts World Genting. He is also the Chief Executive Officer of Genting UK plc. Despite having reached a pinnacle in his career, Lee still keeps practicing what he preaches.

“Leadership is about listening to others and asking the right questions. The Genting Malaysia group has a workforce of more than 14,000 employees, and it is important to communicate clearly and simply for all our staff to work towards a common mission and direction.”

“The key to our growth and expansion is great customer service and we have to simplify the way we operate and do things to keep serving the customers well,” Lee conjectures.

Despite his busy schedule, it is not all work and no play for Lee though, as he finds time to play golf, jog, swim and follow the English Premier League. He also finds pleasure from reading management books and travelling, which he pursues with his wife and three children whenever possible.

To Lee, the first job is very important in moulding one’s character, as well as honing their leadership and communication skills.

He says that instead of accepting things blindly, it is imperative to maintain an inquisitive and open mind, to constantly ask questions and make one’s own judgement. Lee also believes that an all-round education is more important than mere paper qualification.

“Paper qualification will only get a person his or her first job. But beyond that, to succeed in one’s career, one has to fall back on hard work, effort, perseverance, willingness to listen to others and making the right decisions.”

“A mindset to succeed and the application of one’s knowledge and technical skills are equally important. It does not matter what discipline a person is from as there is no single profession to seek success,” Lee emphasises the importance of application. He says he has seen many bright people fail along the way because of lack of desire to fully develop and apply their capabilities to achieve their full potential.

What happens when one finds out later that a career is not suitable? “Do not be afraid to face up to reality and make the inevitable decision of changing course to do something else.”

“Most importantly, one must have the passion and interest to keep going and to enjoy a chosen vocation. What is important is to have the right mindset to be prepared for any situations, and apply one’s knowledge and skills,” he stresses.

RISING UP THE RANK

His affinity and passion for numbers and finance, and curiosity to learn certainly came in handy.

He stayed the course of three years of auditing work and studied at night to prepare for his professional examination to earn his qualification as a chartered accountant.

After passing gruelling exams, Lee joined the Ernst & Young in Hong Kong in their audit and corporate advisory practices. He was a senior manager when he left to pursue his career in investment banking.

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PRACTICE MAKES PERFECT

Having survived the arduous journey of a trainee auditor to head one of Malaysia’s leading organisations, Lee does not mince his words when he reminds young Malaysians of his advice: “There is no short cut to job success. If one is prepared to work hard, the opportunities to excel and enjoy a rewarding career are limitless. The world is your oyster,” says the 51-year old Lee.

And when the going gets tough, his advice is to “hang on there, persevere and keep doing a job until it is perfected.” Even Tiger Woods has to keep practising his strokes and swings repeatedly over thousands of times to perfect his strokes. Following this simple routine of practice makes perfect has the propensity to make a success out of any profession. But one must be willing to apply one’s knowledge and know-how,” he shares.

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“Paper qualification will only get a person his or her first job. But beyond that, to succeed in one’s career, one has to fall back on hard work, effort, perseverance, willingness to listen to others and making the right decisions. A mindset to succeed and the application of one’s knowledge and technical skills are equally important. It does not matter what discipline a person is from as there is no single profession to seek success,” Lee emphasises the importance of application. He says he has seen many bright people fail along the way because of lack of desire to fully develop and apply their capabilities to achieve their full potential.

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WHETHER one is a jobseeker or an employer, the tedious and costly process of recruiting and filling up job vacancies is usually considered a necessary evil. The launch of Visume by myStarjob.com may be the answer for a simpler and less costly recruitment process.

Now available on myStarjob.com, Visume is a new recruitment tool that promises to speed up the entire process of recruitment, for both employers as well as jobseekers. Boasting three key features - setting pre-screening questions, conducting live interviews, and viewing candidates’ video resume, Visume aims to simplify the recruitment process.

Vincent Lam, senior human capital manager of group human resources.

Some tips for jobseekers recording their first video resume:

1. KEEP IT APPROPRIATE AND RELEVANT

“A video resume allows prospective employers to see, hear and get a feel of how applicants present themselves,” says Melissa Norman, Kelly Services’ managing director (Singapore and Malaysia). With that in mind, professionalism is key when recording a video resume. Of course, it’s easy to be brave and “avant-garde” when you’re alone in your bedroom (or bathroom) and facing your webcam. However, do keep in mind that the aim of the video is to get you shortlisted as a candidate for the job and it will be in the public domain.

2. CREATIVITY HELPS

Video resumes allow jobseekers to reveal their creative side to impress potential employers. If a short juggling act can help you achieve that, then all means get on the act but keep it professional. Creativity doesn’t have to be outlandish; a short juggling act can help you achieve that, for example, Devi Ragunathan suggests that a video resume may be useful for those applying for a job as a wildlife educator in Sunway Lagoon “because it highlights their ability to handle animals.”

3. KEEP IT SHORT

Brevity is key. A video resume should be long enough to make your point, but short enough to still be interesting. The last thing you’d want is to bore your potential employer. A two minute clip should be enough to include all personal details while ensuring the clip is interesting, but if that seems a little too brief, Melissa recommends “approximately three to eight minutes” as the optimum video resume length. Do keep in mind that a video resume will filter out applicants who don’t fit the bill, but it does not replace an actual interview; so don’t worry about not being able to do your full pitch.

4. DRESS APPROPRIATELY

As a general rule of thumb, wear what you would to a normal interview but it’s always better to err on the side of professionalism and stay appropriately attired. The thing about a video resume is that it has a personal touch to it; however, there are still lines of propriety that shouldn’t be crossed.

5. QUALITY PRODUCTION

Find a suitable place that is quiet and well lit, and use the right recording equipment with higher pixel capability to record your video. The better quality your video is, the more impressive it will be!

Although a video resume is not a substitute for a face-to-face or phone interview, it will complement a paper resume and add colour and personality to an otherwise stereotyped black-and-white resume. To stand out from the rest of the pack, it’ll pay to strut your stuff the video-way!

**STAND OUT WITH VIDEO RESUME**

**FLAUNT ONE’S CREATIVITY AND PERSONALITY**

“If done well, video resume can be more attractive, animated, and lively,” agrees Chitra Devi Ragunathan, Sunway Group’s senior manager (recruitment) of group human resources.

**VIDEO RESUMES**

For employers, Visume allows the viewing of candidates’ video resumes to identify the right personality traits. Jobseekers should take advantage of this feature to showcase their personality and dynamism.

**IT IS SIMPLE AND COST SAVING**

**LIVE VIDEO INTERVIEW**

Employer sets a date to conduct live video interview with jobseeker.

**PRE-ScreenING Questions**

Employers can list up to five pre-screening questions as part of the pre-employment process and a more efficient filtering system. Candidates will be required to answer these pre-screening questions to give potential employers a chance to assess the candidate’s ability to fit into a company’s culture. The questions will make it easier for recruiters to shortlist the best candidates for an interview, effectively making the entire recruiting process more efficient.

**PRE-ScreenING**

Employer sets pre-screening questions for jobseekers to answer.

**LIVE INTERVIEW**

After screening through the candidates who have answered the questions, employers can set up a live video interview to talk to them face-to-face, so to speak. A chat room will be “open” at a certain time and can hold one candidate and multiple interviewers. With this feature, Visume has unveiled the concept of a “borderless interview” and employers and job applicants would be able to cut down on their expenses.
By ROSHAN THIRAN

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WAT do The Beatles, Warren Buffett, David Beckham, Mohktar Dahari and Bill Gates all have in common? They’re all famous, gifted, and geniuses in their own realms. But more importantly, all of them go to where they are today by doing one thing in common – they all poured their hearts and souls, blood and tears into achieving “perfection” through lots of practice. And they were NOT born talented.

Thomas A. Edison said “genius is 1 per cent inspiration and 99 per cent perspiration.” Based on research done by Anders Ericsson and a team of scientists, they now claim to know just how much “perspiration” is required to become a genius – apparently ten years or 10,000 hours. Ericsson writes, “a lot of people believe there are some inherent limits they were born with. But there is surprisingly little hard evidence that anyone could attain any kind of exceptional performance without spending a lot of time perfecting something.” A book by Malcolm Gladwell, “Outliers”, reinforces this point with evidence that geniuses simply become great by practice.

For years, I held to the notion that I could never become talented in a specific field as I did not have the “genes” required to succeed there. Ericson’s research, which has now been validated by numerous others, throws cold water into that belief. Leaders are clearly developed and not born. All you need is practice.

The Beatles remain the best-selling musical group of all time. But this success did not come overnight. In his book, Gladwell explains why the Beatles became so good. They played for hours and hours in the German underground scene in Hamburg, receiving little money or recognition but a lot of practice. The Beatles remain the best-selling musical group of all time. But this success did not come overnight. In his book, Gladwell explains why the Beatles became so good. They played for hours and hours in the German underground scene in Hamburg, receiving little money or recognition but a lot of practice. The Beatles remain the best-selling musical group of all time. But this success did not come overnight. In his book, Gladwell explains why the Beatles became so good. They played for hours and hours in the German underground scene in Hamburg, receiving little money or recognition but a lot of practice. The Beatles remain the best-selling musical group of all time. But this success did not come overnight. In his book, Gladwell explains why the Beatles became so good. They played for hours and hours in the German underground scene in Hamburg, receiving little money or recognition but a lot of practice. The Beatles remain the best-selling musical group of all time. But this success did not come overnight. In his book, Gladwell explains why the Beatles became so good. They played for hours and hours in the German underground scene in Hamburg, receiving little money or recognition but a lot of practice.

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Both Beckham and Woods have amassed well over 10,000 hours of practice. If you put in those hours, you too can be as good as them. These guys happened to have more than 10,000 programming hours under his belt! We don’t even need to look far to prove this point. How do teenagers become technology experts? With their short attention span, how do they learn? Order these kids for a day and you will see them surfing the internet, playing videogames, and sharing everything they learn on blogs and YouTube. And if you rake in the hours they spend a day, it’s no wonder that these teenagers are computer “geniuses” (at least in our eyes!). Clearly, there is a correlation between time and expertise.

Greatness is only achieved through hard, painful, and demanding practice. “It can take 10 years or 10,000 hours of extensive practice to excel in anything,” says George Kohlriesser, the head of leadership at IMD and a close friend of mine. “Mozart was 6 when he started composing, but his world-class compositions started at age 21.” Kohlriesser believes that practice makes all the difference between being good and being great. So what does this all mean?

We live in a world where there is an expectation that everything needs to be instantaneous. 2-minute Maggi Mee, instant coffee, instant profits, and we even try to produce leaders using the 1-Minute Manager manual. Yet, to be truly exceptional and great, we need to put in the time. We expect world-class football players in Malaysia, yet we start formal football training for kids at age 12, when teams like Everton start developing their Wayne Rooney at age 6. There are no shortcuts.

We can conclude likewise on leadership. Nobody becomes a great leader without working at it. There is a belief that if you’re good at something it should be effortless. That unfortunately is baseless. To become a great leader, you will need to be sacrificing your hours of practice. Even Jack Welch spent 70 years as CEO practicing and practicing before he finally got it right. If you do the math, just 5 hours a day of practicing for 10 years makes you an expert.

Just one problem: How do you practice business? Many elements of business, in fact, are directly practicable. Presenting, negotiating, delivering evaluations, and deciphering financial statements - you can practice them all. And even the softer pieces of management like giving feedback on performance, coaching your reports and hiring the right people can all be practiced.

The great Mokhtar Dahari was my first football coach when I was a young boy. Mohktar was an intense coach, always pushing us to the limit during our training sessions. One day I asked him about the goal he scored against England. He replied, “I guess I was just lucky.” Then he turned around to me and said, “But Roshan, you make your own luck. The more you practice, the luckier you get. So stop asking questions and keep practicing.” Practice Practice Practice. It worked for Super Mok too.

Genius is NOT reserved for the special few. But, practicing is hard. If achieving great performance was so easy, it wouldn’t be rare. You want to be brilliant — just practise lah!
TOP 10 WAYS TO MAKE YOUR WORKPLACE (AND YOUR LIFE!) MORE ENJOYABLE!

To view a full video, visit www.leaderonomics.tv/top10

1. **SMILE AT ALL TIMES**
   - The more you look at situations and problems with a positive attitude, the more fun you will have. Guaranteed! A smile just exudes positive energy! So keep smiling! And keep making your workplace enjoyable.

2. **CELEBRATE YOUR ACCOMPLISHMENTS**
   - When you do a great job or complete a project, don’t forget to celebrate your accomplishment. Stop for a moment and recognise your achievement! Treat yourself in some small way and enjoy the moment. Buy yourself an ice-cream!

3. **TRY TO DO SOMETHING DIFFERENT EVERY DAY**
   - Office work can get repetitive sometimes, but that doesn’t mean you have to be stuck in the same routine every day. Designate 15 minutes of your day to play a game of tetris, draw a picture, listen to a podcast, etc. Change it up every day to add variety to your workload! 15 minutes of daily excitement can boost productivity big time.

4. **HAVE MONTHLY OFFICE OUTINGS**
   - Office outings are great ways to develop relationships without the stress and restriction of work. Once relationships are built, it will be brought back to the office and will improve everyone’s work atmosphere! Go bowling.

5. **HAVE FUN DRESS-UP DAYS**
   - Consider a day in which everyone is encouraged to wear a silly tie, shoes or shirt (eg. recently at Leaderonomics, everyone wore a traditional costume one day, and another everyone wore a silly hat). Be creative. Anything to generate a few laughs and quirky conversations to liven up the office!

6. **ENJOY YOURSELF**
   - Decide to have fun and make the most out of everything you do! Think of the most enjoyable part of your workday and keep a record of it. Keep the fun times at the top of your mind, consciously try to re-live those moments, and you’re certain to have many of them!

7. **STAY CONNECTED**
   - Keep your contact list active and healthy by calling 1-2 people every morning for 5-10 minutes. Catch up, keep it light.

8. **PRACTICE RANDOM ACTS OF KINDNESS**
   - Do something nice for someone else, and you’ll be rewarded ten-fold. A kind word, a small favour, or an unexpected gift can really go a long way! Even a nicely worded letter can help! All these tasks will take you less than five minutes to do.

9. **GIVE RECOGNITION & ACKNOWLEDGEMENTS**
   - If someone is doing a good job, tell them! Better yet, pass the praise on to their supervisor. Sharing positive feedback and acknowledging someone’s efforts is sure to improve your mood. Plus, the more you recognise people, the more you’ll be recognised. Win-win!

10. **GIVE COMPLIMENTS**
    - A really pleasant way to brighten up your day (and the day of someone else) is to compliment someone. I assure you, it’s impossible to compliment someone sincerely and not feel great afterward!

To view a full video, visit www.leaderonomics.tv/top10

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**iSnap me for a video**

http://thestar.com.my/isnap
Every week, prominent Canadian brain researcher, Terry Small will share his insights on the brain and how we can improve our brain. According to Small, the brain is the most important body organ determining your career success, yet we spend so little time understanding how to grow, develop, feed and enhance our brain. In fact, most career advice completely ignores the brain. Small will take us through a journey of exploring different aspects of the brain in his “Brain Bulletin” series.

By Terry Small

Recent cutting-edge, startling research from neuroscience has shown that the potential of your brain is vastly greater than you ever imagined. I always hear people say that we only use 1% of our brain’s potential. This is wrong. You actually use much less! Discouraged? Don’t be! It means that you have more than 99% of your potential still to use.

Most people never really learn very much about their brains - how to use them or how to care for them. They can be compared to the owner of a Formula One racing car who, being unaware of how incredibly complicated and sophisticated the car is, puts water in the gas tank and sand in the engine and then complains that it doesn’t work very well! Learning to use your brain is like learning to drive a car. The more you know about the car and how to drive it, the farther you will go. Your brain is the same. The more you know about it and how to use it, the more successful you will be! You have a Formula One brain. Drive it like a champion.

Always remember: “You are a genius.” Now go out there and fully use the remaining 99% of your brain! Discover the top brain-saving food on the planet. What do you think it is? I’ll bet you don’t know. And worse, I’ll bet you don’t eat it!

Terry Small is a brain expert who resides in Canada and believes that “Anyone can learn how to learn easier, better, faster, and that learning to learn is the most important skill a person can acquire.”

Your brain is a sleeping giant!

By Terry Small

It is said that life is a journey of learning, re-learning and sharing. Each and every one of us has the propensity to do better in life and to make a difference to our own and other’s success. So, let us set the wheel of learning and self-improvement in motion by sharing with others what we have learned and experienced. In the process, we will be able to help illuminate the path for others and contribute to a better world. How can we do this? Simply by contributing your own secrets on how you grew your career so others can learn from you. If you have any interesting career experiences or stories to share, we’ll be happy to hear from you. Send your articles, comments, tips or career stories in not more than 800 words and some captioned photographs to us at mystarjob@leaderonomics.com. We also welcome career related cartoons, jokes and anecdotes. We look forward to hearing from you soon.

myStarjob is looking to hire great people to join our team. If you love to write, edit or make videos, send your resume to mystarjob@leaderonomics.com

**Brain Facts**

- The human brain is the most complex biological structure in the known universe.
- 36 brain of total body weight (150 pound human) = 2% (yet the brain consumes more than 20% of our energy)
- Your brain is the most fatty organ in your body!
- 3 = the weight of your brain in pounds
- 4 to 6 = the number of minutes your brain can survive without oxygen before it starts to die
- 8 to 10 = the number of seconds you have before losing consciousness due to blood loss
- 10 to 23 = the number of watts of power your brain generates when you’re awake (that’s enough to turn on a light bulb!)
- 20 = the percentages of oxygen and blood flow going to the brain
- 100,000 = the number of miles of blood vessels in your brain
MAKING A CAREER IN E&E CAREER PROSPECTS SHINE BRIGHT IN SECTOR

REVITALISING THE DOMESTIC TALENT POOL
Another issue the Malaysian E&E sector has to contend with is the domestic human capital base, which currently does not adequately meet market demand. "The new biz era paints a picture of constant dynamic changes and successful companies are those equipped with resources to conquer and thrive in that environment. We look for graduates who exhibit personal leadership skills, are creative, communicate well and are hungry to learn. We strongly suggest that all undergraduates seek out internship opportunities to ready themselves for the industry" says Ooi. E&E AS A VABLE CAREER PATH
Today’s age of globalisation and innovation, room for career progression has become one of the most important attributes that graduates and professionals look for in a job. What many are unaware of is that with its fast-paced, technologically-driven environment and multiple links to reputable companies around the world, Malaysia’s E&E sector is well-placed to offer jobseekers precisely that. Suresh Chandra, HR Director of Intel Corporation, Malaysia couldn’t agree more. "Our primary talent profile has been in the high end engineering and services space in the last 2-4 years. Before that it was more on manufacturing. While manufacturing is still very important, the current challenge is the scarcity of the talent in the niche engineering skills. With the effort driven by the TalentCorp E & E sectorial working group, we do hope to see the talent pool improving for the industry. Communication and critical thinking are key skills desired at fresh graduate level," he says. “These are the kind of incentives that graduates are drawn to, because they are constantly looking for opportunities to be part of projects that are truly cutting-edge.” Graduates who are keen to enter the industry can look forward to employment in a highly diverse group of sub-sectors such as consumer electronics, electrical products, and electrical components. However, the rapidly expanding and fluid environment of the E&E industry means that graduates can no longer rely solely on their qualifications to succeed in the E&E job market.
**Top 10 interesting facts about the E&E sector**

01 | The E&E sector contributes to 40% of Malaysia’s exports.
02 | Gross National Income impact of the E&E sector targeted for 2020 is US$16.9bil.
03 | The E&E sector has the largest number of multinational companies in the country – Advanced Micro Devices, Bosch, Clarion, Hewlett Packard, Hitachi, Intel, National Semiconductor, Osram.
04 | There are jobs not just in operations and manufacturing. Major clusters: Semicon, Solar, LEDs and Industrial Electronics, have been identified under the E&E National Key Economic Area (NKEA) to fuel sector growth.
05 | Penang is Intel’s first overseas site (1972).
06 | Motorola Solutions’ two-way radio and communication systems are featuring in major sports events like the 2012 Olympics; some of which are designed and manufactured at Motorola Solutions Malaysia facilities in Penang.
07 | More than half of the world’s cell phones made and sold each year are designed and tested with Agilent products.
08 | Integrated circuit manufacturer Altera Corp focuses on design and development in Malaysia with about 80% of engineers involved in cutting edge R&D projects.
09 | Siltera, a Malaysian company, is the world’s technology and market leader (20% global market share) in small-panel LCD driver chips for mobile phones.
10 | Jobs in the sector are open to graduates from Electrical & Electronic Engineering, Mechanical Engineering, Computer Science, Chemical Engineering, Material Science and Physics.

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**NAME:**

Ignatius Edmond Anthony

**AGE:**

29

**QUALIFICATION:**

Computers and Microelectronics Systems Engineering

**COMPANY:**

Intel Corp

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Ignatius Edmond Anthony is a Senior Design Engineer at Intel Penang Design Centre and has been there for almost seven years. “I am responsible for the RTL development and synthesis block design for Intel’s next generation microprocessor,” Anthony shares. “The product is highly technical as I do coding of new features for circuit level implementation based on high-level architectural specifications. I also own the circuit design of multiple synthesis blocks in the chip, ensuring the circuits meet very stringent performance and power goals within equally stringent and tight project schedules.”

“Because we are on constant cutting edge of silicon innovation, be it in process technology or architectural advances. Each new project I’ve worked on has always been more interesting than the previous one.”

With each completed project, Anthony was handed more responsibilities which gave him confidence and pride in the work he has done.

“I get a kick out of seeing the microprocessor products I’ve worked on being sold in millions, knowing that parts of the logic and circuits that make it work were designed by me,” this young engineer beams. “The challenge is to keep up the knowledge and skills or be obsolete!”

Anthony explains that many do not see an E&E engineer as the most appealing job but he certainly thinks it is, “to be able to fit several billion transistors that all work on a chip the size of a fingernail. ‘C’mon – smaller is cooler, right?’” he remarks. “New technologies and innovations are being discovered around the clock. Change is the only constant in this industry. I have learned to always be flexible, open to new ideas, and never get too comfortable. Always push the limits.”

His advice to all E&E techies who want to work in Malaysia is “to explore different fields to find their niche, continue to strengthen their skills, fundamental theories and engage with engineers already in the industry.” “These kids must arm themselves with industry-relevant knowledge and that will put them in front of the pack,” Anthony concludes.

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**NAME:**

Toh Pei See

**AGE:**

25

**QUALIFICATION:**

Engineering majoring in Communications

**COMPANY:**

Motorola Solutions

Toh Pei See is young, smart and ambitious. An alumnus of the Motorola Solutions scholarship programme, she is poised for a bright career in Motorola Solutions. It shows in the work she is doing at Motorola now – R&D on Bluetooth related systems.

“It has to be the first project I worked on in Motorola,” says this Penangite who joined Motorola upon her graduation. “It was the first time our team did work on Bluetooth technology so it was challenging. This project was challenging because of the critical timeline and it involved a lot of new technical knowledge. During development, we faced performance issues such as the Bluetooth pairing time. Pairing time means time taken by Bluetooth devices to connect with one another. We had issues when connectivity took up to 30 seconds during our testing.”

Due to the short timeline of three to four months delivery and urgency to gain new knowledge to resolve the performance issues, Toh says her team of six senior and junior engineers doubled their efforts. The issues were finally resolved and the product was delivered ahead of schedule successfully!

“I feel I’m on my path to pursue my career as a professional,” notes this talented engineer, who is also editor-in-chief of Motorola’s internal bulletin. “There’s Motorola Solutions where I’ve got my scholarship and it’s challenging to be here doing stuff on embedded systems,” remarks this loyal Penangite. “There are also lots of opportunities to work and pursue careers with various MNCS in Penang. It is exciting,” she declares with pride.

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To view a full video, visit [http://www.youtube.com/watch?v=-TX9xQ2D4wI&feature=plcp](http://www.youtube.com/watch?v=-TX9xQ2D4wI&feature=plcp)

Benefits of Internships

Great Way to Get a Real-world Perspective

By Brian Cheah
brian.cheah@leaderonomics.com

A FEW months ago, as I was studying at university, I pondered what would be an ideal first step to ensure my future success in my career. Sure, my degree (which I hope to complete soon!) would be critical for my future career, but I knew that there must be a better way to prepare myself for success in the future. Having a strong grade point average and being highly involved in campus life would be important too but there must be more. So, I researched and found a new study by Millennials Branding which postulated that any “real-world” experience is your ticket for the surest route to success. And in this study, they showed that internships increase your probability of success in the workplace as they enhance your experience base.

That is engraved in the mind-sets of most students, and, it is this exact mind-set that creates problems in the workplace (as I found out much to my dismay!). In all real jobs, mistakes are much more serious and have an immediate impact not only to you, but a number of other employees and potentially customers. An internship teaches you how to take your work seriously, handle mistakes correctly, and take responsibility to fix them, all lessons that will do me a world of good when I do land my first job.

In my brief stint as an intern here in Malaysia, I have learnt that the benefits of internships are as follows:

1. **GAIN EXPERIENCE IN YOUR FIELD OR INDUSTRY**
   One of the best ways to learn about your field of study from a real-world perspective is through internships. While the classroom focuses mainly on imparting important information, there’s something different and exciting about implementing that knowledge with real clients or customers. As a result, you will be given the opportunity to apply the knowledge you’ve gained from the classroom in real life situations, thereby reinforcing these concepts.

2. **Determine if this path is the right one for you**
   In order to potentially avoid the cost of obtaining a degree you’re not interested in, working for a company in a related field will give you valuable insight into whether or not it is the right choice for you. It’s best to know as early as possible, and an internship can help you do that. Internship experiences provide a valuable opportunity to showcase your skills and work ethics, and to prove your worth to a prospective employer. In the future, when a job opening occurs, you’ll probably be on the list of top candidates if you’ve impressed them. This is one great benefit of internships.

3. **Experience the world of work**
   The first time you will probably ever experience the day-to-day work life in your field will be through your first internship. When you intern at a company, you’ll gain first-hand experience on what it’s like to work in an office, interact with supervisors and co-workers, and handle customers and clients. This helps ground you in a sense of reality.

4. **Develop your communication skills**
   In the same study by Millennials Branding when employers were asked what skills they were looking for when hiring, the top answer, with a percentage of 98%, was communication skills. An internship teaches you how to communicate not only on issues related to work, but also on a social basis. Many don’t realise the importance of communicating especially in the office environment which is different from university and to learn how to make meaningful conversations with people who are older and more experienced than you. Developing this skill will indirectly grow your confidence, and make you an individual who stands out and carries himself well. It is a skill that will be very valuable in the future especially when meeting clients or supervisors from top management.

5. **ATTAIN PRICELESS WORK EXPERIENCE**
   Nowadays, it is rare that a university graduate can land an entry-level job without any prior work experience. With the help of internships, students can get this real-world experience while still in school. Internship programmes are a great way to give you real accomplishment stories for your resume and online profiles. In addition, you will be able to develop and build upon some of your existing skills. Having a good set of skills will help you in future employment opportunities and give you an edge over your competition.

6. **STARTING YOUNG**
   Brian Cheah has learnt numerous life lessons through his internship at a dynamic social enterprise. He encourages every young person to start gaining work experiences as young as possible. To provide feedback to Cheah or to further discuss internships, email mystarjob@leaderonomics.com

In my brief stint as an intern here in Malaysia, I have learnt that the benefits of internships are as follows:

- **GAIN EXPERIENCE IN YOUR FIELD OR INDUSTRY**
- **DETERMINE IF THIS PATH IS THE RIGHT ONE FOR YOU**
- **EXPERIENCE THE WORLD OF WORK**
- **DEVELOP YOUR COMMUNICATION SKILLS**
- **ATTAIN PRICELESS WORK EXPERIENCE**
- **STARTING YOUNG**

Gain experience, complete an internship and reap all its benefits!
Changing times
Freda Liu, whose career path took a turn when she opted for a job related to her passion as a radio presenter and producer at BFM, has decided against putting her career on hold. “It’s probably a case of women’s careers taking off so quickly they are not as willing to make that sacrifice or to change their priorities. If they stop work to take care of their kids at the prime of their working careers, that could halt their career progression,” she says.

Women & Careers

One development that supports this trend of opting for a career before love is an advancement in the medical field allowing women to start a family at a later age. “We have role models of people starting families later in life with modern medical facilities available, so women are not pressured to jump on the bandwagon,” Liu notes. Siti Hajar Mohammad Dahlan, who has spent years in the Human Resources (HR) sector and is now a senior HR leader at Malakoff Corp, confirms this emerging trend in the corporate world, especially for professional women in higher positions. “Now that the demand to climb the career ladder, and competition with the opposite gender is increasing, women are now resorting to shutting the windows to romantic relationships,” she says.

Siti Hajar believes there may be another reason as to why this is happening; a term that we are becoming increasing familiar with - Alpha Women, Beta Men. “There is a rise in the house-husband trend, regardless of the reasons – not easy to find a (suitable) job or just that men have become more comfortable staying at home,” she explains. This opens up an alternative to the conundrum that women face. Men, who are willing to work from home or put their careers on hold, free their wives up to pursue their careers while still being part of their families’ lives.

Weighing up the Priorities
There are a significant number of women reaching parity with the men in their fields; gender equality is slowly being achieved as society evolves. This growing equality, which differs greatly from that of the past, is seen by many changes as an opportunity not to be missed. As a result, women nowadays are much more strong-headed and goal-oriented.

The choice between prioritising a career over making time for love, and vice-versa, is an extremely personal and individual decision. Many factors can affect one’s choice and some have discovered how to balance both love and career. Of course, there is no definitive formula for it but there are certain factors that can be taken into consideration when pondering how to make room in life for love, career, and the balancing of both. “Life should not be about regrets but about constant learning; you can also make your own opportunities,” Liu advises. “Women have more choices now and they should not limit themselves on what is popular culture; they can start businesses and work from home. It is a matter of self-worth and what you value that is important.”

Random Career Facts

1. Actuaries can tell you with great accuracy when a particular number of people in a homogeneous group will die, but not individuals.

2. In the old days when dentures weren’t invented, dentists would do a quick surgery in implanting teeth in the mouth of a person. The teeth came from dead people!

3. In the 1800s, American doctor Samuel Thomson treated sick people by heating them up in steam baths. He gave them cayenne pepper and made them vomit by feeding them lobelia flowers.

4. While a physician or doctor prescribes drugs and a nurse administers them, the pharmacist is THE drug expert. Pharmaceutical expertise lies in how medications should be used, how to maximize benefits and minimize adverse effects of drug therapy, and how prescription drugs interact with other medications.

5. There is around one lawyer for every 300 people in the United States of America. That’s over a million lawyers in the whole of US population! In Malaysia, thankfully, we do not have a million lawyers.

6. Teachers in Taiwan enjoy a higher degree of satisfaction and greater job satisfaction than teachers in the United States. The social status of teachers is an indication of the current importance attached to education in a country.

7. Pilots fly on routes that span oceans. To do this safely, they have to train for years. Many pilots are fond of their jobs, and they want to remain in the same job for life.

8. Zoo keepers do more than just feed the animals and clean their enclosures. Some help design and build the exhibits. Others have to take care of the plants in the animals’ enclosures. And they all have to learn the animals’ personalities, and watch for any signs of stress or behaviour. Still others work hard at promoting conservation efforts and conducting research projects.
YOUR PEOPLE, YOUR GREATEST ASSET
ARE YOU ACCELERATING THEM?

People are the heart of an organisation’s success; they are your greatest assets. When the opportunity arises, are your talents prepared to step up to the challenge?

Leaderonomics’ signature Talent Accelerator Programme (TAP) works with organisations to create eco-systems that propel talents into leaders, bringing organisations into the next century of corporate advancement.

This is done in 4 steps: IDENTIFY YOUR TOP TALENT, DESIGN THE PROGRAMME, EXECUTE, EXECUTE, EXECUTE!, ASSESSING FOR DEVELOPMENT, DON’T SHORT CHANGE YOUR COMPANY’S FUTURE.

LEADERLESS LEADER

By MICHAEL HEAH
mikeheah@corporate-coach.com

ONE common area of coaching that I spend time with executives is on working to improve their leadership effectiveness. More and more executives are struggling with their leadership ability especially in managing their people. I call them the “leaderless leader”. Essentially, these are the leaders who have a team of followers, but have a great deal of difficulties to exercise control and influence over them.

These leaders come in with remarks like, “they do not listen to me, they break their promises every time, they answer me back rudely, they bypass me and go to someone else, they behave in a confrontational manner each time I ask them for reasons, etc.”

This “leaderless leadership epidemic” is becoming a major worry. Today, we cannot automatically get people to obey or follow you solely through your position. This is because the “constituents” are indeed a different breed of people compared to those “die-hard loyalists” of the 20th century where our big sounding titles and loud voice often got our followers to listen and execute. Today, people are more exposed, have more choices, know their rights, and execute. Today, people are more exposed, have more choices, know their rights, and execute.

So if leaders do not accept the realities of the modern world, they cannot accomplish much by authority alone? The consequence is usually they end up doing the job themselves or heaping the workload on a few “loyalists”. This will result in other issues of stress, discontentment, frustrations, and other issues such as business disruptions, sabotage and low productivity.

So what causes this to happen? There are some common reasons that make these leaders “leaderless”. We usually blame the followers for making life difficult for the leaders but it is actually the leaders who through their own doing, lose their personal powers and credibility in the eyes of their followers. Here are the common reasons:

1. Leaders lacking integrity. Acting in ways that reflect no moral standing and not knowing the difference between conducting yourself in the right or wrong way.
2. Poor decision making. They either act without much logic (even common sense) in making sound decisions, or afraid or hesitate in a timely manner.
3. Poor planning. They are disorganised in developing a definitive and clear work plan that provides clarity on what people have to do.
4. Lack guts. They are faint hearted. This invites disaster through their inaction and reluctance to move when the going is tough out there.
5. Lack management skills. They are messy and do not have a systematic and resourceful approach to get to the desired goal through well-aligned critical activities.
6. Unreliable. Not trustworthy, not dependable (even indisciplined).
7. Lack loyalty to superiors and subordinates. They are self-centered (and selfish) and take care of their own interest only, and do not keep their people well informed or defend their interests whenever required.
8. Lack enthusiasm and optimism. They give low energy, a cheerless disposition and pessimistic outlook.

If you have any of the following issues, you need to change before it’s too late.

Mike Heah is an executive coach and helps leaderless leaders become purposeful leaders.

CONSULTING CORNER

A SELF-ASSESSMENT LEADERSHIP TEST

01 Do you have your bosses or staff offer feedback to you on your leadership skills?
02 Do you honestly believe that people are important in supporting and defining your career as a successful leader?
03 Do you have habits that may cause your people to be disengaged from you or not want to work with you?
04 Do you work hard and continuously to improve your people skills because you feel that this can spur you to greater success?
05 Do you willingly ask for feedback, formally or informally from your people?
06 Do money, status, power and popularity get in the way of you experiencing healthy and conscious relationships at work?
07 Are you ever curious about how people perceive you?
08 Do you have routines that are important to you or your career?
By KOH EARN SOO & TEAM
bestbookssummary@gmail.com

THE secret to Steve Jobs’ great presentation skills is revealed in this book. It shows the three steps and specific techniques that Jobs used to make his presentations a transformative experience. Communications expert Carmine Gallo has studied and analysed the best of Jobs’ performances to give us the tools and strategies to keep audience on the edge and give them an exciting experience the next time we make a presentation.

PERFORMANCE IN THREE STEPS
Steve Jobs was a very captivating communicator and presenter. He turned prospects into customers. He elevated presentation into a form of art. The greatest product in the world will be useless without a strong brand evangelist to promote it. In this summary, you will learn about the secrets of Steve Jobs’ presentation techniques.

THE PRESENTATION SECRETS OF STEVE JOBS IS STRUCTURED INTO THREE STEPS AS FOLLOWS:

STEP 1 - Create the story. This is the very first step towards a successful presentation to sell your ideas with power and persuasion. Here you will be presented with practical tools to craft an exciting story.

STEP 2 - Deliver the experience. It’s not just a presentation. You will learn practical tips to deliver visually appealing experiences.

STEP 3 - Refine and Rehearse. Learn how to make a great stage presence and the importance of body language, vocal gestures and even the choice of wardrobe. Learn how to make scripted presentations sound natural.

CREATE THE STORY
Steve Jobs took nothing for granted. He was involved in every detail of a presentation, from writing descriptive taglines, creating the slides to practicing demos and ensuring correct lightings. Effective communicators plan effectively. This is a foundation of a successful presentation. You should always start with writing the script before designing the presentation. This will expand your visual possibilities as it defines your purpose from the beginning. Many experts recommend that presenters should spend most of their time thinking, sketching and scripting.

ELEMENTS OF A GREAT PRESENTATION
1. Create a short Twitter-like headline that grabs the attention of your audience. It is a vision that is consistent throughout your presentation and company. It should be a one-sentence (140 characters or less) written in the subject-verb-object sequence. In 2001, Jobs introduced the iPod—“iPod. One thousand songs in your pocket”. As simple as that. It is memorable. It meets three criteria; it is concise, specific and offers personal benefit.

2. Passion statement. Steve Jobs expressed excitement and great enthusiasm every time he made a presentation. Develop a passion statement by thinking why you are excited about your product. Then share your passion with the audience.

3. List your points in three. Three is a magic number. Not two or four. List down all your key points that you want your audience to receive and categorize until you are left with three major groups. Under each of these three key messages, write down supporting messages including facts, stories, endorsements and elaboration needed.

4. Metaphor is a word or phrase that denotes one thing and is used to designate another for comparison. Analogy is a comparison between two different things in order to highlight some similarities. Decide on a metaphor or analogy to use as it would be a persuasive tool.

As an example in one interview, Jobs described that “What a computer is to me is the most remarkable tool that we have ever come up with. It’s the equivalent of a bicycle for our minds.” Jobs used metaphors even in his conversations to strengthen the point that he wanted to deliver.

THE PRESENTATION SECRETS OF STEVE JOBS
How to Be Insanely Great
In Front of Any Audience

Carmine Gallo
Columbia, Businessweek.com

“Be forewarned— if you pick up this book your presentations will never be the same again.”

Steve Jobs

THE SECRET TO STEVE JOBS’ PRESENTATION

If there is one thing that could bring your product life, it is a demonstration. Script the demonstration into your presentation. Audience wants to be part of it and experience your products or services.

If you could share the stage with key partners, do it. In 2005, Jobs announced the availability of Madonna’s albums on iTunes. The pop star herself suddenly appeared via a webcam and joked with Jobs. Jobs often shared the stage with those who contributed to Apple’s success.

Obtain third-party reviews or endorsements of your product if they are available. Potential customers do not want to be the first group to try out your products. References, testimonials and endorsements by customers are persuasive tools. Incorporating these into your presentation will add credibility to your product.

Having video clips in your presentation will help you stand out. Very few presenters incorporate video clips into their presentation but Jobs did it very often. These could be product reviews, customer endorsement or even a product advertisement.

A presentation should comprise more than just slides. Use flipcharts, whiteboards or “pop up” such as a physical product. Most presenters are too caught up with slides, detailing into the font size, bullets, and where to put the pictures and the like. These are not important at the planning stage. In 2006, Jobs introduced a new line of MacBooks. After discussing the manufacturing process, Apple’s employees handed out examples of the new frame so that audience could see and touch it for themselves.

Koh Earn Soo and his team take the best books and summarise them into shorter, readable content in the hope of inspiring people to read more and learn more. To read the rest of this summary and summaries of other bestsellers, subscribe at www.thebestbookssummary.com

CAREER FACTS

In programming, a typical developer can write approximately 50,000 LINES OF CODE PER YEAR.

The best developers however, tend to write less, reducing debugging time and effort.

In England, over 9,000 hopeful teenagers will participate in Premier League clubs’ academies every year. Only 10% will eventually make it to the first team and become a professional footballer.

According to one piece of research, world-class athletes did at least 20 hours of quality training per week for a period of eight years (approximately 10,000 hours) to reach their elite level.

David Beckham was famous for his staggering 500 free-kicks-a-day training.

RADIO DIS ON AVERAGE PLAY ABOUT 25 SONGS A DAY.

That includes repeats of the same songs but played at different times during the day.

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Zan Azlee, 34, is a journalist, accountant and filmmaker.

In 2006, I decided to make my first documentary film, The Look-East Project. I went to a local university to keep in touch with the theoretical side of what I was doing.

In 2006, I decided to make my first short documentary, Castaway. I was fascinated by some feature length documentary. This took me a few months to finish my project and by early 2007, I had myself a one-man-production-team. It took me a few months to finish my project and by early 2007, I had myself a 75-minute feature documentary film that was eventually broadcasted on air.

The light at the end of the tunnel was now becoming much more visible. With the money I made from that sale, I decided to make another feature length documentary. This time, I decided to go a bit further. I titled the film I'm Muslim too! and went to four countries in the Middle-East (Iran, Lebanon, Syria, and Jordan) to see how young people lived in their respective countries. The film was also shot solo-journalism style. I went to Iran and interviewed Anasams, a heavy metal band. Then I headed to Syria to search for the Hezbollah video game Special Force, and to Jordan to visit the annual Jerash Arts Festival. I also went to Beirut in Lebanon to experience war and to see how Palestinian refugee children spend their days.

When I got into Lebanon, there were military checkpoints lining every street. Tanks and soldiers were everywhere. Turn on the television and you see how young people lived in their respective countries. The film was also shot solo-journalism style. I went to Iran and interviewed Anasams, a heavy metal band. Then I headed to Syria to search for the Hezbollah video game Special Force, and to Jordan to visit the annual Jerash Arts Festival. I also went to Beirut in Lebanon to experience war and to see how Palestinian refugee children spend their days.

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By ZAN AZLEE

FIVE heavily armed and hugely built Lebanese soldiers grabbed me by the arms and dragged me out of the small coffee shop. Shouting in Arabic, they also grabbed my bag and my camera. I was shocked as they shoved me across the road to their military checkpoint.

As we entered the premises, another soldier ransacked my bag. I was then brought into an empty room, where they sat me down and left me alone. I was trembling when their superior came in holding my passport.

“What are you from? Who are you?” he barked.

How the hell did I get myself into a situation like this? At that moment, I realised I have come such a long way.

In 2000, I graduated with an Accountancy degree. However, what I really loved doing was writing and telling stories. A newspaper company was willing to give me a chance to do that, and as soon as I graduated, I started working for them and thus began my love affair with journalism, to the dismay of many. After a year, I decided to do my Masters in Broadcast Journalism at Staffordshire University. It was there that my interest developed even more, and I found that broadcasting was my calling.

I came back to Malaysia and got a job at the news desk of a local television station. After a while, I decided to quit working at NTV7 and go freelance. It was a bold move since I was willing to give me a chance to turn off the flash function on my camera.

“What delete this picture!” he ordered as he threw my digital camera onto the floor.

“Hey! Answer my question! Who are you?”

“The soldier’s shout jolted me. I was still trembling and could barely speak. “I am a teacher from Malaysia,” I squeaked, trying to sound as harm-

less as I could. You see, we had stopped at a coffee shop just before the Lebanese border. Across the road was a military checkpoint. During times of war, footage of checkpoints and army bases are prohibited for security reasons, but I wanted a picture as a souvenir. I thought I could snap a snap through the coffee shop curtains. However, soldiers stormed in after a few minutes. In my hastiness, I had forgotten to turn off the flash function on my camera.

“That’s afterspm@leaderonomics.com.

“What’s After SPM” tells inspirational tales of everyday Malaysians who paved their own way to success. Discover the roads taken and you might find the extra energy to become excellent. Pursuing your passion ensures your success.

Zan Azlee, 34, is a journalist, documentary filmmaker, writer and academic. He runs Fat Bidin Media (http://www.fatbidin.com) and is also currently Editor for Magazine Programming at Astro AWANI. He holds a Bachelor of Accountancy (Hons) from UiTM Shah Alam and a Masters in Broadcast Journalism from Staffordshire University (UK). He graduated with an Accountancy degree but believes everyone should pursue their passion. To discuss or to provide feedback on this article, email thatsafsterspm@leaderonomics.com

unsure about which road to take after high school?

next week

we consider post-SPM options through Louis Yap’s Foundation in arts journey.

do you have a story?

we want to collect stories of real Malaysians and their life journeys post SPM. If you have a story to share, write it in 500 words and send it to mystory@leaderonomics.com
Incidences like these make us realize that bullying doesn’t stop after high school! But don’t fret as Hollywood seems to have an answer for everything these days. Just like in the big screens (and comics), there is a superhero for each villain. Let’s imagine for the next few minutes that this colleague of yours is seen as a “villain” among your colleagues. Who is this fellow? What is wrong with our management? Why can’t they see what we see? My personal view is that if the abusive person is retained, he should be carefully locked up in a lab and supervised by specially trained guards. In fact, they have put him in an office that is far out of the way, but they forgot to chain him. What is your view? What can I do?

Although Batman believes in what he does, he stated in one Justice League episode that he would rather be separated from the elite Justice League and continue his work on his own. Like Batman, you may believe in the vision and values this company has. If not, then get yourself out from there FAST before the towns of the villain reaches you and affect not only your productivity, but your emotional and physical health.

If you decide on the move, make sure you provide honest yet professional feedback during the exit interview. This can help your management see a different angle of this staff and manage the situation better in the future.

Iron Man – What doesn’t kill me will only make me stronger. However, if you have found a reason to stay on in this company, I suggest you write that down in a place you constantly look at (cubicle, wallet, phone, car, etc.). Then get to work every day on that reason, goal, in mind, lest you forget on difficult days.

Iron Man is a great example of a person who is not at all bothered with all the insults and comments hurled at him as he worked on what he believed in. Similarly, as you work towards your goal in this company, make it a point to leave your emotions at the door so no one can crash it in the office. But let me warn you, be careful not to blow up from too much pent up frustrations, otherwise, you will risk turning into a “villain” too!

The company I work for, like many technology companies, has a guy who is very skilled and innovative but who behaves like a madman. He insults co-workers, embarrasses us publicly, and abuses many of us — to the extent that some get depressed and cry. Anyone who works for him ultimately ends up quitting. I have no idea what management sees in him but they view him as a superstar and genius, even though we don’t see what the big deal is with him and the work that he does. He listens to no one, especially folks like me in sales. He works in operations but his negative impact even touches me and my team.

The heads of department of our company seem to think he is indispensable (like themselves), and our terrifying nightmare goes on and on. Sure, he is a smart guy and has some neat skills but there are a ton of skillful people out there. Why tolerate this fool?

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Firstly, before you jump off the edge of the cliff and lose your sanity, ask yourself these few questions:

- Are you happy with your role/job currently (assuming you had the magic to make this nasty employee disappear)?
- Do you think highly of the organisation that you work in?
- Do you believe in the vision and values this company has? If not, then get yourself out from there FAST before the towns of the villain reaches you and affect not only your productivity, but your emotional and physical health.

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Coming up in next Saturday’s issue . . .

Learn what a day in the life of YouTube celebrities is. We follow celebrity twins Jayesslee for a day in a myStarjob exclusive and reveal what their typical workday is like.

Also next week

Datuk Mohamad Salim Fateh Din reveals what his first job was

Lily Cheah reveals the secrets of how your image and dressing can set you up for success

Johan Merican divulges how StarWars can help you grow your career

Terry Small continues his Brain Bulletins on how you can further your career with a better brain

And our Top 10 list tackles the problem of reducing your stress level at work