A Sustainable Future

By embracing an inclusive culture that supports diverse talent, Sime Darby Property has become an employer of choice in Malaysia. Its positive brand reputation comes from the way employees are encouraged to learn and grow. According to Zulkifli Zainal, executive vice-president of Group human resources, “In Sime Darby, we celebrate value creation and nurture continuous learning and career advancement...”

Training and Development

Sustainability orientation is one of the seven leadership competencies that form part of the leadership training module. Three years ago, Sime Darby rolled out a mandatory group-wide Core Executive Programme for all employees from executive-level to senior vice presidents. Sustainability has been embedded as one of the curriculums in the leadership programmes, with the employees embracing on sustainable or corporate social responsibility projects, which are currently scaled to the overseas offices in Indonesia, China, Hong Kong and Thailand.

Succession Management

A rigorous succession management process has been put in place at both the division-level and at the higher group level. A robust and transparent process is in place to identify and assess talent to ensure that the right employee is deployed to the right position at the right time. This helps to minimise disruption, business and ensure business continuity into the future.

Rewards and Recognition

Sime Darby has repositioned its rewards philosophy to align with the total rewards/remuneration at the 75th percentile or near the top end of the market. Therefore, employees are provided with balanced and competitive rewards designed to drive results and encourage behaviours of high performance.

Performance Management

Sime Darby has put in place a performance management framework titled Ensuring Performance Sustainability (EPS) throughout the company. The recognition will no doubt inspire us to work even harder and reinforce our mission to continue developing a high performing workforce,” declares Wahab Maskan.

Employees at Sime Darby Property Say...