

# IHS GLOBAL MALAYSIA'S LATEST WIN IN HR SPACE



Shankar Nagalingam,  
APAC HR director-talent management

Their HR team continues to spearhead initiatives to promote innovation, creativity and remove any bureaucracies that exist in the system.

Shankar said: "I am encouraged with my team that continues to lead best practices and strives on being best in class in our brand, talents and 'great place to work' efforts."

"We have great collaboration amongst the business leaders. We are



Team IHS Global Malaysia (from left) Daphne Danker, Shankar and Ally Loo, with their wins at the awards ceremony.

very proud of the strong colleague engagement scores we have in IHS Malaysia."

In IHS, feedback is taken seriously and every decision matters. As the

premier provider of global market, industry and technical expertise, IHS understands the rigour that goes into decisions of great importance, guiding customer with solutions

that matches the scope of their needs.

■ To know more about IHS, visit [www.ih.com](http://www.ih.com)

It was IHS Global Malaysia's night when they bagged four awards at the HR Excellence Awards 2015.

IHS scooped two gold awards for Excellence in Recruitment & Retention Strategy and Excellence in Employee Diversity & Inclusion Strategies categories.

The IHS human resources (HR) team also picked up two bronze awards in the Excellence in Innovative Use of HR Technology and Excellence in Talent Management categories.

Shankar Nagalingam, APAC HR director-talent management, cited that he is very proud of the HR team in Malaysia who have the capabilities to support both regional and global operations. His team focuses on building operations excellence and enhancing customer experience.

## A SHOWCASE OF HR SYNERGY

The HR team in Malaysia continues to develop and attract high-calibre talents through its innovative and proactive strategies. According to Shankar, when new hires come onboard, the HR team and the business leaders take accountability into their entire life cycle at IHS.

IHS also focuses on building simplicity in all its operations. This allows IHS to better serve their internal customers who continue to provide excellent customer experience to their external customers.

In terms of diversity and inclusion initiatives in Malaysia, IHS has firm support from its corporate leaders and IHS managing director, Vimi Ramasamy.

## MEDITATION, MINDFULNESS AND SUCCESS



By **CHRIS ROEBUCK**  
[training@leaderonomics.com](mailto:training@leaderonomics.com)

THE old adage "Keep calm and carry on" used in the United Kingdom during World War Two is now underpinned by real scientific research that supports the ideas behind mindfulness and meditation.

These confirm that meditation and thoughtful reflection on a regular basis does change the way your brain works.

*Harvard Business Review* now reports neuroscience evidence on physical changes to the brains of those practising meditation and mindfulness.

### THE NEXT BIG THING?

While mindfulness is now sweeping the corporate world as the "next big thing", its foundation is not new, but lies in the thousands of years of study and practice of meditation and other reflective techniques across the world.

My visits to countries around the world, where a significant proportion of the population have been trained in these techniques through religious or other activity, e.g. Myanmar, confirm to me that these societies have a level of calmness, reflection and awareness of the impact of their actions on others.

### A COMPLEMENTARY TOOL

Mindfulness in the corporate world is not a silver bullet as some seem to make it out, but it is a powerful additional tool to help both employees and leaders take a different and more insightful perspective on what is happening around them, and how to respond to it.

This links to the "taking a step back" and "helicopter vision" that we often refer to and which the best leaders have been using naturally for years.

Mindfulness, and indeed elements of meditation, provide us with a tool to help other leaders who may not naturally have this skill to develop it effectively.

By itself, it is not going to make you a great leader without other key elements such as the ability to engage others, to be effective, ethical and entrepreneurial, but it helps improve the impact of those abilities by making more thoughtful and better decisions.

The increasing body of evidence about the positive effects of mindfulness and meditation now means that it can no longer be dismissed by some as "hippy rubbish".

The other criticism that it is too complicated and time consuming for the "real world" is also now disproved as positive results can come from short but regular practice.

### CONCLUDING THOUGHTS

In the end, we all know that taking a step back, having time to reflect and thinking of the wider implications or big picture does help us make better decisions.

Meditation and mindfulness help us do that even more effectively when the situation requires it.

So even if you don't fully embrace mindfulness, at least take a little time out more regularly to close your eyes, take a few deep breaths and reflect on what's really important or the best thing to do in a situation for everyone (not just yourself) and for long-term benefit (not just a short-term fix).

■ *Chris Roebuck (www.chrisroebuck.co) is a senior faculty at Leaderonomics and a visiting professor of transformational leadership at Cass Business School in London. He is a sought-after advisor and the developer of Mach 2 leadership – the combination of entrepreneurial, engaging, ethical and effective leadership. To engage Chris for organisational work in your organisation, email [training@leaderonomics.com](mailto:training@leaderonomics.com)*

WE ALL KNOW THAT TAKING A STEP BACK, HAVING TIME TO REFLECT AND THINK OF THE WIDER IMPLICATIONS OR BIG PICTURE DO HELP US MAKE BETTER DECISIONS.