

MyTalent[©]

In order to implement the public service transformation agenda under the Eleventh Malaysia Plan (RMK11), focus has been placed on the strengthening of talent management, capacity and leadership. This is aimed at improving the quality of service delivery so that it is fully efficient and productive. MyTalent which has been developed to support the implementation of the replacement plan, is a web-based system consisting of two sections:

- The first part of the questionnaire comprises the self-assessment component of self-leadership.
- The second part consists of a 360-degree feedback element that is based on survey questions which have to be completed by candidates, colleagues, department heads, supervised staff members and colleagues.

MyTalent seeks to produce the following analyses:

 Individual profiles	 Group profiles	 Analysis of nine boxes (performance potential)	 Leadership style	 Gap analysis
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This system was developed specifically to help identify the leadership competencies for the development of personal and organizational goals. There are two parts of the questionnaire (survey) that you need to fill in:

-  Self Evaluation
-  360 Degree evaluation

The use of the MyTalent system will simplify the process of storing individual records, reporting and analysis, monitoring and planning related to staff leadership profiles. Data generated through this system may not only be used for determining future leadership, but is also suitable for identifying appropriate leadership training and development programmes in accordance with the suitability of the organization. In addition, the employer will be able to make the staffing process more robust using the data which has been processed in a comprehensive way



Through this system, the head of department is able to carry out responsibilities as the leader, from the planning and management aspects of succession plans in the department to conducting specific programmes from time-to-time.



MyTalent is unique because it is a combination of self-rating elements, LPP ratings, and 360 degree ratings. It is also a one-stop centre for talent development. Thus, it can identify the gap for the purpose of character development and staff career.

This system is able to analyze data in a short time. It also has the potential to be replicated by any public sector institution as it is web-based.

This system supports the talent development agenda, in particular the succession plan in the public sector.

MyTalent seeks to identify talent for the organization's current and future needs. This is to ensure the continuity of leadership development amongst the staff members of the organization.