

# KHAZANAH AS A LEARNING ORGANISATION



## KHAZANAH MEGATRENDS FORUM (KMF)

Reflecting our drive to remain at the leading-edge of innovative thought, KMF brings together prominent leaders from business, government, academia and society to discuss trends and issues that will shape our collective future.

Held annually since 2007, KMF evolves on a yearly basis to reflect issues pertinent to the world at large. Themed *Development and its Complexities: Steering Our Way Through a Perfect Storm*, KMF2022 explored the complexities of driving economic development in a world that has been completely rocked across a variety of dimensions while looking at the unique opportunities for growth and advancement that this 'perfect storm' presents.

As the first hybrid edition of this flagship event, KMF2022 welcomed over 1,000 physical and 700 virtual invited guests from both local and international organisations, academic and socio-political communities. Attendees uncovered perspectives on our changing world across four key dimensions: Macro and Markets, Firms and Transformation, Growth and Development, and People and Leadership.

In the process, they heard from influential thought leaders including economist Professor Ha-Joon Chang; technopreneur Patrick Cao; NASA technologist Florence Tan; physician and parasitologist Professor Sanjeev Krishna; community activist Bill Walczak; Tan Sri Shamsiah Mohd Yunus, the Governor of Bank Negara Malaysia; and Dato' Abdul Rahman Ahmad, the Group CEO of CIMB Group Holdings Berhad.

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- A panel discussion under the People and Leadership section of KMF2022 featuring Dato' Abdul Rahman Ahmad, the Group CEO of CIMB Holdings Berhad and moderated by Nurazeyan Khalis, Director, Investments at Khazanah



- The keynote address of KMF2022, delivered by Professor Ha-Joon Chang, Professor of Economics at SOAS, University of London and moderated by Datuk Hisham Hamdan, Executive Director and Head, Public Markets at Khazanah

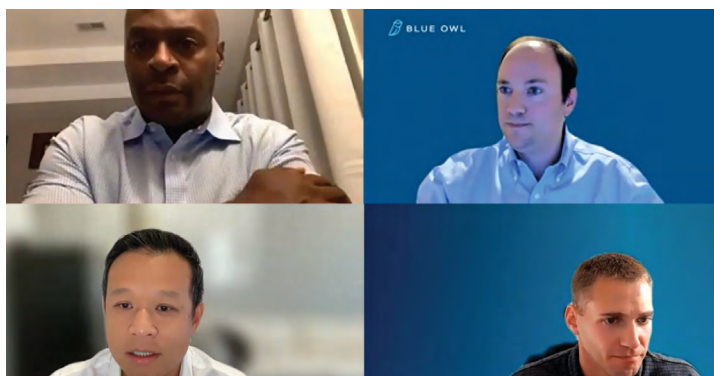


For more information KMF, visit  
[www.kmf.com.my](http://www.kmf.com.my)

## KHAZANAH KNOWLEDGE EXCHANGE (KKE) & TEA TALK SERIES

Connecting our employees to game-changing insights throughout the year, KKE and our Exchange (KKE) and Tea Talk Series feature a diverse range of speakers – including internal teams and leaders where they discuss important questions and issues.

In 2022, we held a total of 38 KKE and Tea Talk sessions, each delivered in an informal and collegiate setting that encourages a two-way dialogue. Highlights included:



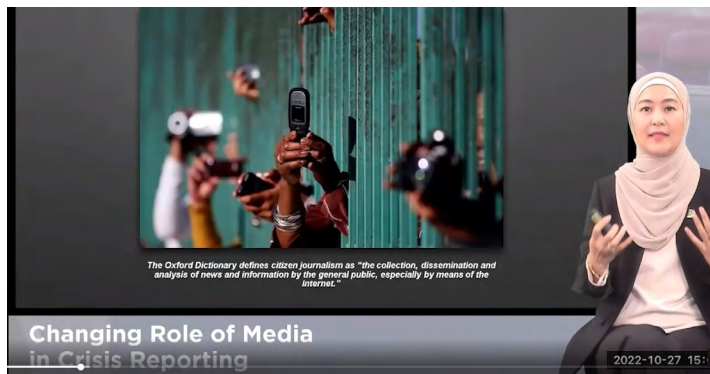
- KKE on *Data Analytics Series Learning from the Experts on Private Market*, moderated by Bryan Lim, Khazanah's Executive Director, Head, Dana Impak and Head, Healthcare



- KKE on *Data Analytics Series Learning from the Experts* discussion, moderated by Tengku Azmil Zahrudin, then Chief Investment Officer at Khazanah



- *The Impact Series Tea Talk* on Koko Loko: Do Good Eat Chocolate by social entrepreneur Armand Idrizam



- *The K-Residency Series Tea Talk* on *The Changing Role of Media in Crisis Reporting* by Khazanah Residency Programme media fellow 2022, Khairunnisak Dzun Nurin from Malaysia Airlines

## KHAZANAH GRADUATE TRAINEE PROGRAMME (KGTP)

With the aim of developing the nation's next generation of leaders, KGTP is a challenging 12-month programme that exposes top graduates to a wide range of sectors and areas, empowering accelerated growth in a fast-paced, dynamic environment.

Top performing graduates are offered the chance to continue their careers as an Associate with Khazanah, giving them a unique opportunity to apply their talents towards driving the nation's continued advancement.



► KGTP 2022 cohort Induction Day



For more information on KGTP, visit

[www.khazanah.com.my/careers/khazanah-graduate-trainee-programmes-kgtp/](http://www.khazanah.com.my/careers/khazanah-graduate-trainee-programmes-kgtp/)

### Recruits absorbed as permanent in 2021

**16**

absorbed from the **GTP - Investments 2021** programme as an Associate

**6**

absorbed from the **GTP - Khazanah 2021** programme as an Associate

### 2022 KGTP Cohort

**21**

recruited for **GTP - Investments**

**11**

recruited for **GTP - Khazanah**

### TOTAL RECRUITED UP TO YEAR 2022

**GTP - Investments: 219**

**GTP - Khazanah: 40**

## KHAZANAH RESOURCE CENTRE

Comprising an up-to-date business library and online information services, the Khazanah Resource Centre connects our employees to databases, information sources and news updates that enable them to deliver value across our core and non-core business functions.



## KHAZANAH LEADERSHIP DEVELOPMENT PROGRAMME (KLDP)

We developed KLDP to provide mid-level managers with the insights, inspiration and impetus to take their careers further.

Driven through lectures, coaching, simulation and action-learning components, KLDP develops the strategic and leadership skills of participating employees within a structured and intensive programme structure, preparing them to thrive amidst the challenges and opportunities that lie ahead.

## KHAZANAH SCHOLARSHIP PROGRAMME

With the aim of empowering the development of our employees and maintaining a pipeline of talent for future leadership positions, the Khazanah Scholarship Programme (previously known as YK4U) provides high-potential employees with financial support to pursue their postgraduate studies.



► Muhammad Najib, who is currently pursuing his Sloan Fellows MBA at MIT Sloan School of Management in Massachusetts, USA



► Immersion visit and sharing by Sekolah Buku Jalanan Chow Kit, with a KLDP cohort

The programme is divided into two tracks:

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**Track 1 (Emerging Talent)** – a two-year scholarship for exceptional junior staff

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**Track 2 (Mid-Career)** – a one-year scholarship for mid-level to senior staff with identified leadership potential

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In 2022, one employee was sponsored under the Emerging Talent track, and two employees under the Mid-Career track, completing Masters degrees at MIT Sloan School of Management, King's College London and University of Chicago Harris School of Public Policy. This brings the total number of employees supported under the programme since its inception in 2014, to 58.

## STAFF DEVELOPMENT BENEFIT (SDB)

Supporting the continuous development of our workforce, the SDB provides financial assistance to employees who wish to enhance their knowledge, skills and competencies in fields that fall outside the formal training we provide.

Specifically, SDB supports part-time study of undergraduate or post-graduate courses and professional certification courses, for example, Chartered Financial Analyst (CFA), Chartered Institute of Management Accountants (CIMA) and Association of Chartered Certified Accountants (ACCA), with an emphasis on courses in job-related fields. To date, 138 employees have benefitted from the programme.

## KHAZANAH RESIDENCY PROGRAMME (KRP)



In line with our strategy of *Advancing Malaysia*, KRP provides high-performing professionals with an avenue to elevate their learning and development in globally respected institutions, empowering them to make a greater contribution to the nation's development.

KRP consists of three separate programmes – the Khazanah Public Service Residency, the Khazanah Media Fellowship and the Khazanah National Associate Artist Residency Programme – facilitating opportunities for professionals in public service, journalism and the arts respectively.



Follow our KRP programmes via

<https://www.khazanah.com.my/our-community/khazanah-residency-programme/>



@khazanahresidency

### The Khazanah Public Service Residency

The Khazanah Public Service Residency was held in 2018 and 2019, hosting a total of four participants from the Ministry of Transport and the Ministry of Energy, Science, Technology, Environment & Climate Change across the two years. Participants benefitted from a pre-programme engagement and applied learning through the Australia and New Zealand School of Government's Executive Fellows, as well as an action learning project assisted by the Razak School of Government (RSOG) and assigned mentor-coaches.

This culminated in each participant delivering a presentation to a set of panellists from Khazanah, identified ministries and agencies, and interested stakeholders.

Beyond deepening their knowledge in the evolving field of governance, the residency offered participants the opportunity to improve their leadership skills and expand their professional network, thereby strengthening their credentials to become impactful contributors to Malaysia's governance.

## Khazanah Wolfson Press Fellowship

Through the Khazanah Wolfson Press Fellowship, two Malaysian journalists and corporate communication professionals from Khazanah or Khazanah-linked companies are provided with a 10-week media fellowship in Wolfson College, the University of Cambridge, every year.

Through the fellowship, participants gain an invaluable opportunity to take a step back from the day-to-day demands of their job and immerse themselves in a specific area of interest within the fields of media and communication, with potential modules of study including climate change, media ecology, media ombudsmen, media and the internet, and global reporting.

Equally of value is the rich culture of academic debate that participants find themselves in, with students and academicians from around the world creating a vibrant environment that encourages assumptions to be challenged and knowledge deepened. This empowers them to become more

effective professionals in their field and make a greater contribution to the national discourse in Malaysia upon their return.

In total, we have sponsored 16 journalists and 8 corporate communications professionals since the fellowship's launch in 2013.



► The recipients of the Wolfson Press Fellowship 2023. From left: Shaiful Amrin Abdul Karim (Tenaga Nasional Berhad), Zhai Yun (Nat) Tan (The Edge Malaysia) and Ganeshwaran Kana, (Star Media Group Berhad)



Scan to view Khazanah Wolfson Press Fellowship 2023 video

## Khazanah National Associate Artist Residency Programme (KAAR)

Launched in 2017, KAAR connects up to two Malaysian artists per year with a life-changing experience, exposing them to the dynamic international art scene and elevating their craft to new levels.

Across a 12-week programme, participants are provided with studio accommodation, comprehensive artist support and professional development, with modules offered by Acme Studio in London. Within an inspiring international environment, they benefit from fresh and inspiring perspectives, the freedom to take creative risks without the pressure of commercial demands, and the chance to showcase their works in reputable exhibitions. These experiences empower them to grow in confidence and become thought leaders in their field.

Upon their return, participants are entrusted to impart the practical knowledge they have gained to the next generation of artists, thereby enriching the local art scene and encouraging their fellow artists to weave ever more compelling narratives of the nation's rich social and cultural heritage.

In 2022, we sponsored two artists under KAAR: Izat Arif and Yeoh Choo Kuan.



► Yeoh Choo Kuan at ACME studio, London, working on an experimental technique using a shoji screen divider