



**PUBLIC SERVICE OF THE 22ND CENTURY AND BEYOND:
UNITY IN THE GREAT NATION AGENDA - CIVILIZATIONAL
BUILDING ROLE OF GLOBAL MALAYSIA**

**MEMORANDUM TO THE SPECIAL COMMISSION TO STUDY THE
TRANSFORMATION OF THE PUBLIC SERVICE**



**SUBMISSION BY
THE ALUMNI ASSOCIATION OF THE ADMINISTRATIVE AND DIPLOMATIC
OFFICERS
(PTD ALUMNI) OF MALAYSIA**

17 JULY 2012

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I. INTRODUCTION

This memorandum is from the Alumni Association of the Administrative and Diplomatic Officers (PTD Alumni).

The objectives of the memorandum are the following:

1. To reaffirm the institution of Public Service as a key component linked intricately to the advancement of Malaysia as a nation;
2. To recognise the special shifts in global/world trends and in the development landscape that are major movers and forces which pose different influences on Malaysia with consequences on the Public Service;
3. To recognise the core ethical and moral framework of the Public Service that constitutes a common key heritage in the advancement and defence of the integrity and security of the nation;
4. To redefine a dynamic and resilient Public Service system, processes and value orientation which will guarantee the duties and obligations of the Public Service will remain ahead of time as well as to anticipate the changes and forces unfolding which will affect the future peace and prosperity of Malaysia;
5. To recognise the dynamic and dignified partnership among all components of the administrative structure of the government, that is, the civil service, the legal-judicial institutions, security and law enforcement services, education and academia as well as the religious scholars in the pursuit of success and happiness of all citizens and the country; and
6. To advocate the adoption of a unified vision of an agenda to build Malaysia into a Great Nation through a renewal and strengthening of the trusteeship between the national elected leadership and the Public Service.

II. THE STRATEGIC ENVIRONMENT CONFRONTING THE PUBLIC SERVICE OF MALAYSIA

The world of the 21st century has witnessed the emergence of new economic powers in the East as well as the rise of middle-ranged developing countries into potential regional powers and economic powerhouses. The progress of East Asia – Japan, South Korea, Taiwan, – as well as the opening up of China towards economic resurgence and the admission of India as well as Brazil, Russia, and South Africa into the BRICS block signify that the world of tomorrow is no longer one of Anglo-Saxon and European dominance on the world as that of pre-2000.

The shifting environment of the global economy is manifested as below:

In the 21st century, history will unfold in the exact opposite direction of what western intellectuals anticipated in 1991. Then they all assumed that the end of history is the triumph of the West. Instead, we will now see that the return of History is the retreat of the West.... Kishore Mahubani, 2009 (1)

Thus, the ensuing future faced by Malaysia will be the emerging world of its hinterland in Asia, Middle East and Africa as part of the South-South block of nations that she has led to inspire smart partnership and sense of economic integration and common destiny among two thirds of the world's population. The ensuing teeming populations of over 4.2 billion, covering the market outreach of China, India, ASEAN, the OIC nations and Africa, pose immense geo-political, economic and cultural opportunities through the coming decades. These are the strategic challenges that the Public Service must anticipate and to comprehend the powerful forces that will change the future fate of the nation and its citizens. The Public Service of Malaysia in the 21st century has to manage and ensure the success of a middle-ranked developed nation to be included in the class of developed nations with a New Fate, a New Fortune and a New Future, buttressed by its fundamental sense of security, strife and success of its leadership, its institutions and its citizens.



Figure 1: Malaysia's Transformation Journey

In retrospect, Malaysia is one of the pioneering developing countries in the 20th century, one that has been successfully reinventing and renewing its governance framework, development agenda and its institutional superstructure to emerge as one of the young nations that have evolved in the globalised world economy and political system. Her contemporary scoreboards on the global competitive index of nations rank her in the top 20 of nations of the world across several institutional indices developed by global institutions.

Figure 1 summarises the schematic framework of the development journey of Malaysia since Independence till 2015. Figure 2 illustrates a summary of Malaysia's scoreboard on the global competitive index in 2011. In short, Malaysia's development cycle had oscillated from a *laissez faire* economy to state-led capitalism and then back to the free market/globalization impetus over 55 years of her modern history.

Even so, the coming 22nd Century will surpass the projections of Vision 2020, derailed by the on-going global crisis due to the 2008 fallout as well as the European Union economic debt, flagrant abuse of the banking and financial services from Wall Street to the latest scandal of the Barclay Bank's manipulation of LIBOR. These recent external challenges to Malaysia's traditional market require much rethinking on the future links to Malaysia's fate, fortune and future with new economic giants on the rise beyond its borders. These strategic scenarios and opportunities offer as well as demand new paradigm shifts of the Public Service mindset from the insular comfort of serving the nation only.

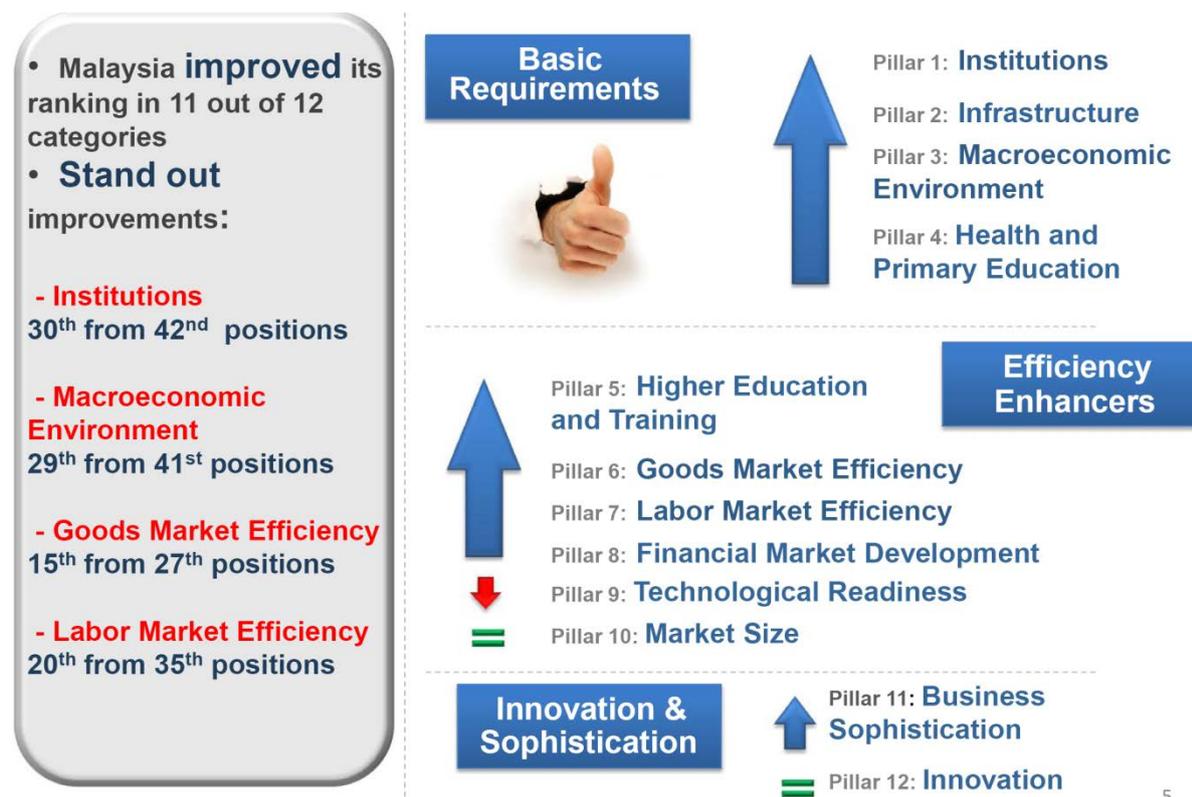


Figure 2: Malaysia's Global Competitiveness Index in a Globalised World

The new challenges to her competitiveness and resilience to endure in peace and prosperity as well as manage the rising generational change of mindsets and demands imposed by the changing external forces in her hinterland of Asia, West Asia and Africa, remain the new future scenarios that will require a strategic visioning renewal of Malaysia.

Figure 3 illustrates the future scenario-building that Malaysia can aspire for to reset its manifest destiny of:

- i) A New Nation of Hope and Happiness;
- ii) Building upon the Strength and legacies of the NEP and NEM; and
- iii) Preparing the 3rd, 4th and 5th generation model of Global Malaysia (a period of over 50 years ahead).

A **New Nation of Hope and Happiness** will lead to a new Malaysian generation that will assume leadership at the global, regional, national and community levels, principled upon the value of Trusteeship of Leadership, to give rise to a New Fate, a New Fortune and a New Future, when the country realigns its compass towards a dynamic and dignified place among the global community of nations.

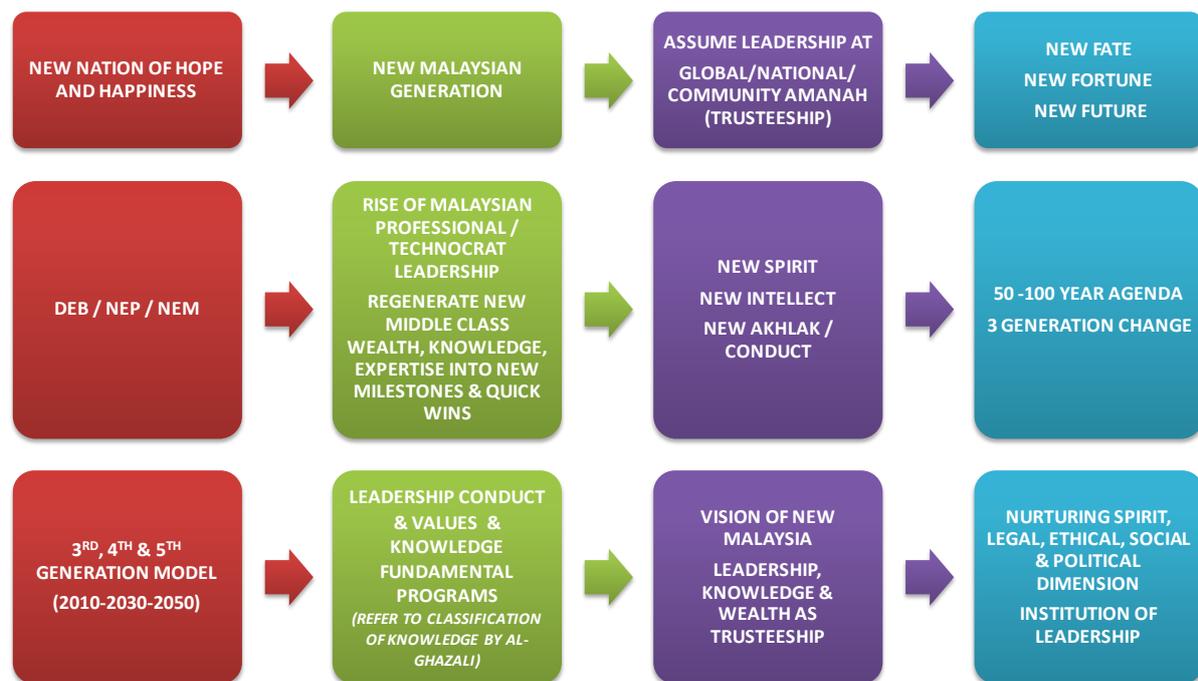


Figure 3: Malaysia's Future Scenario

Malaysia's past, present and immediate future development strengths offer a solid base for the rise of a middle-class of professional, technocratic corps which will regenerate a whole class of wealth, knowledge and expertise into new milestones and quick wins. All these contemporary human capital and wealth generation engines will certainly infuse the urgent nurturing of a new spirit, stamina, new intellectual prowess as well as new character quotient (CQ) of the Malaysian to be on par among equals through a 50-100 years generational change agenda for Global Malaysia to become our post 2020 visionary destiny. The public citizen par excellence is our iconic image of our citizens of tomorrow.

With this long-term generational change agenda, Malaysia's Public Service corps of educationists, scholars and intellectuals become the focus of infusing leadership skills, good character and intellect as well as acumen through fundamental shifts in knowledge programs of its class of future citizens. This class will be imbued with a clear sense of Vision of the New Global Malaysia that will require the necessary nurturing of the spirit, the legal, ethical, social and political astuteness and savvy to be the Global Malaysian. This is where the Public Service must transform itself from its traditional administrative role to assume a "governance" role in defining the future of the nation in partnership with collateral stakeholders – the political leadership, the private sector, the academia, the native digital generation, the civil societies, the media and technological experts who are transforming the world beyond recognition.

III. THE NEW GLOBAL CHALLENGES FACED BY MALAYSIA – THE ENVIRONMENT FOR THE PUBLIC SERVICE

The trends and developments affecting the environment of Malaysia draw their changes in the period of global dramatic changes in which Malaysia has been a part of, unseen from the early 1950s and beyond. As an independent and economic actor on the global platform of governance, the Public Service has assumed a central role in spearheading the country's development that is markedly different from the second half of the 20th Century as in Figure 4.

Key global geo strategic trends in the 21st Century are the following:

- i) War over Ideas
- ii) rise of new Global powers
- iii) demographic shifts in the emerging and developing nations
- iv) new economic power houses
- v) scientific advancement and technological shifts
- vi) rise of the knowledge economy
- vii) new business model for the poor
- viii) knowledge expansion that overcomes distance, time and space constraints
- ix) devolution of governance through digital revolution and
- x) rise of the moderate centre movement across developed and emerging nations in light of the excess of unbridled free market effects on the economic fortune and social cohesion of small and medium-sized nations.



Figure 4: The New Global Environment Challenges

Given these ten dimensions of strategic trends affecting nations across the world, it will become clear that these powerful strategic changes will force changes in our country to engage in a new 21st Century era. Of significant importance among them are the following:

- i. Global leadership and repositioning of Malaysia
- ii. Global collaborative Forums
- iii. Knowledge Leadership, Global services and products
- iv. Global hubs
- v. Cosmopolitan Malaysia 2100 Agenda

The above transformational strategic initiatives will require the Public Service to manage a landscape it has never seen before. **Indeed, our current tried and efficient approaches to managing the economic transition and administering the regulatory architecture of government through the existing institutional superstructure may call for radical shifts from being insular and domestic to being global and virtual;** building the nation with spanking new technologies, new intelligence, higher efficiency and ubiquitous connectivity than what we had before. New realities are on board: that forms of value can be shared without limit; tools and processes can spread almost instantly at minimal marginal cost; that physical capital may be more anchor than asset; that human and capital resources can be accessed around the world. **Ideally, the Public Service of the future will have to deal with fundamentally different assumptions of managing the nation and reengineering wealth-creation and revenue-generation initiatives of importance as well as nurturing the future generations of citizenship.**

IV. M2100: A 100-YEAR AGENDA – A GREAT NATION: A CIVILIZATIONAL MODEL COUNTRY FRAMEWORK

Given the above global strategic trends and developments, the future scenario outcomes as well as the global environment faced by Malaysia and its Public Service, it is timely that a GREAT NATION AGENDA be introduced for its long term vision for all to unite as our manifest destiny. A formulation of a CIVILIZATIONAL MODEL COUNTRY framework be adopted for serious consideration for the 21st Century and beyond as Malaysia's unique contribution in contemporary history. The Public Service will still be an institution central to carrying forward a new generation of Public Service leadership cadre for such a noble and ambitious vision of Malaysia. It requires strong, stable and highly intelligent and visionary administrators at all levels of our key institutions at home and abroad.

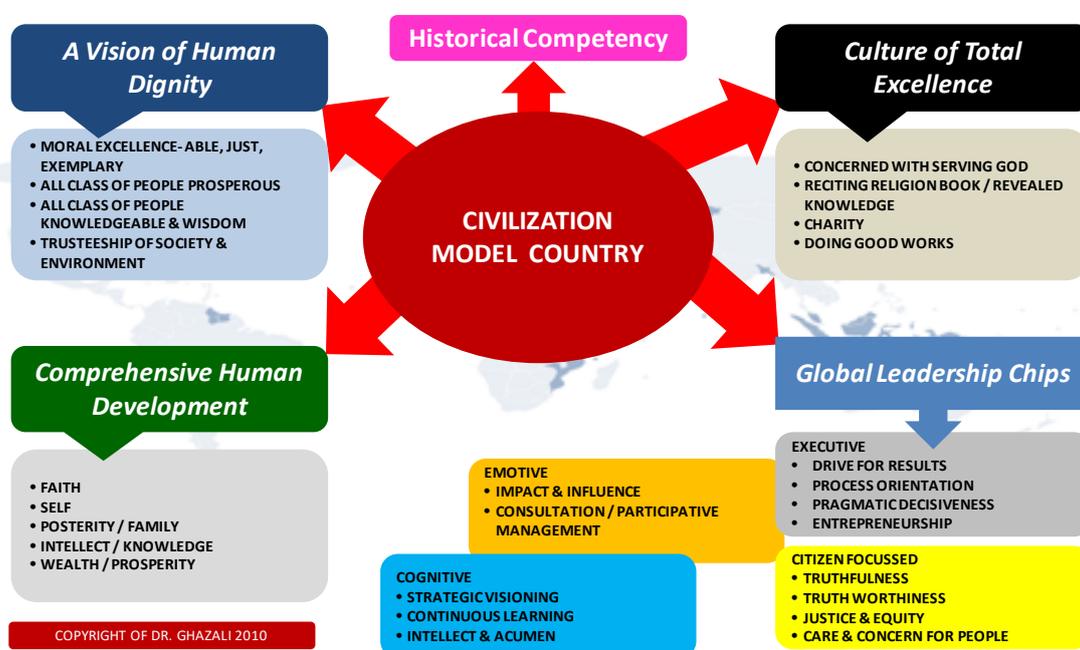


Figure 5: Civilizational Model Country Framework

Figure 5 illustrates the Civilizational Model Country Framework proposal with 5 core pillars underpinning the framework as below:

- i. Vision of Human Dignity
- ii. Comprehensive Human Development Agenda
- iii. Culture of Total Excellence and
- iv. Global leadership Chips

Vision of Human Dignity

The reiteration of the centrality of human dignity is a significant departure from the contemporary preoccupation of sensate culture, mere wealth acquisition, loss of societal cohesion and growing dehumanisation of society, the workplace and the home that demonstrate the displacement of mankind being the Vicegerent and Servant to fellow mankind in any advanced civilization.

The first principle is Moral Excellence of being able, just and exemplary to fellow mankind and the environment. The second principle is that all classes of people prosper, where well-being and sense of success and happiness cut across societal barriers. The third principle is that all classes of people are knowledgeable and wise in assuming their duties and obligations of citizenship. The fourth principle is the core value of trusteeship of society and the environment as the highest moral conduct.

Comprehensive Human Development Agenda

A vision of development that is inspired by a spiritual ethical framework and predicated upon the premise that human beings are created by God to fulfil a specific mission is in consonance with the place of religion and morality in the larger constituent of the country's cultural and demographic heritage. That being said, religion has been part and parcel of the history of civilization of the old and emerging Asia, West Asia and Africa, where a balanced satisfaction of spiritual and material needs of human beings constitute the well-being and aspirations for a good life. Such common religious and cultural environments of the cosmopolitan demographics of contemporary Malaysia will give due ranking to the hierarchy of faith, life, intellect, posterity and property with due respect and complete justice, mercy and wisdom pervading all areas of public life. Therefore, it is a **Development for All Humanity Vision** that the Public Service must strive for in **the vision of Global Malaysia becoming a new centre of civilization in the 21st Century and beyond.**

Culture of Total Excellence

Contemporary adherence to techniques of excellence in process, design and service beyond meeting transactional concerns and immediate needs to stay competitive has resulted in a mere adoption and semblance of such best practices. Innovation and creativity have become a new importance. However, the overall and durable higher order imperatives that ensure lasting success, prosperity and wellbeing of the nation, the organization or even the enterprise of public administration require a reset to i) the concern with serving God ii) reciting religious books/revealed knowledge iii) being charitable and iv) doing good works for noble ends, beyond mere performance of task and responsibilities.

Global Leadership Competencies

A conscious and deliberate movement towards a GREAT NATION AGENDA with its civilizational model country framework based upon the positive action in the exercise of freedom to choose for the better, to accept what is good and relevant to our needs, all the while maintaining our endeavour to return to the straight path and direct the energy and steps in agreement with it will require global leadership chips among all aspirants and current incumbents of the Public Service of Malaysia to reset their minds to these new imperatives to lead. This leadership falls on the shoulders of mankind in line with the soul's covenant with God.

There are five (5) sets of core competencies that entail Global Leadership characteristics. They are:

- i) cognitive competencies;
- ii) emotive competencies;
- iii) executive competencies;
- iv) citizen-focused competencies; and
- v) historical competency.

Cognitive competencies constitute the creation and clarity of a vision for the future:

- a) Strategic Visioning is already incorporated within the Arabic word for administration, management, governance, namely, TADBIR, which includes foresight and prudence;
- b) Continuous learning is a quest for knowledge. The principle of seeking knowledge is obligatory upon every believer according to prophetic tradition, displays intellect, curiosity on the developments, opportunities and lessons on natural, historical and psychological phenomena as well as leading and supporting the developments of subordinates and their heir apparent;
- c) Intellect and acumen in identifying, defining and evaluating issues, where intelligence is a quality that leadership must, preferably, possess. It must be complemented by the right attitude and actions that are guided by true knowledge;

Emotive competencies include impact and influence, where specific intentional objectives are pursued; where influencing others to accept points of view, adopt specific agenda or action through persuasion, rapport-building and organisational channels as well as influence of leaders on culture and possessing interpersonal understanding (emotional intelligence) in sensing and understanding others' needs, perspectives and feelings and taking an active interest in their concerns.

Executive competencies are the leadership's distinct excellence above all. These are:

- i) Drive for Results guided by higher principles, taking personal ownership and accountability for results, demonstrating drive, urgency and assertiveness in relentless pursuit of results, holding others accountable for results and displaying tenacity and resilience in the face of difficulties and following up to achieve results and creating a climate of excellence;
- ii) Clarity and a penchant for process-orientation in recognising linkages in seemingly unrelated events or recognising patterns or order in work process, design or structure;
- iii) pragmatic decisiveness; and
- iv) drive for entrepreneurship in looking for the novel, untried or untested opportunities, striking new and different paths, managing ambiguity comfortably and taking and managing risks as well as leading and championing change through mobilising key stakeholders as part of the transformation implementation efforts; adopting people's priority orientation that makes people happy and be committed and dedicated workers.

Citizen orientation with the virtues of truthfulness, trustworthiness and honesty in fulfilling promises and fulfilling duties and responsibilities; in engaging the citizens with justice and equity; the Public Service monitors economic ethics being adhered to in the nation (observing right weights and measures, checking business frauds, observing proper contracts, watchful eye on market imperfections, and opposing forms of injustice and oppression).

Care and concern for the people entail kindness and politeness in one's dealings with the people, acknowledging people's right to complain and preparing proper channels to do so.

Historical competency is mandatory for any great leader to acquire. History has political, economic and religious dynamics that push and pull the fate of nations and mankind throughout the beginning of civilization. The seismic historical events that changed and nurture new civilizations beyond mere recording of dates and events offer great insights and lessons of foresight to all nations and their leaders who are endowed with authority and trusteeship in the management of human affairs across the universe.

The above GREAT NATION AGENDA through the proposed Civilizational Model Country framework serves to reset the current leadership of the Public Service and its other partners towards the grand global expansion of Malaysia into the 21st Century and beyond. It calls for new attitudes and orientation towards global engagements by the Public Service; transformation of the whole Public Service to be global engagers; a new form of infrastructure and info-structure that will speed up investments and movements of people, goods and ideas across the world. It is a new environment for the new leadership of the Public Service to evolve as a new legacy in administrative leadership for the coming 22nd Century and beyond.

V. STRATEGIC ACTIONS BY A GLOBAL PUBLIC SERVICE FOR A GLOBAL MALAYSIA

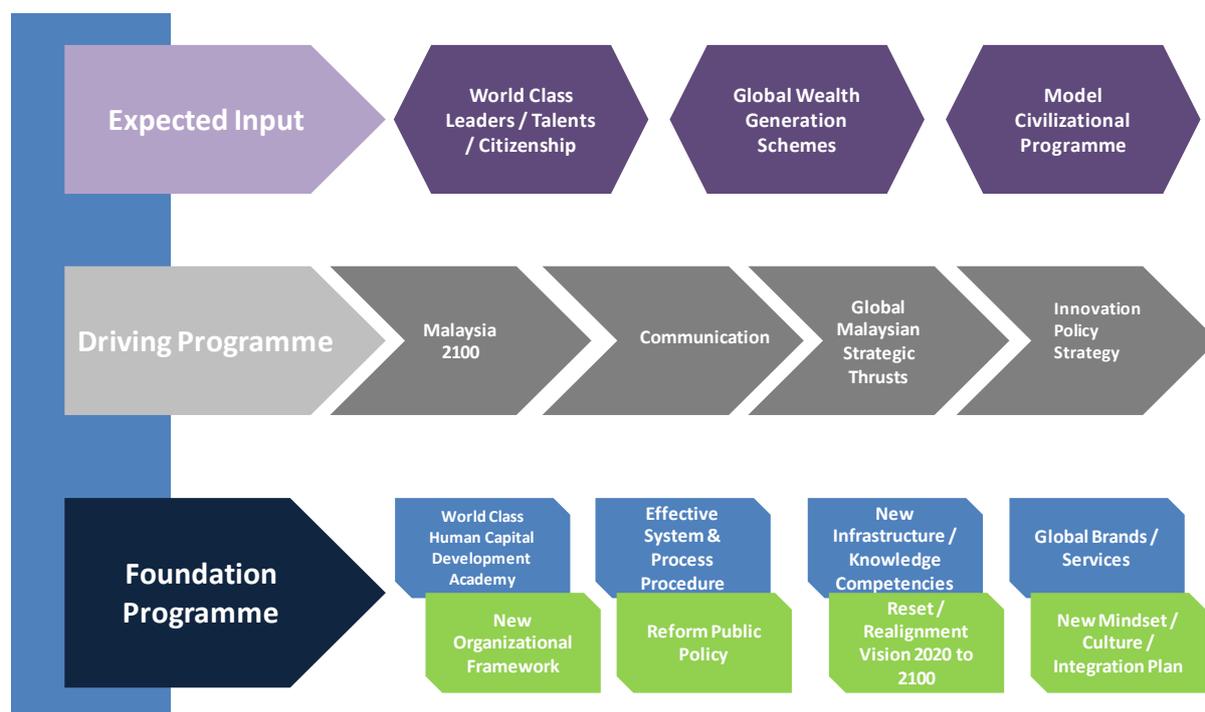


Figure 6: Malaysia's Key Strategic Actions for 100 Years

Figure 6 describes the road map of strategic actions by a new global Public Service for realising a GREAT NATION AGENDA – The Global Malaysia Vision. The strategic input consists of world class leaders/talent pool and citizens willing to be global players driven by programmes of:

- i) Malaysia 2100 Tagline;
- ii) Advocacy through a well-orchestrated communication strategy;
- iii) Global Malaysia's Strategic thrusts covering strategic intent and thrusts that are in compliance with the national leadership and citizens; and
- iv) investing in critical foundation programs (World class Human Capital Development Academy, new Public Service design, system, process and procedures that are world class; new infrastructure to bring Malaysia into global connectivity and new knowledge competencies, engaging new global branding and reset Vision 2020 to prepare a new mindset, culture and competencies addressing the 21st Century and the strategic integration among all the interdependencies and relationship of key goalposts in the strategic canvas of Global Malaysia.

Malaysia's Readiness to Assume Global Presence

As stated earlier, Malaysia's sterling engagement of destiny-making in the post-Independence era till beginning of the 21st Century left a new generation, graduated with new confidence, conduct and character,

capable of meeting the expectations of the population. It also left the national agenda, the economic wealth of the rising middle class, the new supply of technocrats and professionals who are clearly aligned to the national vision, where the tripartite wealth distribution, social equity and fair participation of all classes of the national population with no poverty, stable economic growth, stable democratic transition and unfinished business of nation-building/NEP.

Malaysia grew in partnership with all nations. Global Multinational Companies thrive with no history of nationalisation nor unequal business relationships or partnership to her foreign investors. Indeed, Malaysia's unique cosmopolitan heritage of five important links to civilization i.e. Islam, the West, Chinese Civilization, Indian Civilization and Emerging Far East (Japan, South Korea), manifest the cultural affinity and diversity for Malaysia and her Citizens to go beyond her borders and assume a leadership role in the global arena.

Still, the core strengths that have sustained Malaysia are the unique place of religion, the continuous supply of leadership cadre and the practice of consultation and compromise to seek harmony and happiness among the citizens with the institution of the Royalty providing the glue cementing the strength and unity of purpose and bond of the nation over 55 years. The legacy of Malaysia's Administrative Super Structure i.e. the Public Service will now be ready to transform from a player to be an actor and orchestrate the new entry of Malaysia into the Global Political and Economic Stage.

VI. THE ETHICAL FOUNDATION OF THE NEW STRATEGIC VISIONARY LEADERSHIP OF THE PUBLIC SERVICE

The pivotal contract of leadership falls on the shoulders of man who is intricately linked to the rise and fall of any civilization and the presence of:

- i) thinking people;
- ii) organization (political, bureaucracy, military etc); and
- iii) a high determination to live.

The interplay and interaction between these three imperatives will contribute to the advancement of human civilization (Ibn Khaldun Legacy and its Significance, ISTAC 2009). The Public Service or bureaucracy has been a perennial institution that serves the kinds of state in terms of government and purpose that had evolved throughout human history.

The Public Service, lead by the premier service, PTD, has been the bedrock institution of the country's governance since the beginning of the 19th Century till today. Its gradual evolution through its duties and obligations to serve the country's political leadership in the administration of the country witnessed the cycle of being national advisor, public policy architect responsible for proposing, implementing, monitoring and evaluating national development plans, as well as being the change agents or innovators in the development agenda for over 5 decades in partnership with the political leadership and private sector. The Public Service also serves the 3-tier stratum of the Federal, State and District/Local Governments, thus providing the major linking pin of the coordination, collaboration, cooperation and conflict resolution platform among the political leaders of the different parties in recent times.

The shift in the global environment since the 1990s had consequences on governance and the Public Service. 3 major uncharted changes are:

- i) rise of new economic power houses and political players;
- ii) interdependence and interconnectivity of nations became new realities of fate; and
- iii) the rising geo-political economic, social and technological trends have direct impact on Malaysia's innate capacity and readiness to respond to the manifest and fast dynamic trends, developments and new needs and demands faced by the world into the 22nd Century.

Given the above landscape of the global and national environment, the **PTD Alumni wish to assert that the fundamental ethical and legal imperatives of the public institutions remain relevant and pertinent to the nation.** The historical, constitutional and cultural mandate demands that the dignity of partnership among the political, administrative, military, academic, corporate, civil and professional institutions as well as the entrepreneurs, technocrats and the rising native digital generation will remain Malaysia's unique institutional strategic leadership model that will be Malaysia's unique innovation for the world.

Therefore, **the need for renewal and revisiting of the current leadership institutional framework in the Public Service is ONE MAJOR recommendation to the Commission.** It involves a radical review and modernising of the institution as the following:

- i. The cadre of the PTD shall be open for mid-level entry to all levels of the respective managerial and professional services of the government, the corporate agencies, the military, the academia and the scientists/technocrats as well as all emerging disciplines to build a team of the best talents as a new governance corps for advancement and implementation of a GREAT NATION AGENDA.
- ii. The current static entry requirements and networking between members of the above national governance elite requires a transformation through a total value lifeline of the new governance corps to be established.
- iii. The world class Leadership Academy and its think tank must be established through the merger or amalgamation of current institutions in the Public Service and establishing strategic alliance with national private think tanks and leadership knowledge entrepreneurs and also Global Knowledge Warehouse.
- iv. The iconic PTD may be proposed for a new iconic acronym to capture and reflect its transformational role for the Global Malaysia Vision.
- v. This group of leaders will be known for their statesmanship, their global orientation, and excellence in performance, integrity, intelligence, acumen, trusteeship and God Fearing.
- vi. Entry is also open to eminent Malaysians with professional distinction, virtuous character, and high intelligence through open and rigorous selection processes.
- vii. The New PTD will uphold the sacrosanct arrangement in the membership of the Service as well as the legitimate representation of the demographic profile of the nation, including new imperative of international recruitment intake into the Service, albeit the person must have citizenship status to be appointed.

VII. THE MICRO ENVIRONMENT OF THE GLOBAL PUBLIC SERVICE OF MALAYSIA

Human Capital Transformation		
Leadership Intelligence		
Technical Knowledge	Motivational Climate	Commitment Ranking
<ul style="list-style-type: none"> • Market • Customers • Processes • Environment • Cultural Diversity • Communications / Media 	<ul style="list-style-type: none"> • Pool of different individuals with different skills to cope with increased demands 	
Knowledge Legacy	Teamwork Index	
<ul style="list-style-type: none"> • Openness to New Ideas / Trends / Developments • Acquisition of new Knowledge / skills • Cultural competence (managing diversity in today's world / international collaboration) 	<ul style="list-style-type: none"> • Capacity / propensity for synergy / networking / collaboration • Interpersonal skills 	

Figure 7: New Micro Environment Structure

Given the institutional transformation of the PTD, the necessary micro environment of a new structure will encompass the key components as illustrated in **Figure 7**. The above components of the Micro-Environment of the new Public Service Leadership Architecture constitute on-going research and study by the relevant authorities to consider the implications and innovation necessary to put in place the new Public Service of the 22nd Century and beyond.

The common compass and direction in the manifest destiny of Global Malaysia will be unity in the Great Nation Agenda of the civilizational building role that all incumbents and new entrants as well as aspirants of National Leadership must believe in and committed to through transformation of Malaysia into the 22nd Century.

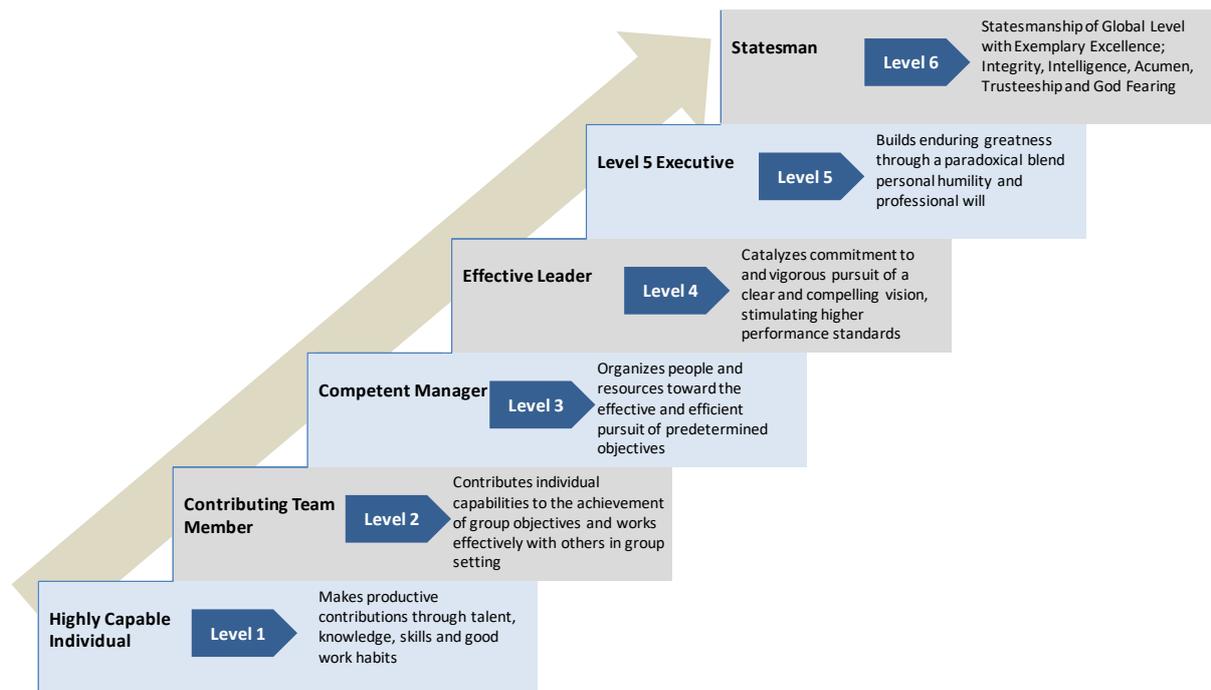


Figure 8: New Executive Path of Global Malaysia Public Service - The PT21

The Civilizational Model Country Framework in Figure 5 will form the strategic mapping of the 100 Year future scenario for the proposed PTD renewal membership to adopt. The strategic shift from the current Global-local matrix of engagement to the Global-Global matrix of engagement will necessitate a Leadership career path for the global world for the new echelon of the PTD as illustrated in Figure 8. This contemporary model will be held by deeply felt Ethical-legal Construct Value and Competence Framework that permeates from the initiation to graduation at the highest pinnacle of Leadership greatness i.e. the Statesman at Level 6 of the executive core path with the core values and core purposes in changing a Nation’s Fate under the Great Nation Agenda proposed.

Verily Never Will Allah Change the Condition of the People

Until They Change It Themselves (with their own soul)

Holy Quran, Chapter 13 Al-Ra’d Verse 11

The future scenario of a Global Malaysia will transpose the assembly of global pathfinders and new discoveries of Malaysians who walk across the Continents with grace, humility and sense of higher mandate in the affairs of humanity as illustrated in **Figure 9: Malaysia 2100 - A Great Nation of the 22nd Century**. The Great Nation Agenda occurs only from the sacred mandate of change of fate that a great life filled with upholding the intrinsic trusteeship of Vicegerent and fellow Servant to Mankind. This will be the transformational Public Service icon of the 21st century.

The new public service will be a dignified partner with the nation's political leadership at all levels and the necessary and relevant stakeholders in transforming Malaysia into the community of nations in the 22nd Century and beyond.



Figure 9: Global Malaysia 2100: A Great Nation Agenda

VIII. SUMMARY OF KEY PROPOSALS

1. Adoption of the Great Nation Agenda based upon the Civilizational Model Country Framework
2. Development For All Humanity Vision is the motto for Malaysia 2100
3. Middle Level Entry of the New PTD is open to levels of the respective managerial corps and professional services of the Government, corporate world, military, the police, the scientists/technocrats as well as all emerging disciplines critical for the Great Nation Agenda
4. The new executive path of leadership levels of Malaysia PTD21 is as in Figure 8; and
5. The Micro Environment of the Human Resource of the PTD21 of Malaysia as in Figure 7 is submitted for further study by the Personnel Agency of the Government.

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