



UCAPAN

KETUA PENGAKAP NEGARA

Taklimat Pengurusan Bersama
Pengerusi Majlis Pengakap Negeri &
Ketua Pesuruhjaya Pengakap Negeri

6 September 2025

Rumah B-P, Jalan Hang Jebat, Kuala Lumpur



TAKLIMAT PENGURUSAN BERSAMA PENGGERUSI MAJLIS PENGAKAP NEGERI & KETUA PESURUHJAYA NEGERI

“Memperkukuh kepimpinan
negeri demi kejayaan
Pengakap Malaysia”



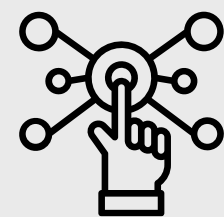
PENCAPAIAN

Pengakap Malaysia telah lakarkan pelbagai pencapaian:

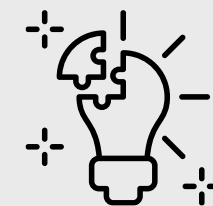
- Penganjuran program serantau
- Kejayaan negeri-negeri melaksanakan program inovatif, inklusif dan berimpak
- Sumbangan Pengakap kepada agenda nasional, perpaduan, kepimpinan belia dan pembangunan insan.



CABARAN SEMASA & TANGGUNGJAWAB BERSAMA



Cabaran perubahan zaman:
Digitalisasi, cabaran sosial dan daya tahan belia



Keperluan memastikan program Pengakap relevan, inklusif dan berdaya saing

10

FOKUS UTAMA HALA TUJU PERSEKUTUAN PENGAKAP MALAYSIA

1

**MELAKSANAKAN PROGRAM
YANG MENARIK DAN MENCABAR**

2

**MEMANTAPKAN TADBIR URUS,
PENGURUSAN SUMBER MANUSIA
DAN PENGURUSAN PENGETAHUAN**

3

MEMANTAPKAN SISTEM LATIHAN

4

**MEMPERKUKUH KEMAMPAHAN
KEWANGAN DAN PENJANAAN
PENDAPATAN**

5

**MENINGKATKAN PEMBANGUNAN
INFRASTUKTUR DAN ASET**

6

**MEWUJUDKAN IMEJ KORPORAT
YANG DINAMIK DAN POSITIF**

7

MEMBANGUN KEPIMPINAN DIRI

8

MENGURUS KUALITI ORGANISASI

9

MENINGKATKAN KERJASAMA GLOBAL

10

**MEMPERLUAS JARINGAN
KOMUNITI DAN KORPORAT**



STRATEGY FOR SCOUTING



SALAH LAKU KELAKUAN / ETIKA

- Menjual / memperdagangkan anugerah, pangkat atau sijil.
- Guna kedudukan untuk kepentingan sendiri (projek/kontrak/perjalanan).
- Tidak serah tugas rasmi.
- Tidak sampaikan maklumat penting.
- Hilang integriti – bahasa kasar, menekan ahli, prejudis.
- Konflik kepentingan tidak diisytihar (contoh: lantik ahli keluarga).
- Abaikan aduan ahli bawahan (gangguan / salah guna kuasa).
- Ketua Pesuruhjaya & Pengerusi Majlis tidak bekerjasama.
- Wujudkan "kem" tertentu.
- Tidak hadir program penting tanpa alasan tetapi tuntutan elaun.

SALAH LAKU PERATURAN / PERLEMBAGAAN

- Tidak mengadakan Mesyuarat Agung Tahunan (AGM) seperti diwajibkan.
- Buat keputusan besar tanpa persetujuan majlis / kuorum.
- AGM tidak teratur – tiada penyata kewangan, kuorum tidak sah, pemilihan tidak ikut peraturan.
- Langgar garis panduan atau dasar organisasi.
- Ubah peraturan atau dasar negeri tanpa kelulusan.
- Abaikan arahan rasmi daripada Ibu Pejabat Kebangsaan.
- Tubuhkan jawatankuasa baru tanpa mandat atau kebenaran rasmi.

SALAH LAKU PENTADBIRAN

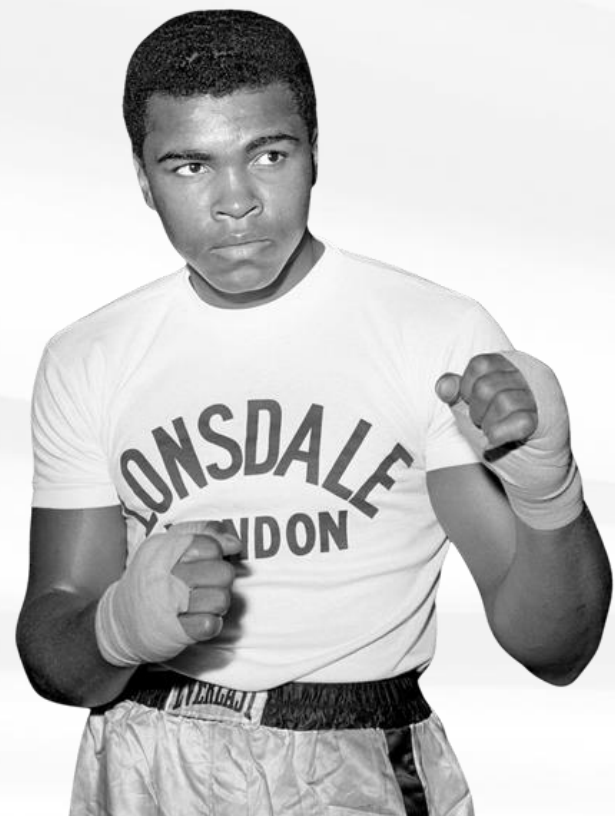
- Tidak hantar laporan tahunan ke Ibu Pejabat.
- Laporan aktiviti negeri tidak lengkap/telus.
- Simpan dokumen organisasi di tempat peribadi tanpa akses.
- Menyeleweng perlantikan jawatan (pilih sendiri tanpa undi).
- Tidak kemas kini rekod keahlian → jejaskan hak mengundi.
- Tolak pendaftaran ahli baharu tanpa sebab sah.

SALAH LAKU KEWANGAN

- Buka akaun peribadi urus wang organisasi.
- Guna wang organisasi untuk peribadi tanpa kebenaran.
- Tiada penyata kewangan tahunan untuk diaudit.
- Kutip yuran/sumbangan tanpa resit rasmi.
- Salah guna dana projek/tajaan.
- Gagal serah baki wang aktiviti kepada bendahari.
- Tetapkan bayaran tambahan tanpa kelulusan.
- Simpan baki wang program sebagai dana peribadi.

SERUAN KEPADA NEGERI

- Kepimpinan negeri sebagai 'role model' kepada ahli muda
- Terap nilai murni, perpaduan kaum dan kesukarelaan tinggi.



"Service to others is the rent you pay for your room here on earth."
– Muhammad Ali





**PENGAKAP[®]
MALAYSIA**

FROM GOOD TO GREAT

WHAT MAKES ORGANIZATION GREAT

MAJ. GEN. DATO' PROF. DR. MOHD ZIN BIN BIDIN (R)
Chief Scout

Jim Collins analyzed 28 companies over 5 years.

What are the universal features that causes a company to go from good to great.



"Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice and discipline."

JIM COLLINS

CHARACTERISTICS OF GREAT ORGANIZATION

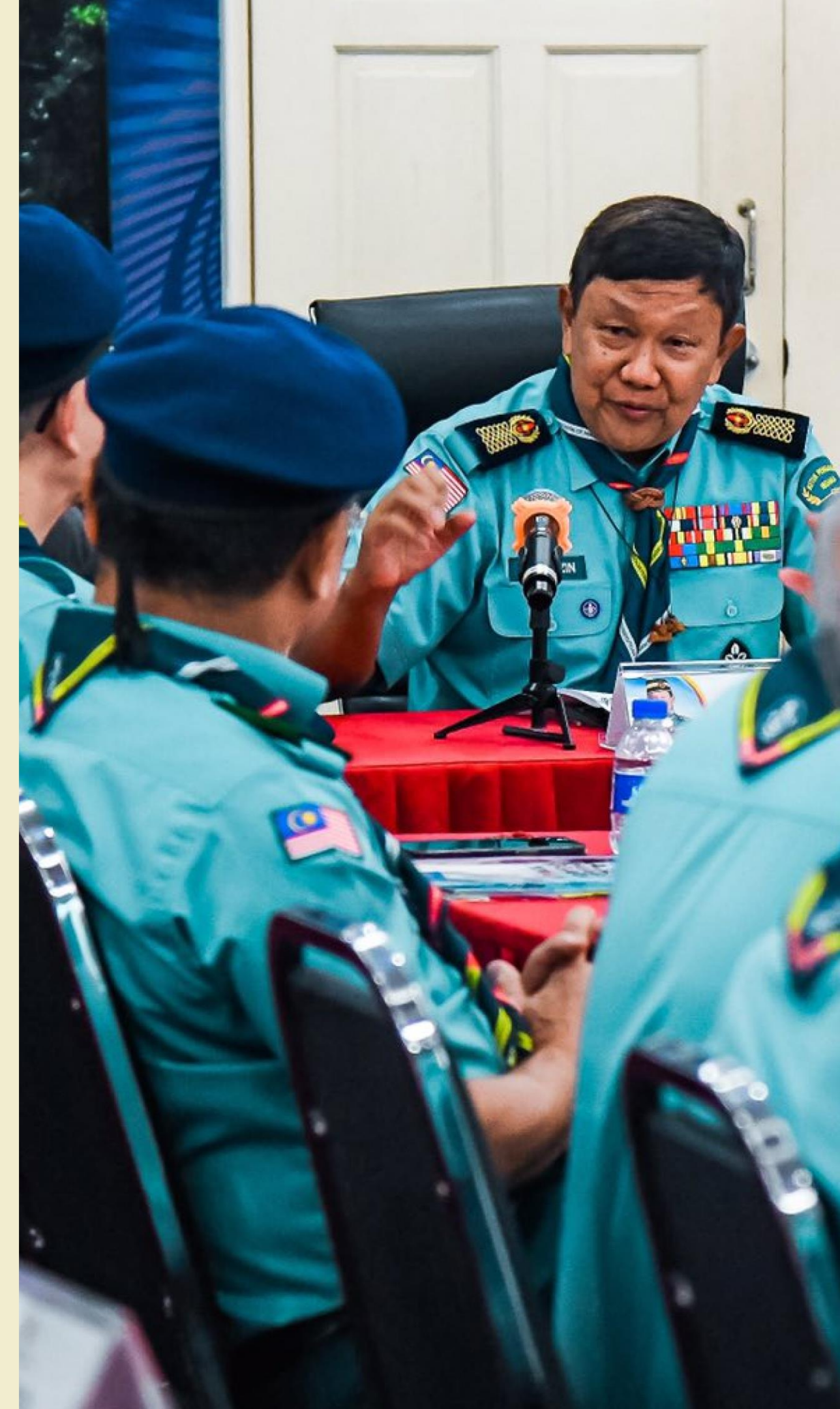
1. LEVEL 5 LEADERSHIP

- Drive to do the right thing.
- Humility and charisma
- Propel people to bigger, better, greater things

Successful people read at least 12 books per year.

Level 5 Leadership

- Explore the qualities of Level 5 leaders: humility, determination, and a focus on the success of the organization over personal achievements.
- Understand the power of leadership that inspires and motivates teams to achieve extraordinary results.



2. FIRST WHO - GET THE RIGHT PEOPLE ON THE BUS

“It’s not merely about filling seats.”

It’s about ensuring each seat is occupied by someone who wants to drive the Organization forward.

- ✦ A team that embodies the ethos and vision of the organization.
- ✦ Role of human capital on the bedrock of transformative success.
- ✦ Necessary to achieve an executive of A-players.
- ✦ It’s fundamental.
- ✦ Need to replace colleagues or move them to other roles.
- ✦ Otherwise, your B-players will set the behavioural standards and build your business around them.

First Who.... Then What

- Prioritize building a team of talented and committed individuals before defining the company's direction.
- Recognize the significance of getting the right people on board and placing them in the right roles for success.



3. TO GO FROM GOOD TO GREAT, WE NEED TO CONFRONT THE BRUTAL FACTS

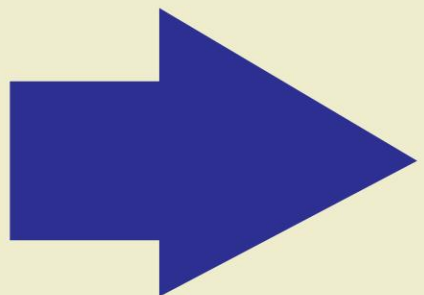
- ✦ Progress can only begin with truth, however unpleasant.
- ✦ Don't be in denial about what is happening around us.
- ✦ Confront the brutal truths head on



Confront The Brutal Facts (Yet Never Lose Faith)

- Encourage a culture of facing reality and confronting challenges head-on while maintaining unwavering faith in achieving long-term success.
- Emphasize the importance of honest and transparent communication within

A BIG HAIRY AUDACIOUS GOAL (BHAG)



A BIG HAIRY AUDACIOUS GOAL (BHAG)

- ✦ A bold, ambitious and inspiring vision.
- ✦ A goal that is far-reaching and challenging.
- ✦ Require organisation to think outside the box and push boundaries.
- ✦ Core focus vision, BHAG is like moonshots.

Here are some BHAG's To Inspire You:

1 "Organize the world's information"

Google

2 "Connect the world"

facebook

3 "Transportation as reliable as running water, everywhere for everyone"

Uber

4 "To accelerate the world's transition to sustainable energy"

TESLA

5 "Make easy to do business anywhere"

Alibaba Group

6 "Remember everything"

EVERNOTE

7 "Enable human exploration and settlement of Mars"

SPACEX

8 "A computer on every desk and in every home"

Microsoft

9 "Crush Adidas"

NIKE

KEY CHARACTERISTICS OF BHAG

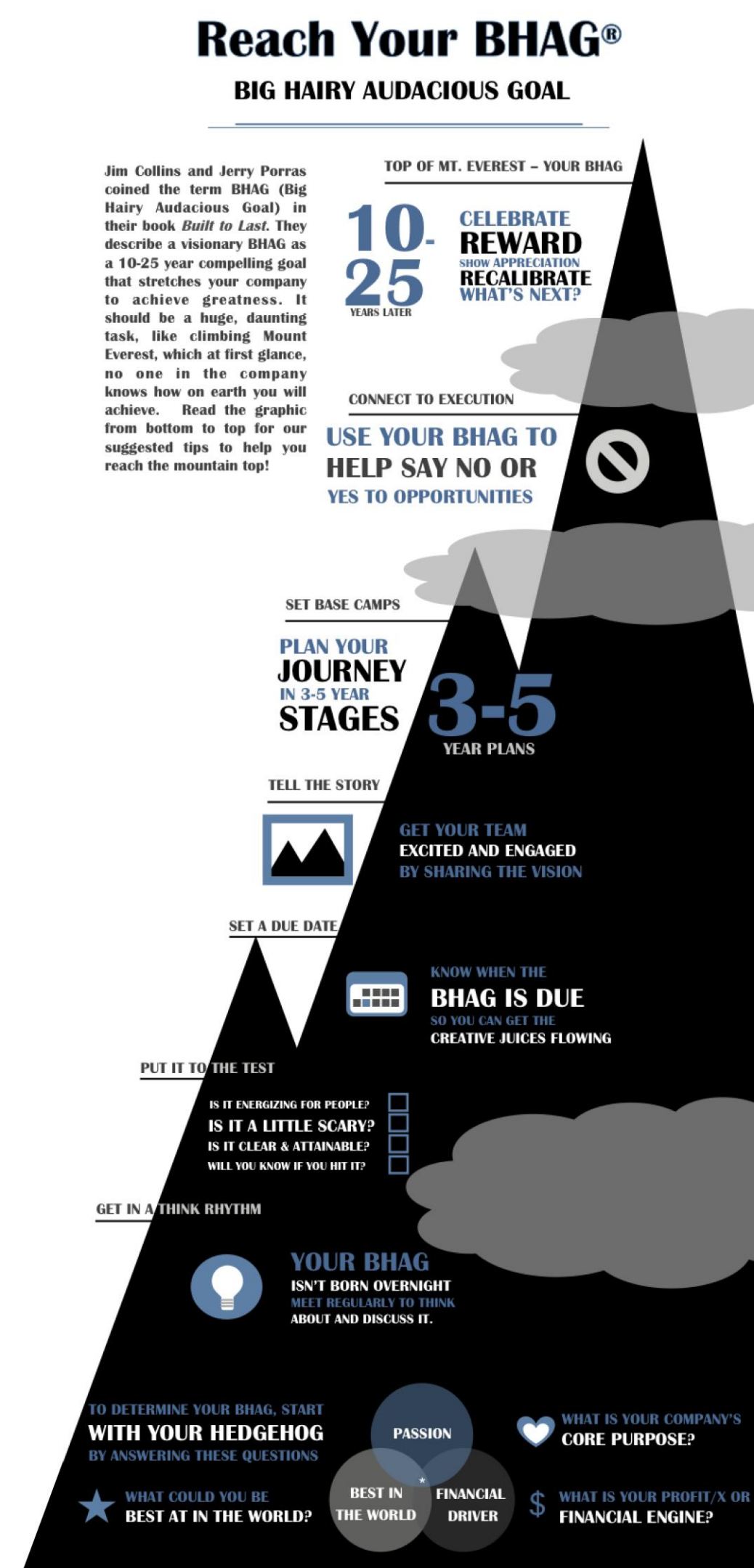
- Bold and ambitious
- Forward looking
- Inspiring and motivating
- Challenging
- Realistic and feasible

e.g.

“To make Pengakap Malaysia the number one brand in the world.”

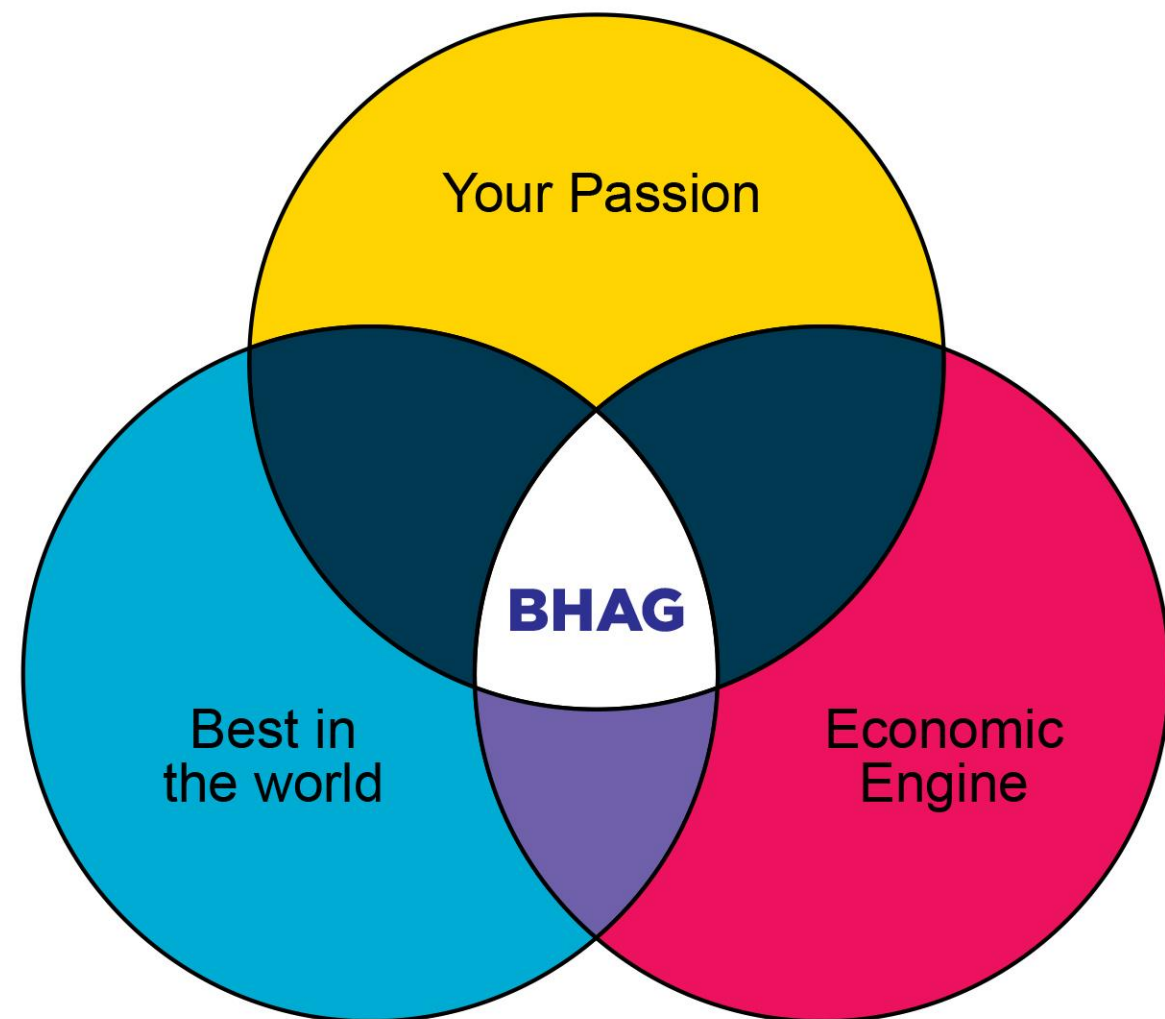
“To be the most customer-centric youth organization on earth.”

“To be world famous for innovations in Non-formal Education.”



4. THE HEDGEHOG CONCEPT

- ✦ “Foxes know many things, but hedgehog knows one big thing” - Archilochus, Greek poet
- ✦ What are you good at doing, what its people are passionate, what it makes money from (product, service, offering)



Who is my customer, and what is their problem?

- ✦ Identify your hedgehog concept then focus your strategy around it.
- ✦ A principle that champions the synthesis of “passion, proficiency and profitability”.
- ✦ Cultivate depth, focus and clarity in your organization

THE HEDGEHOG CONCEPT - CONT.

The Hedgehog Concept - (Simplicity within the Three Circles)

- Discover your organization's unique value proposition by identifying the intersection of what you are passionate about, what you can be the best in the world at, and what drives

your economic engine



5. GOOD TO GREAT COMPANIES HAVE A CULTURE OF DISCIPLINE

✦ Disciplined thought, disciplined action, focus and commitment to be the **BEST**.

BUILDING A CULTURE OF EMPLOYEE DISCIPLINE

Recruit

Recruit and retain disciplined people

Accountable

Hold your team members and yourself accountable for undisciplined actions.

System

Devise a system to organize assignments and responsibilities

Feedback

Ask for feedback on how to make the system better



6. TECHNOLOGY ACCELERATORS

MOVE COMPANIES FROM GOOD TO GREAT

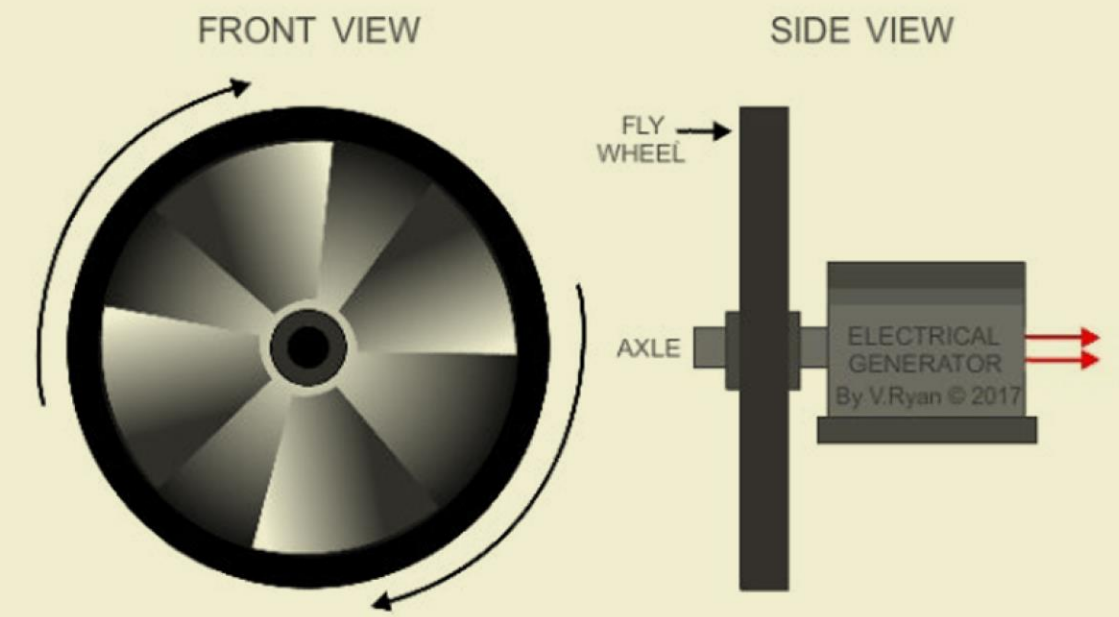
✚ If your organizations fails in IT, you must change your people, supplies or tools.

Technology Accelerators

- Explore how technology can be used strategically to accelerate growth and improve processes.
- Discuss the role of technology in transforming industries and creating new opportunities for businesses.

7. GOOD TO GREAT COMPANIES BUILD A FLYWHEEL OF MOMENTUM

- ✦ Like a giant heavy flywheel, you gradually build momentum, until at last it starts to spin itself.
- ✦ A cumulative effect of every push, every choice, every strategy, all driving towards organization's greatness.



The Flywheel and The Doom Loop

- Understand the concept of the flywheel effect, where small, consistent actions compound over time to create significant momentum.
- Recognize the dangers of the doom loop, where negative patterns and decisions lead

CONCLUSION

**“Good is the enemy of great”.
That’s why we have so few that becomes great.**

- ✚ We don’t have great universities because we have good universities.
- ✚ Few people attain great lives because it is easy to settle for a good life.
- ✚ We don’t have a great government because we have a good government.

The vast majority of organizations never become great because the vast majority become quite good and that is the main problem.

PPM can be great if we apply the above framework of ideas.

PENUTUP

- Terima kasih kepada semua pimpinan negeri
- Bersama berganding bahu dengan Majlis Pengakap Negara

"Bersama Kita Memimpin"
"Together We Lead"



TERIMA KASIH