



CONVERGING COMMUNITIES

CAPACITY, CAPABILITY, COMPETENCY & CULTURE



■ HIGH IMPORTANCE
■ MEDIUM IMPORTANCE
■ LOW IMPORTANCE

SIGNIFICANCE

At the core of our corporate philosophy lies a steadfast belief - Capacity, Capability, Competency & Culture: our people are the pillars of our success. Their talent, collective insight, and the culture they foster propel our company forward. We recognise the importance of enriching their skills, ensuring they have the capacity and capability to innovate and the proficiency to outperform. Our commitment goes beyond simple professional growth; we aim to balance individual potential with our corporate goals, creating a workplace that is both efficient and stimulating.

We pledge to continuously enhance our team's professional expertise, nurturing an atmosphere where each member is encouraged to contribute to our collective objectives. Our emphasis on developing a dynamic and welcoming corporate culture ensures that our operations are effective and reflect our cherished principles.

This dedication to our human assets goes beyond a mere strategic move. It is the manifestation of our pledge to enduring development and distinction. By prioritising these ideals, we are sculpting a robust workforce that personifies our corporate identity and is prepared to meet the demands of our sector, ensuring that our company does not just survive but continues to set the pace and innovate into the future.

OUR APPROACH

CAPACITY, CAPABILITY, COMPETENCY & CULTURE

Our strategy is meticulously structured around four critical pillars: Capacity, Capability, Competency & Culture. Each pillar is underpinned by targeted strategies and deliberate actions crafted to fulfil the distinct objectives that form the blueprint of our corporate and sustainability ambitions.

01 CAPACITY

01: Capacity building strategy centres on identifying, selecting, developing, and nurturing key human talent, which is pivotal in propelling our corporate and sustainability ambitions for business success.

02 CAPABILITY

02: Capability building involves enhancing our employees' existing skills and knowledge, preparing them to contribute effectively to our broader capacity-building efforts.

03 COMPETENCY

03: Competency building emphasises enhancing and updating the skills required for existing positions, ensuring our employees stay current with the latest developments and trends relevant to their roles and responsibilities.

04 CULTURE

04: Culture building revolves around cultivating a positive, proactive, and inclusive work environment that champions a mindset geared toward excellence, innovation, and continuous improvement. By fostering these values, we steer our company toward greater success.



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01

CAPACITY

CAPACITY BUILDING

Achieving our business and sustainability goals starts with building a solid team. We ensure the right mix of individuals, proficient skills, and optimal numbers. Our hiring strategy is designed with precision, focusing on selecting the best candidates, projecting future talent requirements, and preparing for the growth and evolving needs of our company.

Our strategy is built on two key components:

01

SUCCESSION PLANNING

Methodically preparing for future leadership to ensure continuity and stability.

We aim to strategically position our employees to maximise their impact, ensuring that each department is adequately resourced and that the potential of each team member is fully harnessed for collective success.

02

STRATEGIC RECRUITMENT

Proactively identifying and attracting talent to meet our expanding business and operational needs.

Leveraging the collective capacity, diverse capabilities, and individual competencies of our staff, both in-office and working on-site, is essential for achieving our goals.



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SUCCESSION PLANNING 2023 FRAMEWORK

Adopting the right strategies to undertake and implement succession planning and to link it with organisation's objectives.



We have an assessment matrix in place to evaluate talent readiness

Readiness Code	R0 Ready NOW	R1 Ready in less than 1 year	R2 Ready within 2 years	R3 Ready within 3 years	NR Not ready to advance
	Move up one or two levels from current level.	Move up one level from current level.	Maintain current roles or lateral cross-function move.	Maintain current role or review current job fit.	
Identified Pool	6	4	6	8	12



02

CAPABILITY

CAPABILITY ENHANCEMENT

Our commitment to enhancing our capabilities is integral to our capacity-building strategy. We achieve this by engaging our employees in comprehensive training programmes and equipping them with the latest technologies. This enables them to address current challenges effectively while cultivating a proactive and innovative mindset for future opportunities and challenges.

EMPOWERING THROUGH TRAINING AND DEVELOPMENT

- We are dedicated to investing in training programmes and professional development opportunities to bolster our employees' technical and managerial skills.
- We prioritise granting access to the most current tools and technologies, enabling our team to excel in their roles effectively.

CAREER GROWTH AND LEADERSHIP DEVELOPMENT

- We are committed to delineating clear career trajectories and planning initiatives, cultivating future leaders and specialists within our Group.
- Our approach includes a deeper focus on individual employee growth, evaluating and enhancing performance to align with the Group's objectives, and constructive feedback and avenues for advancement.
- We offer personalised career development plans enriched with mentoring and coaching programmes tailored to boost the potential of each employee.
- By nurturing leadership qualities across the Group, we aim to establish a strong team of future leaders poised to spearhead innovation and propel our growth.



- Certified Environmental Professionals in Sewage Treatment Plant Operations
- Drone Piloting & Customised Civil & Structural Related Training With Sijil Kemahiran Malaysia (SKM) Certification
- Sustainability Reporting Workshop Certification
- Professional Executive Coaching Engagement for PROLINTAS Leaders
- Certified Professional in Integrity Assurance and Management
- Certified Infrared Thermographer Course



Cultivating a vibrant talent pool of young professionals through systematic capability enhancement training programmes.

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03

COMPETENCY

COMPETENCY DEVELOPMENT

Competency development is geared towards refining and advancing the skill sets required for current positions, ensuring that our team members remain abreast of the latest industry advancements and shifts that influence their roles and contributions. This focus on skill enhancement is critical for keeping our workforce aligned with evolving market trends and organisational needs.

ONGOING SKILL ENHANCEMENT

By actively identifying the skills essential for future success and integrating targeted training and development programmes, we equip our employees to navigate the complexities of their positions with expertise and agility. We aim to cultivate a workforce that is not only adept at addressing today's challenges but also poised to seize future opportunities with confidence and strategic insight.

This commitment to ongoing professional growth creates a culture of continuous improvement and innovation, where employees are encouraged to develop their skill sets continually. As a result, our team members are well-prepared to drive our organisation forward in a dynamic and ever-changing industry landscape.



Elevating our workforce through targeted training initiatives to unlock potential and drive organisational innovation.

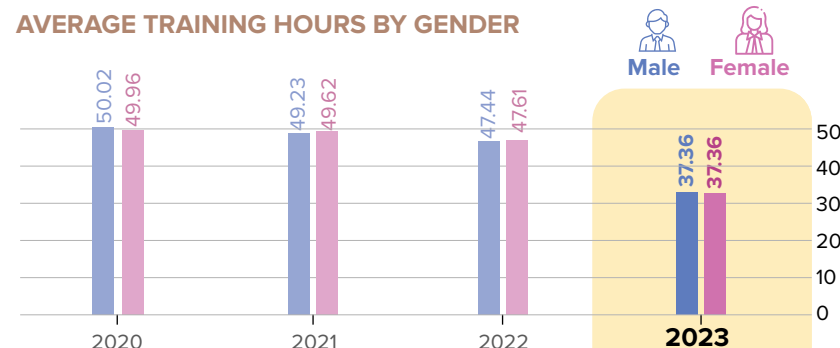
OUR PERFORMANCE

TOTAL TRAINING INVESTMENT

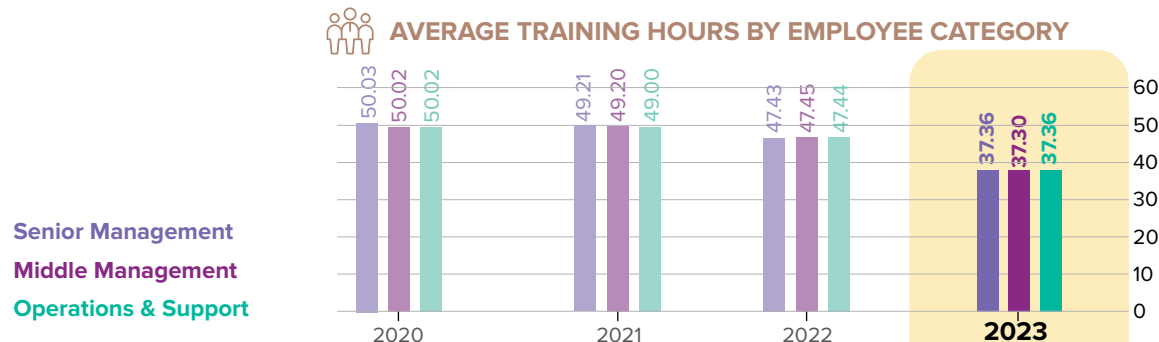
2020	RM950,000
2021	RM 1,300,000
2022	RM2,000,000

2023
RM1,157,000

AVERAGE TRAINING HOURS BY GENDER



AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY



PROTÉGÉ PROGRAMME

	2020	2021	2022	2023
Total No of Participants	20	58	34	30
Total Investments for Protégé Programmes (RM)	850,000	1,400,000	682,000	617,280



04

CULTURE

FOSTERING A DYNAMIC AND INCLUSIVE CULTURE

At the core of our organisation lies the commitment to nurturing a positive, proactive, and inclusive culture. We understand that a vibrant and unified culture is vital to boosting employee morale and engagement, encouraging teamwork, and promoting collaboration, all of which are critical drivers of innovation.

We focus on creating an environment where excellence is the norm and innovative thinking is celebrated. We strive to embed a deep commitment to quality and sustainability in every facet of our operations, ensuring these principles are at the heart of everything we do. By cultivating a culture that champions excellence, nurtures innovation and prioritises continuous improvement, we drive our company towards new heights of success.

GUIDING PRINCIPLES AND PLATFORM OF OUR BEHAVIOUR PRACTICES TO PUT INTO ACTION

- Accountable management
- Ethical decision making
- Productive stakeholder engagement
- Proficient planning, investment and delivery
- Robust performance management
- Effective management of risk and opportunity
- Embedded compliance and internal controls

This culture is reinforced by our core corporate values of safety, sustainability, excellence and respect, which seamlessly integrate with our core individual values (S.T.A.R) of being SMART, TRUSTWORTHY, ADMIRABLY HONEST and REACHING OUT. These values serve as guiding principles for our employees in their professional journeys.



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OUR IMPACT STORY

PROLINTAS AND UTM COLLABORATE TO STRENGTHEN ACADEMIA-INDUSTRY SYNERGY VIA THE CEO@FACULTY PROGRAMME

PROLINTAS and Universiti Teknologi Malaysia (UTM) have forged a strategic alliance by signing a Memorandum of Understanding (MoU) to strengthen the bridge between academia and industry.

This partnership seeks to provide UTM students with valuable industrial training opportunities. It will also be a platform to encourage the facilitation of a dynamic collaboration between industry professionals and academic faculties, aiming at driving forward research and innovation efforts. This collaboration is envisioned to yield practical solutions to contemporary industry challenges, thereby enriching the integration of academic insights with real-world industry practices.

Set to last for three years, the MoU encompasses three critical areas of cooperation:



CEO@FACULTY PROGRAMME

The CEO@Faculty Programme (CFP), a hallmark of the partnership between PROLINTAS and Universiti Teknologi Malaysia (UTM), represents a significant stride in bridging the gap between academia and industry.

INITIATION AND DURATION

Launched in 2022, the CFP is an ongoing initiative that fosters a symbiotic exchange between education and professional practice.

LEADERSHIP AND PARTICIPATION

PROLINTAS' Group Chief Executive Officer, Dato' Mohammad Azlan Abdullah's appointment as a member of the CFP by the Department of Higher Education, Ministry of Higher Education, leads the programme with a diverse group of participants, ranging from academicians to technical experts, all contributing to a rich tapestry of knowledge exchange.

OBJECTIVES

For PROLINTAS:

The initiative allows PROLINTAS to leverage on UTM's research capabilities and innovative academic talent. This collaboration is focused on discovering novel solutions to operational challenges, from using sustainable materials to adopting cutting-edge technologies, thereby elevating the safety, efficiency and productivity of highway operations.

For Academicians:

The CFP aims to enhance the educational landscape by integrating industry insights into the academic curriculum, offering students firsthand exposure to real-world challenges, and supporting emerging talents in their professional development journey.



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ACHIEVEMENTS AND IMPACTS

The CFP has been instrumental in fostering a vibrant exchange of knowledge and expertise, leading to notable achievements:

1 A faculty member in the Civil and Structural Engineering Department greatly benefited from insights on road maintenance, slope and drainage systems.

The Impact:

His expertise seamlessly integrated into the curriculum, enriching students' learning with practical industry insights alongside theoretical knowledge.

2 A contingent of 23 UTM lecturers and officers gained firsthand experience on PROLINTAS' operations, emphasising Highway Operations and Projects.

Lesson Learned:

They gained insights into the growing demand for effective road and transit infrastructures in the Klang Valley.

It bridged the academic-industry divide by melding theoretical education with practical operational scenarios, thus enhancing the academicians' ability to impart traffic and highway management concepts with added practical relevance.

3 A group of 17 members from PROLINTAS' technical team undertook a study tour at UTM, guided by representatives from the Faculty of Civil Engineering.

The Application:

This visit enabled the team to absorb cutting-edge technological practices in construction, operations and maintenance, fostering continuous innovation and learning experience.

The initiatives within the CFP detailed here are centred on human development. Further outcomes from the CFP, aligned with other material matters, are elaborated in the corresponding sections of this report.



GOING FORWARD

Together, we foster and nurture a space where every team member feels valued and empowered to contribute their best, where diverse perspectives are embraced, creativity flourishes, and where everyone is driven by a shared vision of excellence - shaping a path that leads to personal and professional fulfilment.

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