

**MEASURE  
SUCCESS**



# Success Factors in R&D Leadership



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Faculty of Engineering  
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019710400



**FKE 1992-2006**  
**RMC 2006-2016**  
**SKE 2019 -**



2016 – 2019  
**Timbalan Naib Canselor (Penyelidikan & Inovasi)**  
**Universiti Tun Hussein Onn Malaysia**



**TIMBALAN NAIB CANSELOR**  
(Penyelidikan dan Inovasi)  
UNIVERSITI TUN HUSSEIN ONN MALAYSIA

UTHM

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www.uthm.edu.my

Profesor Dr. Ruzairi bin Abdul Rahim





LEADERSHIP  
IS ABOUT MAKING OTHERS  
**BETTER** AS A  
RESULT OF YOUR PRESENCE  
AND MAKING **SURE**  
THAT IMPACT LASTS IN YOUR  
**ABSENCE.**

# Abdul Rahim, Ruzairi

[View potential author matches](#)

Author ID: 6603216756 [i](#)

Affiliation(s): [i](#)

2011-2018 [Universiti Tun Hussein Onn Malaysia, Batu Pahat, Malaysia](#)

1996-2018 [Universiti Teknologi Malaysia, Johor Bahru, Malaysia](#)

1998-2018 [Universiti Teknologi Malaysia Faculty of Electrical Engineering, Malaysia](#)

[View less](#) [View all](#)

Other name formats:

[Abdul Rahim, Ruzairi bin H.J.](#) [Rahim, Ruzairi Abdul](#) [Ruzairi, Abdul Rahim](#) [Rahim, Ruzairi Hj Abdul](#) [Rahim, Ruzairi Abd](#) [Ruzairi, A. R.](#)

[Abdul Rahim, Ruzairi H.](#) [Rahim, R. Abdul](#) [Rahim, R. A.](#) [Rahim, Roslin Abdul](#) [Abdul Rahim, Ruzairi Hj](#) [Rahim, Ruzairi Bin Abdul](#)

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Subject area:

[Engineering](#) [Computer Science](#) [Physics and Astronomy](#) [Materials Science](#) [Mathematics](#) [Energy](#) [Agricultural and Biological Sciences](#)

[Chemistry](#) [Biochemistry, Genetics and Molecular Biology](#) [Environmental Science](#) [Social Sciences](#) [Chemical Engineering](#) [View all](#)

Documents by author

311

[Analyze author output](#)

Total citations

1993 by 1155 documents

[View citation overview](#)

*h*-index: [i](#)

22

[View \*h\*-graph](#)

# TOP RESEARCH SCIENTIST MALAYSIA 2013



**RUZAIRI BIN ABDUL  
RAHIM**

PROFESOR (VK05)

		Since 1992
1	<b>Publications</b>	
	i. Journal	314
	ii. Conferences	128
	iii. Books	13
	iv. Book Chapters	193
	v. Research Monograph	26
	vi. H- Index	22
2	<b>Intellectual Property Rights (IPR) - Granted</b>	
	i. Patent	7
	ii. Utility Innovation	2
	iii. Industrial Design	4
	iv. Copyrights	153
	v. Integrated Circuit Design	7
3	<b>Grant</b>	
	i. Government	RM 5,165,459
	ii. Industry	RM 50,000
4	<b>Awards</b>	
	i. UTM/International	45
5	<b>Postgraduates</b>	
	i. PhD	35
	ii. MSc by Reserach	16
	iii. MSc by Taught Course (Project)	47

Grant

86

Publication

407

Indexed Publication

150

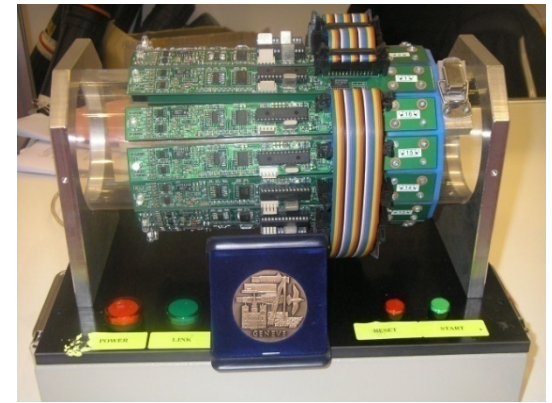
H-Index (SCOPUS)

22

Citations (SCOPUS)

1993

- Tokoh Penyelidikan
- Tokoh Penerbitan
- Tokoh Harta Intelek
- TIGA Anugerah Kualiti UTM
- Anugerah Inovasi UTM
- Anugerah MAMPU



- **ACADEMIC QUALIFICATIONS :**

- Ph.D 1996 Sheffield Hallam University, UK (Electronic Instrumentation Engineering)
- BEng. 1992 Sheffield City Polytechnic, UK (BEng. (Hons) Electronic Systems & Control Engineering)

- **AREA OF EXPERTISE :**

- Process Tomography (Optical sensor, ultrasonic sensors) and application of sensor technology.

- **OWN INTELLECTUAL PROPERTY:**

- Patent Granted : 7
- Patent pending : 55 products
- Utility Innovation : 2 products
- Copyright : 153 software programming / circuits design
- Integrated Circuit : 7 pcb design
- Industrial design : 1 product

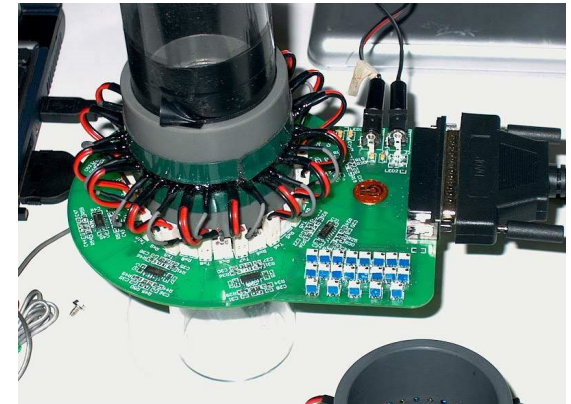




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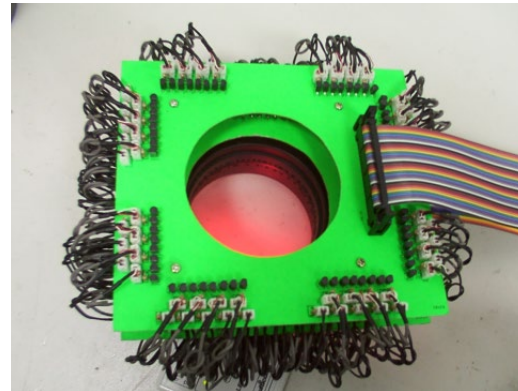
**Vehicle Security System  
via SMS (VSSS)**



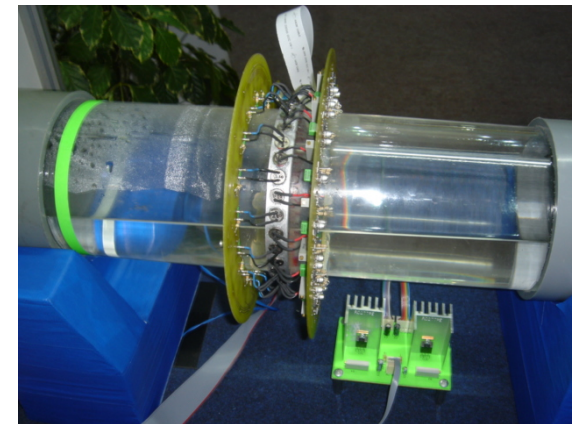
**An Apparatus For Determining  
Composition And Measuring Mass Flow  
Rate In Real Time**



**An online non-invasive blood  
pressure monitoring system**



**High Speed Online Monitoring  
System for Solid / Gas Flow in  
Process Industries**



**Industrial Liquid Flow Imaging  
Instruments**



# EARLY EDUCATION



- Sekolah Ismail (1) Muar, Johor (DAR 1-6)
- Sekolah Tinggi Muar (TKT 1-5)
- Sekolah Ugama Parit Kadzi Muar Dar (1 -6)
- Sekolah Menengah Sains Johor, Kluang (A-Level)
- NCUK (Northern Consortium United Kingdom)

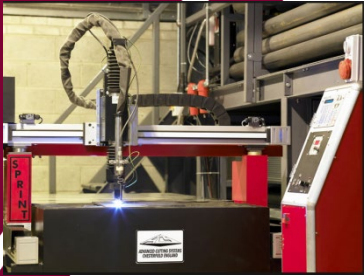


# QUALIFICATIONS



- Ph.D in Electronic and Instrumentation Engineering, Sheffield Hallam University, Dec 92-Feb 96
- Thesis title : “A Tomographic Imaging System For Pneumatic Conveyors using Optical Fibres Sensor”
- BEng. (Hons.) Electronic System & Control Engineering, Sheffield City Polytechnic 1989-1992

# WORKING EXPERIENCE



- **Electronic Engineer - Advanced Cuttings System, Chesterfield, United Kingdom**
- Test Engineer - SGS Thomson Microelectronics, Muar, Johor
- **Head Dept., Control & Instrumentation Engineering Dept. Faculty of Electrical Engineering**
- Deputy Dean (Corporate), RMC UTM
- Director, RMC, UTM
- **Deputy Vice Chancellor (R&I), UTHM**



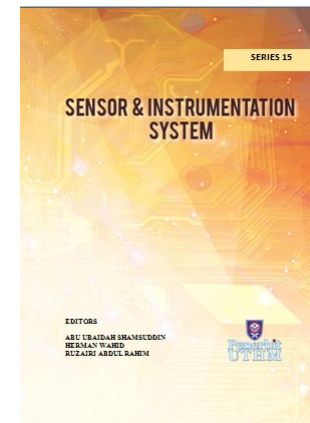
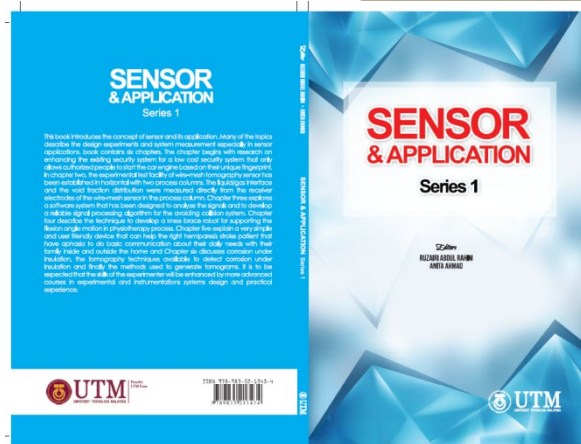
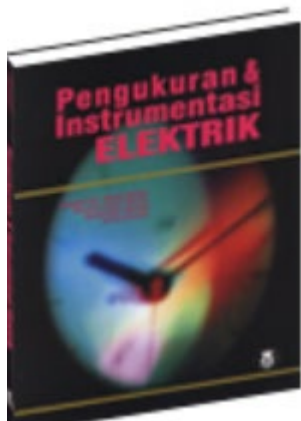
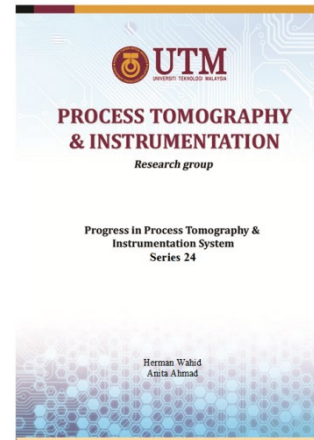
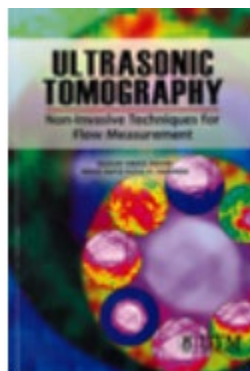
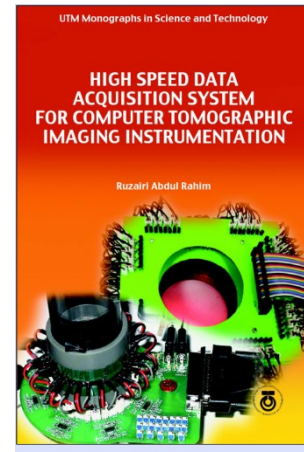
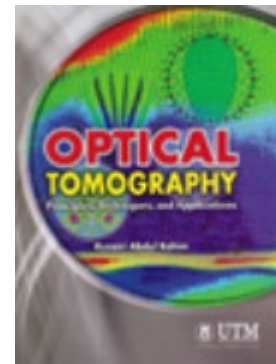
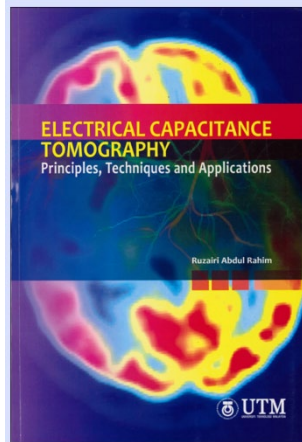
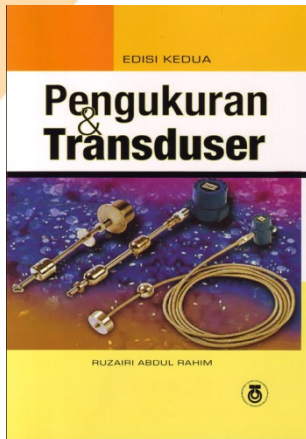
# CAREER PATH

1. Tutor – 22/9/92
2. PhD. – 5/12/92 to 6/2/96 : 29 years old
3. Head Dept – 6/98 to 11/2006 : 8 years 5 month 15 days
4. Associate Professor – 2000 : 33 years
5. Professor (VK 7)– 1/1/06 : 38 years 11 month
6. VK6 – 2010-2018
7. VK5 – 2018

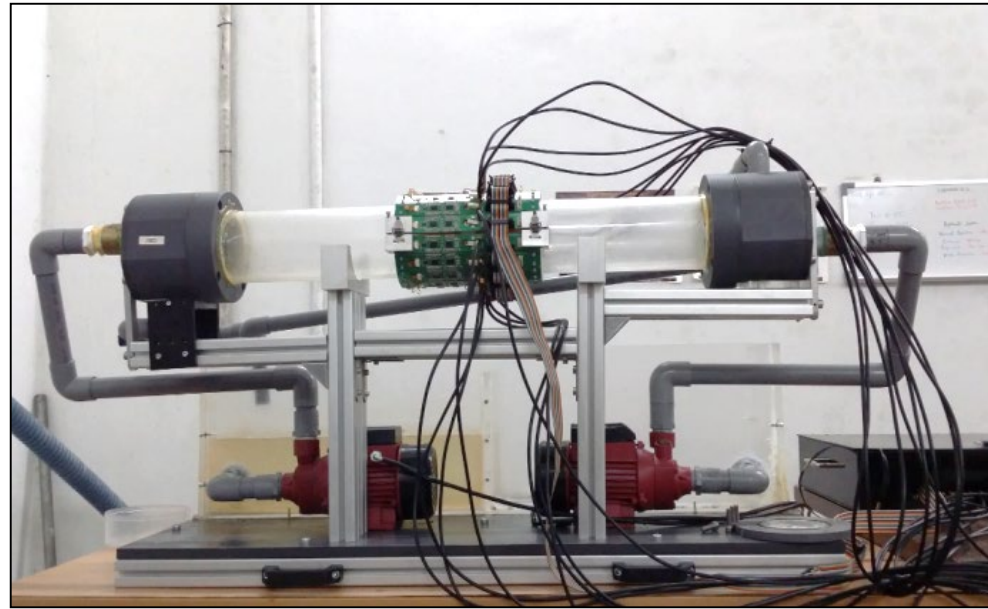




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# RESEARCH GRANT



## ❖ Research Grant :

- ✓ Government = RM4,765,459
- ✓ Industry = RM 50K

## ❖ Consultancy – RM161,000.00 (Seagate Senai)



# AWARDS AND RECOGNITION



**VICE CHANCELLOR'S  
INNOVATION AWARD  
UTM 2015**

**UTM's  
QUALITY SERVICE AWARD  
2014 & 2013**



**4-star Rating For Quality Service 2014**



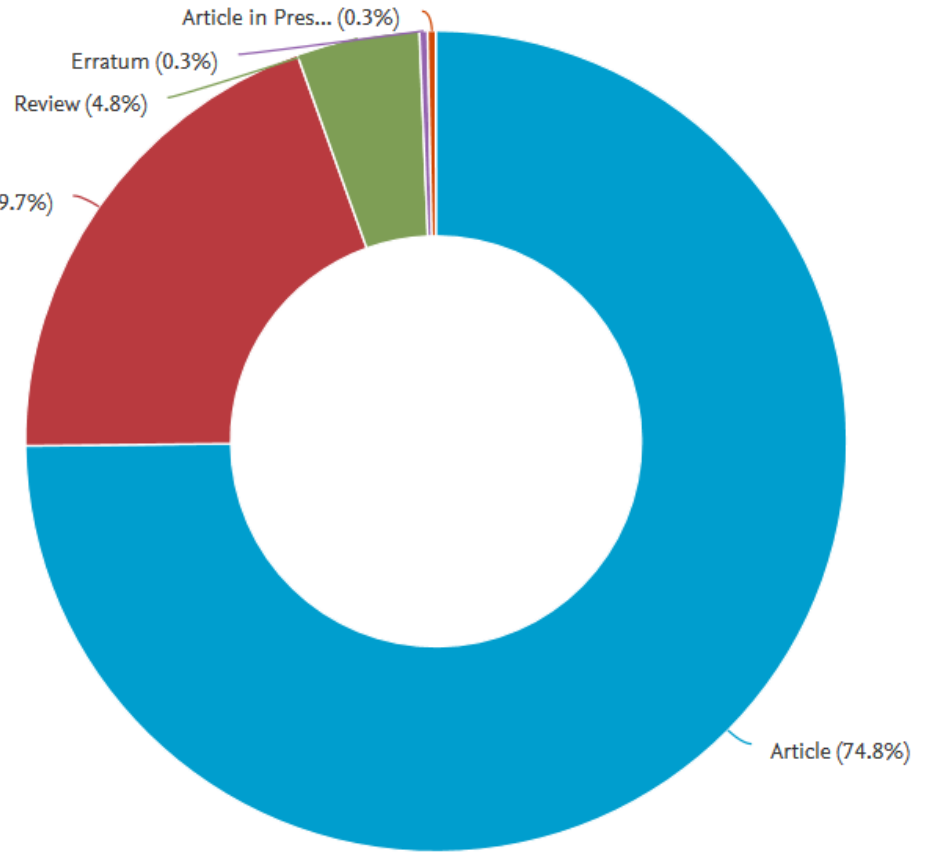
**PUBLIC SERVICE INNOVATION AWARD  
(FINANCE MANAGEMENT) 2015**



**80% article in JOURNAL**

## Documents by type

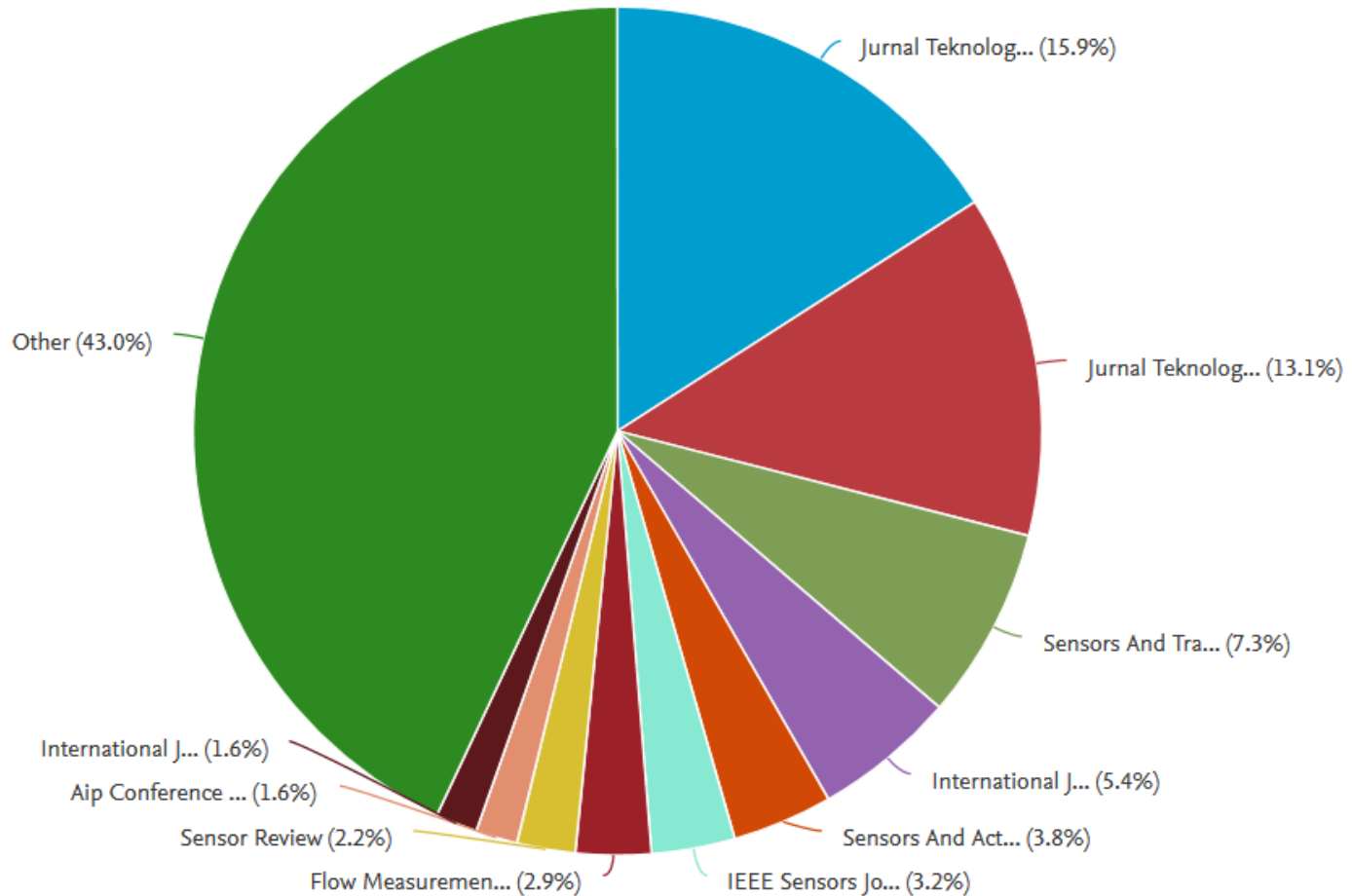
Document type ↓	Documents ↑
Article	232
Conference Paper	61
Review	15
Erratum	1
Article in Press	1



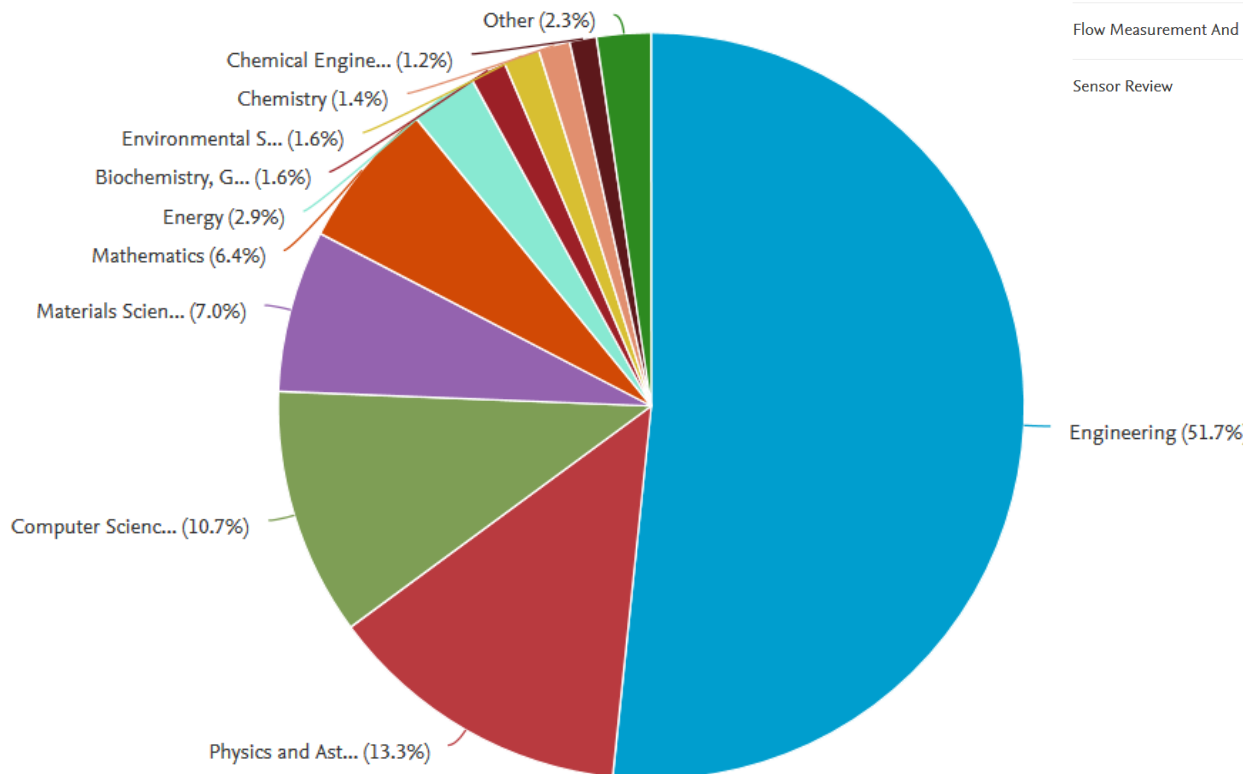


## Documents by source

314



## Documents by subject area

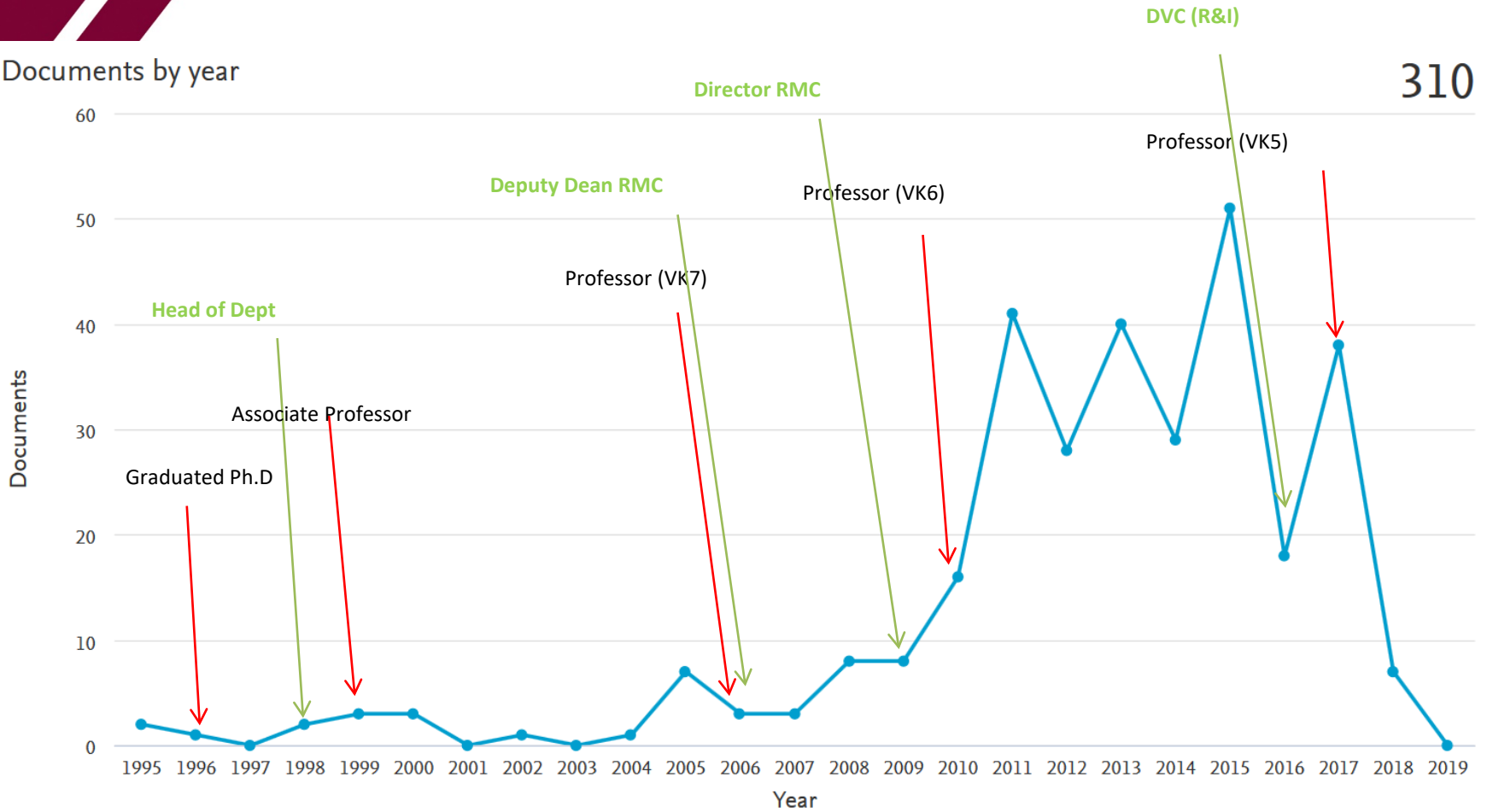


Jurnal Teknologi	50
Jurnal Teknologi Sciences And Engineering	41
Sensors And Transducers	23
International Journal Of Integrated Engineering	14
Sensors And Actuators A Physical	12
IEEE Sensors Journal	10
Flow Measurement And Instrumentation	9
Sensor Review	7

Aip Conference Proceedings	5
International Journal Of Innovative Computing Information And Control	5
Sensors And Actuators B Chemical	5
Powder Technology	4
Sensors	4
Optical Engineering	4
2005 1st International Conference On Computers Communications And Signal Processing With Special Track On Biomedical Engineering Ccsp 2005	3



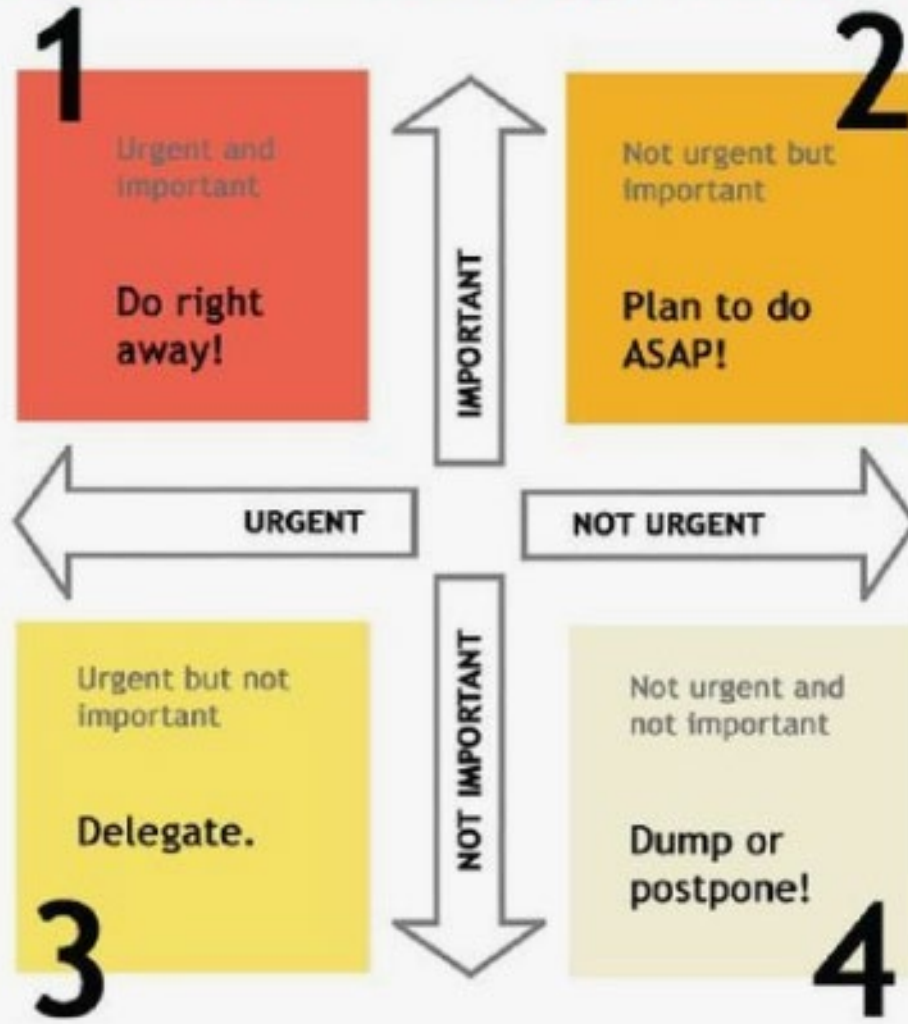
### Documents by year



310



# Action Priority Matrix





### 1 - Important and Urgent

These are the tasks that must be done now. These tasks should be cleared away as soon as possible, as they are often not relevant to the actual work that is most important to us.

- Pressing issues that arise
- Emergencies and crises
- Deadlines
- Scheduled appointments and meetings

	URGENT	NOT URGENT
IMPORTANT	DO IT NOW	PLAN IT
NOT IMPORTANT	DELEGATE	DROP 

### 2 - Important but not urgent

These are the most important tasks of all. They are the activities that allow us to reach our goals and objectives. They should be scheduled and worked on every day.

- Working on specific projects or goal tasks
- Planning and scheduling
- Personal development
- Crises prevention



### 3 - Urgent but not important

These activities can take up a large proportion of our time if we let them. They are often avoidable by delegating the job to others, or by ignoring them altogether.

- Daily unscheduled tasks
- Interruptions
- Maintenance work
- General fill-in jobs
- Regular correspondence

### 4 - Not urgent and not important

These are the activities that we let creep into our day. They are often tasks we shouldn't be doing at all, but we often use them as an excuse to escape the drudgery of other tasks.

- Time wasting – idle chatting, long breaks
- Irrelevant distractions – internet surfing, socializing online, texting friends, personal phone calls
- Trivial work – busy work, pushing paper, other procrastination tasks

	URGENT	NOT URGENT
IMPORTANT	DO IT NOW	PLAN IT
NOT IMPORTANT	DELEGATE	DROP 



## success factors



SUCCESS  
FACTORS



Understanding



Commitment



Engagement



Enjoy the challenges

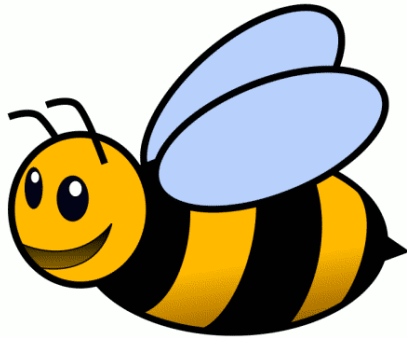


Teamwork



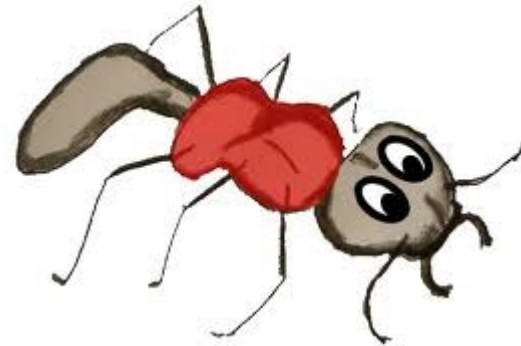
Long term,  
sustainability

# Teladani lebah dan semut



## Sifat Lebah

- Makan yang terbaik
- Hasil yang terbaik
- Sumbang yang terbaik



## Sifat Semut

- Tekun berkerja
- Bersatu laksana tugas
- Sinergi



**Buat tanpa TAPI**  
**Lakukan tanpa NANTI!!!**

**Tidak penting** - dimana anda bermula  
**Yang penting** - dimana anda berakhir



# The 5 Coaching Habits of Excellent Leaders

Habit

Result

- |                                  |   |                |
|----------------------------------|---|----------------|
| <b>1 EXPLAIN</b><br>Expectations | → | Alignment      |
| <b>2 ASK</b><br>Questions        | → | Engagement     |
| <b>3 INVOLVE</b><br>Team         | → | Ownership      |
| <b>4 MEASURE</b><br>Results      | → | Accountability |
| <b>5 APPRECIATE</b><br>People    | → | Commitment     |

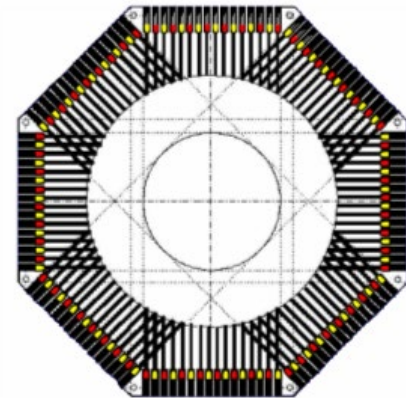
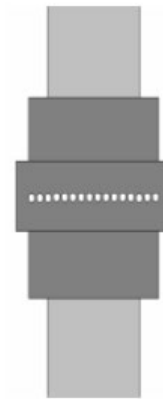


# PRESENTATION

1. **EFFECTIVE SUPERVISION: The Essential Qualities & Skills for a Great Research Teams (Supervisors & Students).**
2. **A Winning Paper : Types, Format & Brief Description**
3. **Penghasilan Paten Berasaskan Inovasi Berimpak Tinggi**
4. **Research-led Innovation in Learning & Teaching**
5. **Penerbitan Bookchapters**
6. **HARTA INTELEK (*INTELLECTUAL PROPERTY*)**
7. **Perkongsian & Perbincangan Strategi Penerbitan**
8. **Translational Research**
9. **STRATEGY CONDUCTING AND MANAGING IMPACTFUL RESEARCH**
10. **Sharing 1<sup>st</sup> q1 paper**
11. **How to motivate student to write Q1**

# Process of supervision

1. Register as ARO/RO - proposal
2. Register as Postgraduate
3. Literature Review
4. Meeting with supervisor – by email/phone/face to face
5. Visit lab
6. Basic
7. Experimental work
8. Schedule/milestone
9. Freedom



# Fungsi Research Group/COE

# Questions??



# Activities

## Research Group/COE

# Q

uestions???

# Activities

1. Structures COE/RG – Pengerusi, setiausaha dll
2. Monthly Meeting – minit [Minit Mesyuarat Bil1 2016.doc](#)
3. Publication – penulisan, pembaikan, pemilihan jurnal, online
4. Geran – Bank of proposal
5. IPR – copyright, paten, industrial design, trade mark
6. Elppt
7. Kerjasama Penyeliaan
8. Lawatan
9. Postgraduate/undergraduate talk

# Activities

Tema 2020 - 'Connect & Collaborates'

Person Incharge.

1. Paper Publication - Dr. Arif
2. Reseach Grant - Dr Elmy
3. Project - PM Ir Dr Tee
4. Colloquium - PM Dr St Zarina
5. Knowledge transfer activities - Dr Elmy
6. Book of Chapter - PM Ir Dr Dirman
7. Book of Research - PM Ir Dr Dirman
8. Collaboration - Dr Elmy
9. Patent & Copyright - Dr Hafiza
10. Professionals Certified & Consultation - PM Ir Dr Tee & PM Ir Dr Dirman



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# REPORT CARD

# Q

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## Individual Report Card

Name :  
 Grade Salary :DS52  
 Research Group : PROTOM-I  
 Faculty :FKE

**SECTION I: KAI PERFORMANCE** (The following are the KAI Performance achieved till Oct 2019, please take into consideration to improve the expected target by 31 Dec 2019)

A. INDIVIDUAL KAI PERFORMANCE				
No.	Details	Target	Achieved	% Achievement
1.	Principal Investigator	1	2	200.0
2.	Q1/Q2	4	4	100
3.	Public Funding (RM)	40,000	173,000	432.50
4.	Private Funding (RM)	18,517	0	00.0
5.	International Funding (RM)	18,571	0	00.0





**SECTION II: ACTUAL EFFORT (must be completed by researcher and to be submitted to RG leader)**

A. CUMULATIVE IMPACT FACTOR (CIF)					
No.	Status of paper	Num of paper	Impact Factor	CIF	Journal Name / ISSN
1.	Submitted	1	2.414	2.414	Journal of Food Engineering (0260-8774)
2.	Review	2	0.556, 1.354	1.91	Journal of Intelligent & Fuzzy System, <u>Biosystem Engineering</u>
3.	Accepted	2	0.59, 0.32	0.91	Sensor Reviews, Sensors and Materials
4.	Published	2	1.099, 1.354	2.453	Journal Zhejiang University-Science B, <u>Biosystem Engineering</u>



B. RESEARCH GRANT				
Resource Funding	Status	Num of proposal	Type of grant	Amount (RM)
Public	Apply	3	<u>Gup 2019, e-science, FRGS</u>	539,580
	Granted	2	<u>Gup 2019, PRGS</u>	173,000
Private	Apply	0		
	Granted	0		
International	Apply	0		
	Granted	0		

- Report card 1 - [Research Report 1.xlsx](#)

Report card 2 - [Report card 2.xlsx](#)



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## Individual-Report-Card → ¶



Name-  
Grade-Salary :DS52  
Research-Group :PROTOM-  
Faculty :FKE

¶  
¶  
¶  
¶

SECTION-I:-KAI-PERFORMANCE-(The-following-are-the-KAI-Performance-achieved-till-Oct-2012,-  
please-take-into-consideration-to-improve-the-expected-target-by-31-Dec-2012)¶

A. INDIVIDUAL-KAI-PERFORMANCE				
No.	Details	Target	Achieved	%-Achievement
1.	Principal-Investigator	1	--2	200.0
2.	Cumulative-Impact-Factor	1.164	--2.453	210.74
3.	Public-Funding-(RM)	40,000	173,000	432.50
4.	Private-Funding-(RM)	18,517	--0	-00.0
5.	International-Funding-(RM)	18,571	--0	-00.0

-Source:-RMC,-RPC-(till-Oct-2012)¶

B. ENDORSEMENT-BY-RESEARCH-DEAN	
Comment-¶	
¶	
Signature-¶	Date-¶
¶	¶

[Individual Report Card.docx](#)

SECTION-II:-ACTUAL-EFFORT-(must-be-completed-by-researcher-and-to-be-submitted-to-RG-leader)¶

A. CUMULATIVE-IMPACT-FACTOR-(CIF)					
No.	Status-of-paper	Num-of-paper	Impact-Factor	CIF	Journal-Name-/ISSN
1.	Submitted	1	2.414	2.414	Journal-of-Food-Engineering-(0260-8774)
2.	Review	2	0.556,- 1.354	1.91	Journal-of-Intelligent-&-Fuzzy-System,- Biosystem-Engineering
3.	Accepted	2	0.59,- 0.32	0.91	Sensor-Reviews,-Sensors-and-Materials
4.	Published	2	1.099,- 1.354	2.453	Journal-Zhejiang-University-Science-B,- Biosystem-Engineering

B. RESEARCH-GRANT				
Resource-Funding	Status	Num-of-proposal	Type-of-grant	Amount-(RM)
Public	Apply	3	GuP-2013,-e-science,-FRGS	539,580
¶	Granted	2	GuP-2012,-PRGS	173,000
Private	Apply	0	¶	¶
¶	Granted	0	¶	¶
International	Apply	0	¶	¶
¶	Granted	0	¶	¶

\*-Please-attach-the-evidence-to-RG-leader¶

C. ENDORSEMENT-BY-HEAD-OF-RESEARCH-GROUP	
Comment-¶	
¶	
Signature-¶	Date-¶
¶	¶
D. WITNESSED-BY-RESEARCH-DEAN	
Signature-¶	Date-¶
¶	¶

# COR / Focus Group Report Card



Name :  
 Grade Salary :  
 Research Group :  
 Faculty :

**SECTION I: KAI PERFORMANCE** (The following are the KAI Performance achieved till **Oct 2012**, please take into consideration to improve the expected target by **31 Dec 2012**)

A. INDIVIDUAL KAI PERFORMANCE				
No.	Details	Target	Achieved	% Achievement
1.	Principal Investigator			
2.	Cumulative Impact Factor			
3.	Public Funding (RM)			
4.	Private Funding (RM)			
5.	International Funding (RM)			

*Source: RMC, RPC (till Oct 2012)*

B. ENDORSEMENT BY RESEARCH DEAN	
Comment :	
Signature	Date :



# Monthly monitoring - summary

monthly										
			Ruzairi	ali	Ahmad					
Publication	Scopus	submitted	***	*						
		published	*							
	NI Scopus	submitted								
		published								
	BC	submitted	*****	**						
		published	**	*						
Geran	UTHM	submitted	*							
		awarded								
	GOV	submitted	*							
		awarded								
	Int	submitted								
		awarded								
	Industry	submitted								
		awarded								
IPR	patent	submitted	*							
		granted								
	ID	submitted								
		granted								
	CR	submitted	***							
		granted	*							



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# ANALISA PENCAPAIAN PUSAT PENYELIDIKAN (CoR) & KUMPULAN FOKUS (FG)

FAKULTI	PUSAT PENYELIDIKAN/KUMPULAN FOKUS	KPI PERFORMANCE					PAPER		PROPOSAL	
		PI	CUM IF	PUB. FUND	PRI. FUND	INT. FUND	SUBMITTED	PUBLISHED	APPLY	GRANTED
FKAAS	Jamilus Research Centre (JRC)	43 (24)	40 (25.234)	2j (1,333,552)	50 (250)	20K (0)	29	47	44	7
	MicroPollutant Research Center (MPRC)	NIL	1.5 (1)	2,437,986.78j (513,400K)	371K (0)	231,700K (0)	35	27	25	9
	Smart Driving Research Centre (SDRC)									
FKMP	Mechanical Failure Prevention and Reliability (MPROVE)	NIL	95 (95)	900K (900K)	NIL	NIL	3	NIL	NIL	NIL
	Precision Machining Research Center (PREMACH)	4 (4)	30 (44.424)	200K (0)	100K (0)	50K (0)	6	3	1	NIL
	Center for Energy and Industrial Environment Studies (CEIES)	25 (20)		500K (4.02j)	50K (7,300K)	NIL	28	24+30BC	24	27
	Wireless and Radio Science Centre (WARAS)	4 (4)	0.5 (0)	400K (432K)	50K (0)	NIL	6	5	4	NIL
	Pusat Pendidikan Teknik dan Vokasional Termaju (ACTIVE)	12 (0)	NIL	200K (76K)	100K	100K	NIL	17	8	3
	Centre of Excellence for Facility Management (CEFM)									
	Soft Computing and Data Mining Centre (SMC)	10 (9)	2 (4.788)	80K (0)	3K (0)	NIL	NIL	2	3	NIL
Centre of Research in Computational Mathematics (CERCOM)	NIL	NIL	NIL	NIL	NIL	39	22	23	11	

# What are 10 good characteristics of a good PhD supervisor?

1. A good supervisor is **approachable** and sees you as a **research partner** rather than as an immature student.
2. A good supervisor **has many connections within academia** and can make it easier for you to get an academic position within your field after you are finished studying.
3. A good supervisor **constantly challenges your opinion** and makes you learn how to defend your ideas and grow intellectually.
4. A good supervisor **will not take the credit** for your work and present it under his/her name without mentioning you.
5. A good supervisor knows **how to get funding** and is able to employ you as his/her research assistant in case you are unable to secure your own funding.
6. A good supervisor can give you **clear directions** in your work and **has realistic expectation**.
7. A good supervisor **has personality** and **allows you to show** your own personality instead of forcing you to work like a robot.
8. A good supervisor knows **how to inspire you** and give you some **encouragement** when you need it.
9. A good supervisor **meets their students regularly** and encourages them to work consistently.
10. A good supervisor gives you **enough space for exploration**.



## 7 P

1. Pengajaran (*Teaching*)
2. Penyeliaan (*Supervision*)
3. Penyelidikan (*Research*)
4. Penulisan/Penerbitan (*Publication*)
5. Perundingan (*Consultancy*)
6. Perkhidmatan kepada masyarakat (*Community Service*)
7. Pengkomersilan (*Commercial*)



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# TIADA JALAN MUDAH UNTUK BERJAYA

**Perlu PANTAU  
PRESTASI Individu  
Secara BULANAN**



## KENAIKAN PANGKAT

1. Temubual/Temuduga Kenaikan Pangkat – TIDAK SEMESTINYA akan mendapat kenaikan pangkat
2. Kelayakan Minima Untuk Permohonan Kenaikan Pangkat – TIDAK SEMESTINYA akan dipanggil untuk temubual/temuduga

## PENYELIAAN

Pada HARI PERTAMA, pelajar perlu diberi jadual & KPI. Contohnya : Pelajar PhD saya di UTM

1. PERJUMPAAN RASMI Setiap 2 Minggu – Sebelum tempoh 2 minggu boleh menggunakan medium *whatsapp* dll
2. Pelajar PERLU BACA *literature review* 1000 *papers* dalam tempoh 3 bulan. Penyelia PERLU SIMPAN rekod dengan teratur.
3. Pada bulan ke-4 pelajar PERLU MENULIS *review paper* dengan 100 rujukan
4. Pada bulan ke-5 *SUBMIT* ke jurnal Q1 (BUKAN PERSIDANGAN) menggunakan akaun pensyarah
5. Pada bulan ke-6 *CLEAR* semua objektif penyelidikan dan BERSEDIA untuk *DEFEND proposal*.

## PERHATIAN!!!

6. Setiap tahun ada 2 Q1 paper yang DIHANTAR.  
Report Card pelajar PERLU DIPANTAU begitu juga kedatangan pelajar di makmal juga perlu dipantau. Sebarang masalah perlu DISELESAIKAN SEGERA oleh Penyelia & Pelajar.
7. Perlu sentiasa KEEP TRACK pelajar. Jika pelajar hilang/MIA, Penyelia perlu cari dan bukan sekadar *whatapps*. TINDAKAN : Perlu cari pelajar di rumah beliau dsb. Kemungkinan pelajar ada menghadapi masalah.
8. Pastikan peralatan asas DISEDIAKAN. Contohnya : Komputer Riba, Bekalan Elektrtik, Osiloskop, Muktimeter, Soldering Iron, Workbench dll.
9. Pada bulan ke-15, Penyelia BERSAMA-SAMA pelajar untuk MENGHASILKAN proposal baharu untuk permohonan geran baharu. Penyelia perlu bersama-sama pelajar & MENGAJAR pelajar dalam menghasilkan proposal.
10. Dedahkan juga KEPENTINGAN IPR kpd pelajar.
- 11. Review paper researcher lain.**
12. Perlu TETAPKAN SASARAN untuk pelajar GOT. *No point* jika ada ramai pelajar TETAPI belum ada pelajar yang telah graduate.

12. Perlu ada TEAM PENYELIAAN terdiri daripada Penyelia Utama & sekurang kurangnya penyelia bersama yang BEKERJA SECARA PASUKAN. Kelebihan jika ada 2 lagi Penyelia dari UA lain. Contohnya : UMP dan UniMAP - secara tidak langsung boleh share paper.

13. Bagaimana saya PILIH PENYELIA BERSAMA?

Penyelia Utama (*Hardware*) - Ruzairi

Penyelia Bersama 1 - *Software/Image Reconstruction*

Penyelia Bersama 2 - *General/English*

Penyelia Bersama 3 (UA lain) - *Hardware*

Penyelia Bersama 4 (UA lain) - *Sensor*

**BUKAN HANYA PILIH SUKA SUKA OR  
SEBAB RAKAN BAIK KITA!!!!**





## PERHATIAN!!!

1. Yang paling mudah adalah kita “bela” dari PSM, Latihan Industri, MSC & Ph.D.
2. Pada saya semua pelajar adalah sama samada *pointer* tinggi atau rendah. Jika Pensyarah menyelia dengan baik, pelajar BOLEH BERJAYA. Saya ada pelajar yang memperolehi CPA 2.5 hingga 3.2. Saya TIDAK AMBIL pelajar CPA 3.5 ke atas kerana saya mempunyai sebab tersendiri
3. Jika Pensyarah menyelia dengan baik, pelajar akan beritahu kawan kawan mereka yang lain - *mouth to mouth*
4. Kerjaya menyelia saya bermula apabila saya mengambil 18 orang pelajar untuk mengikuti Latihan Industri dengan saya pada tahun 1998 (zaman kemelesetan ekonomi)). PECAHKAN mereka kepada kumpulan kecil untuk menyempurnakan IRPA saya sebanyak RM 244K. Alhamdulillah! Semua OBJEKTIF TERCAPAI dalam TEMPOH 12 MINGGU sahaja.
5. Seramai 15 daripada 18 pelajar tersebut telah buat PSM dengan saya, 8 pelajar buat MSC dengan saya & 3 pelajar buat Ph.D dengan saya. Itulah PERMULAAN PENYELIDIKAN saya. Alhamdulillah

# DIFFERENCE BETWEEN a Boss and a Leader

The differences between a boss and a leader are apparent to those who work directly below someone within an organization. Your superior can make your day miserable or they can make it absolutely amazing depending on the way they communicate. If you aren't sure if you are working for a boss or a leader, check out the difference below to get a better understanding of your current situation.

BOSS	VS	LEADER
Talks more	VS	Listens more
Self absorbed	VS	Leads by example
Me, Me, Me	VS	Team player
Tell's	VS	Ask's
Intimidates	VS	Inspires
Dictates	VS	Facilitates
How does this affect me	VS	How does this affect the team
Judgemental.	VS	Supports and encourages







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# Group Activities

# Industry Collaboration

1. Have you ever been approached by industry to conduct course/seminar /discussion for collaboration?
2. How many times have you initiate/visit company and discussed collaboration?
3. How many join papers have you written in collaboration with companies?
4. How many industrial grants have you proposed?
5. Did you ever invite company personnel to give talk to your class?
6. Do you have reference company for your class ( like you have text/reference book)?
7. How many company personnel's phone number/email do you currently have?
8. Are you in constant contact with anyone from industry?
9. Do you encourage your students to contact industry?
10. Do you bring you students when you visit company?
11. Do companies visit your lab,?
12. Do you think it is very important and beneficial to have industrial collaboration?



Extra banner

<b>Successful People</b>	<b>Unsuccessful People</b>
Have a sense of gratitude	Have a sense of entitlement
Forgive others	Hold a grudge
Give other people credit for their victories	Take all the credit of their victories
Accept responsibility for their failures	Blame others for their failures
£¢ Compliment	Criticize
Read everyday	Watch TV everyday
Keep a journal	Say they keep a journal but really don't
Talk about ideas	Talk about people
Want others to succeed	Secretly hope others fail
Share information and data	Horde information and data
Keep a "to-be" list	Don't know what they want to be
Exude joy	Exude anger
Keep a "to-do/project" list	Fly by their seat of their pants
Set goals and develop life plans	Never set goals
Continuously learn	Think they know it all
Embrace change	Fear change
Operate from a transformational perspective	Operate from a transactional perspective

# “CASIR”<sup>®</sup> SUCCESS INDICATOR

Success

**C**ollect the Data  
**A**nalyze the Data  
**S**trategy Determination  
**I**mplement the Strategy  
**R**eview the Process again...

Strategy

Implement

Review

Analyze

Collect

“CASIR” “قصير” means “Short” in Arabic.  
 “CASIR” is short in definition, & Long in Process.  
 “CASIR” can be applied everytime everywhere.

  
 NamirAswad.com 2014  
 Active Creative Effective



# Leadership Skills List

What are leadership skills? Are leadership skills learned or innate? These are some of the most interesting questions in the business. Management and effective leadership skills are a combination of many abilities that allow you to lead, to motivate, to inspire, to create and to build respect. And Yes. They can be learned!





# The Art of Leadersheep



**CREATE A STRONG VISION**



**SET THE DIRECTION**



**SET BOUNDARIES**



**FORGET CARROTS & STICKS**



**BE A TEACHER**



**ADMIT MISTAKES**



**LEAD BY EXAMPLE**



**ENCOURAGE LEADERSHIP AT ALL LEVELS**



**HELP PEOPLE DEAL WITH FEAR**



**ADDRESS THE ELEPHANT IN THE ROOM**



**IMPROVE THE SYSTEM**



**BE PREPARED FOR A LONG JOURNEY**









LEADERSHIP  
IS ABOUT MAKING OTHERS  
**BETTER** AS A  
RESULT OF YOUR PRESENCE  
AND MAKING **SURE**  
THAT IMPACT LASTS IN YOUR  
**ABSENCE.**



# BOSS VS LeADER

UNDERSTANDING THE DIFFERENCES

## BOSS

## LeADER

 Talks more

VS

 Listens more

 Self absorbed

VS

 Leads by example

 Me, Me, Me

VS

 Team player

 Tell's

VS

 Ask's ?

 Intimidates

VS

 Inspires

 Dictates

VS

 Facilitates

 How does this affect me

VS

 How does this affect the team

 Judgemental

VS

 Supports and encourages

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Dictates	VS	Facilitates
How does this affect me	VS	How does this affect the team
Judgemental.	VS	Supports and encourages





## HABITS OF **SUCCESSFUL PEOPLE**



Daily Reading



Compliment



Embrace Change



Forgive Others



Discuss Ideas



Continuously Learn



Accept Responsibility



Sense of Gratitude



Goal-Oriented

[WHITEOAKCREATIVE.COM/BLOG](http://WHITEOAKCREATIVE.COM/BLOG)

