K-Pintar Sdn Bhd is a leading human capital development solutions provider in Malaysia that provides a broad range of educational courses relevant for the corporate sector. Aligned to the capability development initiatives outlined in the government’s Strategic Reform Initiatives (SRIs), K-Pintar has made tremendous contribution to the human capital development industry in Malaysia.

“I believe that learning is a lifelong process. No matter what the circumstances, the person who progresses in life and wins the race is the one who persistently keeps on learning,” says Thiagaraja. The conviction of learning, being a lifelong process is one of the main fundamental principles behind the setting up of K-Pintar.

“Learning agility illustrates the dynamics of learning,” explains Thiagaraja. “Knowledge is expanding very fast and is either being replaced or added. It is important that human resources be equipped with the latest version of knowledge and skill. Learning agility is the skill in being able to continually learn, unlearn and relearn information,” he adds.

“There is an imperative need for learning agility to keep up with the dynamics of knowledge transformations. Managers have to continually learn, unlearn and relearn management and leadership styles while being astutely aware of the latest global trends encompassing innovations, strategies and customer retention. Similarly, there has to be a continuous updrading of skills within the executive and junior ranks for sustaining quality work,” says Thiagaraja.

The company’s success in making a mark for itself is attributed to its culture of empathetic understanding of organisations’ capability requirements. “We understand the talent gaps organisations are facing not only in the present situation but also in relation to future growth prospects. The current trends in soft and specialised skills are radically transforming the workplace at a fast pace. As our economy is a relatively open one, our workforce has to be equipped to be able to compete on a global platform,” says the far-sighted CEO.

K-Pintar’s strategic proposition is a 360-degree approach to understanding the overall capabilities of an organisation before addressing the specific organisational needs. The educational services are based on the principle that the primary core of the learning paradigm begins with the individual. The motivations and initiatives in acquiring learning agility will spur learning to the next level that is the organisation. The ultimate goal is for organisational leaders to possess strategic competencies that will enable local organisations to compete on a global basis.

The company’s future plans include that of expanding regionally to Indonesia, Singapore, Brunei and Thailand, to soft skills enhancement. K-Pintar has formed strong partnerships with established foreign educational universities and institutions. These include Cranfield, UK, The European School of Management and Technology (ESMT) of Germany, and the Murdoch University and the CEO Institute of Australia – offering leadership enhancement programmes that also provides for succession planning training, such as The Future CEO programme. These are all globally-recognised certification programmes; including others such as SAP, AHRI and PROSCI©, that have been endorsed by TalentCorp Malaysia, the Multimedia Development Corporation (MDec), Human Resources Development Fund (HRDF), Perbadanan Tabung Pembangunan Kemahiran (PTPK) and SME Corporation Malaysia. “The certification programmes are customised for junior and mid-level executives,” explains Thiagaraja.

K-Pintar’s commitment to continuous learning has developed further to include its latest offering: the Executive Development Series. The first of the series will feature world-renowned human resource guru, Professor Dr Dave Ulrich for a one-day programme on an HR hot topic - ‘The Next New Thing: How HR Creates Value from the Outside In’, which will take place end of May this year in Kuala Lumpur.

The company’s future plans include that of expanding regionally to Indonesia, Singapore, Brunei and Thailand. “There are also plans to expand to the Middle-East,” reveals Thiagaraja. Based on the principles of continual learning and learning agility, the scope of expansion is exciting and promising for K-Pintar.