MBOT

LEMBAGA TEKNOLOGIS MALAYSIA
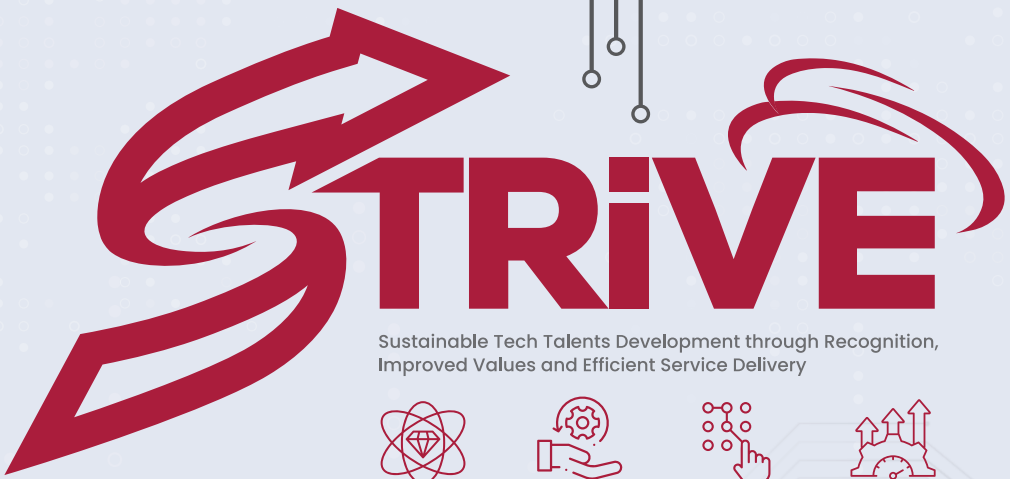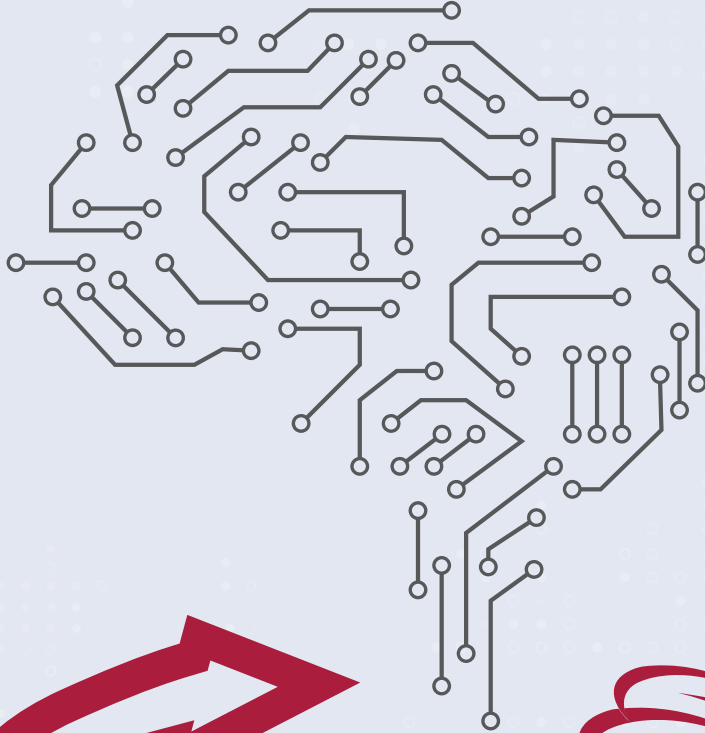### MALAYSIA BOARD OF TECHNOLOGISTS

MBOT
STRATEGIC PLAN
2024-2029

STRiVE

Sustainable Tech Talents Development through Recognition,
Improved Values and Efficient Service Delivery

MBOT STRATEGIC PLAN 2024–2029

STRiVE

Sustainable Tech Talents Development through Recognition, Improved Values and Efficient Service Delivery
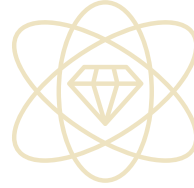
MALAYSIA BOARD OF TECHNOLOGISTS
A1-3-1 & A1-3-3, Ayer@8,
Jalan P8G, Presint 8,
62250 Putrajaya. Malaysia.

Tel No: 03-8800 6268
Email: info@mbot.org.my
Website: www.mbot.org.my

**MBOT
STRATEGIC PLAN
2024–2029**

Table of Content

Executive Summary

MBOT is a significant organization in Malaysia established to assist and elevate technologists in the country. As a dynamic and inclusive entity, MBOT continuously advances through activities undertaken since its inception in 2015.

This strategic plan is formulated to aid MBOT in framing and implementing directions to further fortify its position and contribute to the development of technological talent in Malaysia.

Despite being relatively new compared to other professional bodies, MBOT takes pride in the achievements and successes it currently enjoys. However, efforts still need to be intensified, plans need to be carefully laid out and support must come from all parties. MBOT must continue to strive for success. Drawing from our findings, we name this strategic plan "Sustainable Tech Talents Development through Recognition, Improved Values and Efficient Service Delivery (STRIVE)."

The approach taken in developing this strategic plan is holistic and inclusive, considering the perspectives of all MBOT stakeholders. The analysis of gathered data is also crafted to support the national aspirations to become advance country through high skill talents.

This strategic plan comprises four focuses, four strategic thrusts and 11 key objectives. Each thrust entails key actions to drive and support the direction for the years 2024-2029.

Message from Minister

Science, Technology, and Innovation (STI) are the cornerstones of a thriving nation in today's rapidly evolving world. The world is witnessing an exponential rise in technological advancements from artificial intelligence and automation to biotechnology and the Internet of Things. These advancements hold immense potential to drive our nation towards a prosperous and sustainable future. However, navigating this dynamic landscape also presents significant challenges.

The Ministry of Science, Technology and Innovation (MOSTI) is committed to harnessing the power of STI to drive Malaysia's development towards a high-tech future. This commitment is embodied in the National Science, Technology and Innovation Policy (NSTIP) 2021-2030, a comprehensive roadmap that outlines six key thrusts to propel our nation forward.

One of the most critical thrusts within NSTIP is undoubtedly "Adaptive STI Talent." A skilled and adaptable workforce is the backbone of a robust STI ecosystem. In this context, the Malaysia Board of Technologists (MBOT) plays a vital role. MBOT's upcoming strategic plan, STRIVE (2024-2029), is a testament to its dedication to cultivating a future-proof pool of technologists and technicians in Malaysia.

The holistic approach of STRIVE, incorporating stakeholder perspectives and aligning with NSTIP's vision, positions MBOT at the forefront of nurturing our nation's technological talent. This plan acknowledges MBOT's past achievements while emphasizing the need for continuous improvement. By implementing meticulously crafted strategies and fostering collaboration, MBOT can significantly contribute to building a highly skilled workforce.

MOSTI stands firmly supporting MBOT's mission. We are confident that, in collaboration with stakeholders across the technological landscape, STRIVE will be a resounding success. This strategic plan serves as a valuable guide for MBOT to navigate the next five years and solidify its position as a leader in talent development.

I urge all stakeholders to actively engage with and support the implementation of STRIVE. Through collaborative efforts, we can unlock the immense potential of our people and propel Malaysia towards a future powered by innovation and ingenuity.

YB Tuan Chang Lih Kang
MINISTER OF SCIENCE, TECHNOLOGY AND INNOVATION

Message from President

The Malaysia Board of Technologists (MBOT) Strategic Plan for 2024-2029, aptly titled "Sustainable Tech Talents Development through Recognition, Improved Values and Efficient Service Delivery (STRIVE)," serves as a blueprint for propelling Malaysia to the forefront of the global technological landscape.

As a young and dynamic organization, since 2015, MBOT has established successful track record. STRIVE builds upon this foundation, ensuring we remain at the forefront of nurturing Malaysia's technological talent pool.

Developed through a comprehensive and inclusive process, STRIVE reflects the valuable perspectives of all MBOT stakeholders. The plan outlines four strategic thrusts which are: (i) Elevate Membership Engagement & Value Proposition, (ii) Sustainable Leadership & Tech Talents Development, (iii) Recognition & Collaborative Excellence and (iv) Optimizing Operational Efficiency & Service Delivery

The outcome of STRIVE promises to usher in a transformative era for Malaysia's technological talent development. This strategic plan envisions a future brimming with a highly skilled pool of technologists and technicians, their expertise serving as a cornerstone for Malaysia's ascension to developed nation status. STRIVE achieves this by empowering Malaysians to pursue careers in technology and equipping them with the necessary knowledge and skills to obtain the prestigious Professional Technologist (Ts.) or Certified Technician (Tc.) recognition. This coveted credential signifies their expertise and opens doors to exciting opportunities within the global tech landscape.

MBOT, through the optimization of its operational efficiency and service delivery, will become a more effective and responsive organization. This will allow MBOT to play a more prominent role in supporting this burgeoning technological landscape. Ultimately, STRIVE positions Malaysia as a leader in global technological innovation, paving the way for a future brimming with prosperity, sustainability and social progress.

Professor Datuk Ts. Ir. Dr. Siti Hamisah binti Tapsir, FASc.
PRESIDENT MALAYSIA BOARD OF TECHNOLOGISTS

Part 1

The Landscape
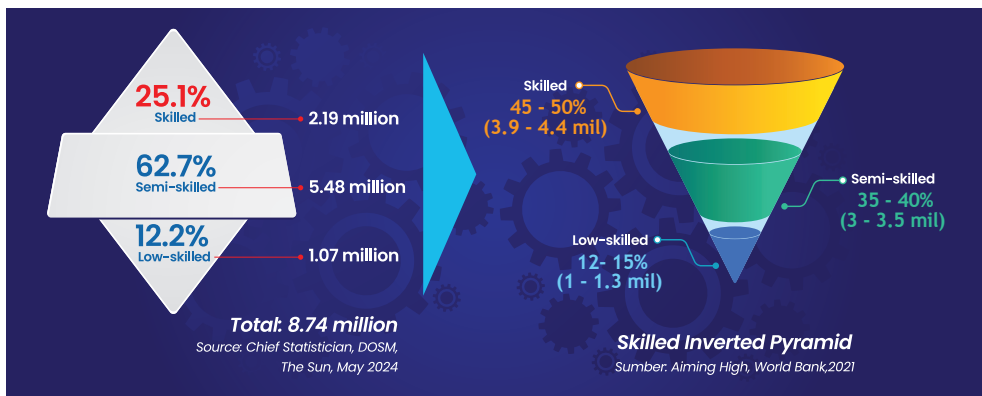
TECH TALENTS IN MALAYSIA

The technology sector is rapidly evolving, with digital advancements shaping industries globally. In this context, the role of tech talents - individuals equipped with the skills and knowledge to innovate within this landscape - is increasingly crucial.

To propel Malaysia towards a knowledge-based economy, it is vital to ensure that at least 35% of the labor force comprises highly skilled individuals to reach the same level as that of the average The Organisation for Economic Co-operation and Development (OECD) country. Malaysia would need to create 2 millions additional high-skilled jobs, as per World Bank data. Currently, Malaysia faces a shortage of skilled tech professionals, with demand exceeding supply. Achieving this target would bridge the gap and meet the growing demand for skilled labor in the technology sector.

In Malaysia, the demand for tech talents continues to rise, reflecting the country's commitment to digital transformation and innovation. According to the Malaysia Digital Economy Corporation (MDEC), there were 261,077 digital talents in Malaysia in the fourth quarter of the previous year, with over half located in Selangor and Kuala Lumpur. However, meeting this demand requires strategic planning and concerted efforts.

Data from Premier Digital Tech University (PDTI) shows that in 2021, there were 7,699 digital tech graduates in the market, with a 95% employment rate. A report by Randstad revealed that Malaysian talent in ICT roles are more likely to accept job interviews compared to their regional peers. Additionally, UNESCO-UNEVOC reported that about 5.9% of 15- to 24-year-olds in Malaysia participated in technical-vocational programs, with 80.0% achieving at least a minimum level of digital literacy skills.

In the following sections, we will explore the role of the Malaysia Board of Technologists (MBOT) in fostering and harnessing tech talents effectively, outlining specific strategies and initiatives.

25.1% Skilled — 2.19 million
62.7% Semi-skilled — 5.48 million
12.2% Low-skilled — 1.07 million
Total: 8.74 million
Source: Chief Statistician, DOSM, The Sun, May 2024

Skilled 45 - 50% (3.9 - 4.4 mil)
Semi-skilled 35 - 40% (3 - 3.5 mil)
Low-skilled 12- 15% (1 - 1.3 mil)
Skilled Inverted Pyramid
Sumber: Aiming High, World Bank,2021

MBOT AS THE FRONTIER OF TECH TALENTS IN MALAYSIA

MBOT is the frontier for tech talents in Malaysia because it represents the technology-based profession that cuts across disciplines, from conceptual design to a realized technology. MBOT covers technicians (with MQF Level 3 to Advanced Diploma Level 5) up to technologists (Bachelor's Degree and above). MBOT helps to increase the visibility and recognition of technologists and technicians and to enhance their contribution to the national economy and society. MBOT also collaborates with various stakeholders, such as industry, academia and government, to promote the advancement of science, technology and innovation in Malaysia.

Firstly, MBOT can promote sustainability by encouraging the adoption of green technology and fostering environmental protection among technologists and technicians. Secondly, enhancing prosperity by creating more job opportunities and income generation for technologists and technicians especially in the high-demand sectors such as digital economy, biotechnology and renewable energy. Thirdly, MBOT can foster the innovation by facilitating research and development, collaboration and knowledge transfer among technologists and technicians, as well as with other stakeholders such as industry, academia and government.

Besides that, MBOT also can upholding respect by recognizing the diversity and contribution of technologists and technicians and ensuring their professional standards and ethics. Next is building trust by ensuring transparency and accountability in the governance and management of MBOT and providing quality services and benefits to its members. Lastly, practicing compassion by caring for the welfare and well-being of technologists and technicians and supporting their social and community involvement.

APPROACH FOR THIS PROJECT

Inclusive Perspectives

The approach to developing the strategic planning for MBOT was characterized by inclusivity and stakeholder involvement at various levels. Acknowledging the significance of seeking insights from a diverse array of stakeholders is crucial to ensuring that the strategic direction genuinely mirrors the needs and aspirations of the technologist and the technicians community. This involved active engagement with the Board Members, top management, middle management, former Board Members, representatives from the Ministry of Science, Technology and Innovation (MOSTI), other government agencies and industries representatives as well as MBOT members themselves.

By incorporating input from these key stakeholders, valuable insights were gathered, priorities were identified and collaboratively shaped the strategic framework to drive MBOT's mission forward effectively. This inclusive approach not only fostered a sense of ownership and buy-in but also ensured that the strategic planning process was representative and reflective of the collective aspirations of the technologist and the technicians community.
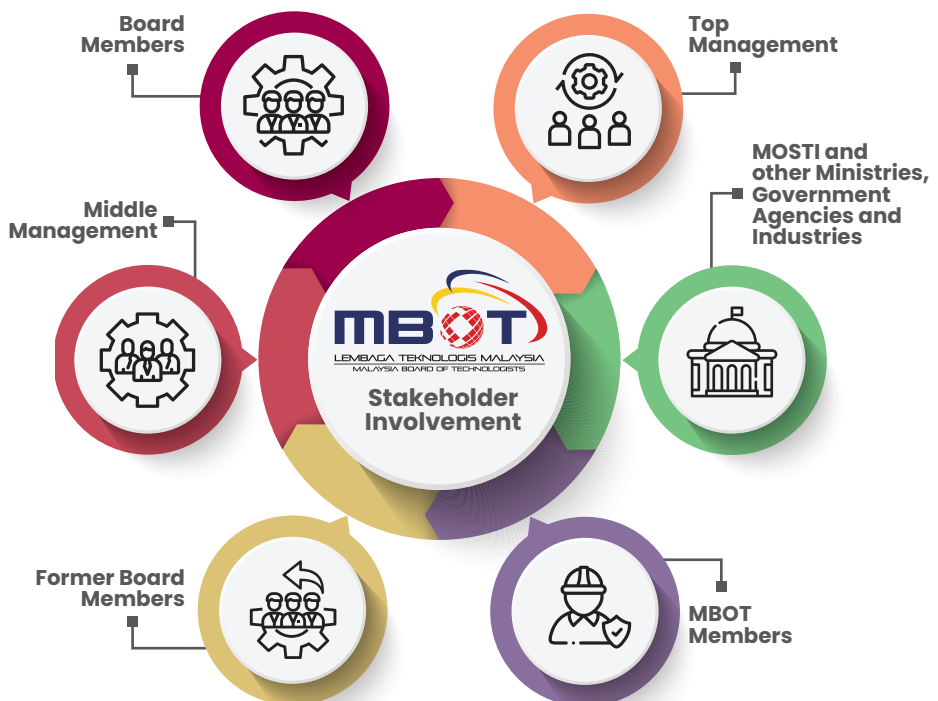
Holistic Approach in Data Collection

A mixed methodology of data collection was utilized to gather diverse perspectives and insights. Valuable first-hand insights into the organization's strategic priorities and challenges were gained through interviews with Board Members, MBOT top management, former Board Members and representatives from senior government officials of MOSTI. Additionally, focus group discussions were conducted with Professional Technologists (Ts.) and Certified Technicians (Tc.), as well as representatives from various government agencies including Minister of Science, Technology and Innovation (MOSTI), Malaysian Qualifications Agency (MQA), Ministry of Higher Education (MOHE), National Digital Department (JDN), Department of Skills Development (JPK) and Polytechnic institutions.

These discussions provided an opportunity to delve deeper into the experiences, challenges, perceptions and expectations of stakeholders involved in technologist and technicians education and training. Furthermore, a comprehensive survey was distributed, yielding 2,756 responses, which provided quantitative data to complement the qualitative insights gathered through interviews and focus groups. This mixed methodology approach ensured that the strategic planning process was informed by a rich tapestry of perspectives, enables to develop a robust strategic framework that resonates with the needs and aspirations of MBOT stakeholders.

HOLISTIC APPROACH
Mixed Methodology of Data Collection

INTERVIEW
- Board Members
- Top Management
- Middle management
- Former Board Members
- MOSTI and other Ministries, Government Agencies and Industries

> Experience
> Strength
> Challenges
> Aspirations
> Direction

FOCUS GROUP DISCUSSION
- Ts. and Tc.
- MOHE, MOSTI
- Other Ministries, Government Agencies and Industries

> Experience
> Challenges
> Perceptions
> Expectations

SURVEY
2756
responses

> Experience
> Challenges
> Perceptions
> Expectations

Benchmarking for Best Practices

In developing MBOT strategic planning, benchmarking against industry best practices and reflection on key themes have played a crucial role in shaping the data collection approach. Insights were analysed and drawn from various aspects, including organizational structure, policy formulation, recognition from other reputable bodies, members' contributions, achievements and the range of products and services offered.

By benchmarking against esteemed organizations such as the Accreditation Board for Engineering and Technology (ABET), Australian Computer Society (ACS), Hong Kong Institution of Engineers (HKIE), Board of Engineers Malaysia (BEM), Technology Professionals Canada (TPC) and The Accreditation Agency for Study Programmes in Engineering, Informatics, Natural Sciences and Mathematics (ASIIN e.V.), valuable insights were gained into industry standards and benchmarks. This process has influenced identification areas of improvement and innovation while ensuring alignment with global best practices in the field of technology and technical.

Part 2

The Strategic Plan

STRIVE

MBOT strategic plan revolves around the acronym STRIVE, which stands as **Sustainable Tech Talents Development through Recognition, Improved Values and Efficient Service Delivery**. This acronym is rooted in the key findings from the comprehensive studies and is meticulously aligned with MBOT's overarching goal of elevating the visibility and stature of technologists and technicians in Malaysia.

Over the upcoming five-year period, MBOT strategic focus will be on enhancing member experiences by prioritising visibility and recognition initiatives. Additionally, MBOT will actively pursue greater recognition through strategic collaborations with industry partners and universities, both locally and internationally. In addition to the aforementioned points, it is imperative for MBOT to enhance its service delivery through digital transformation, streamlined workflows and comprehensive staff training. By embracing digital technologies and optimizing internal processes, MBOT can ensure that members receive an unparalleled experience. This includes the seamless access to resources, efficient handling of inquiries and timely delivery of services. Through these concerted efforts, MBOT can significantly contribute to the advancement of technologists and technicians and the broader technology landscape in Malaysia.

Sustainable Tech Talents

Improved Values

STRIVE

Recognition

Efficient Service Delivery
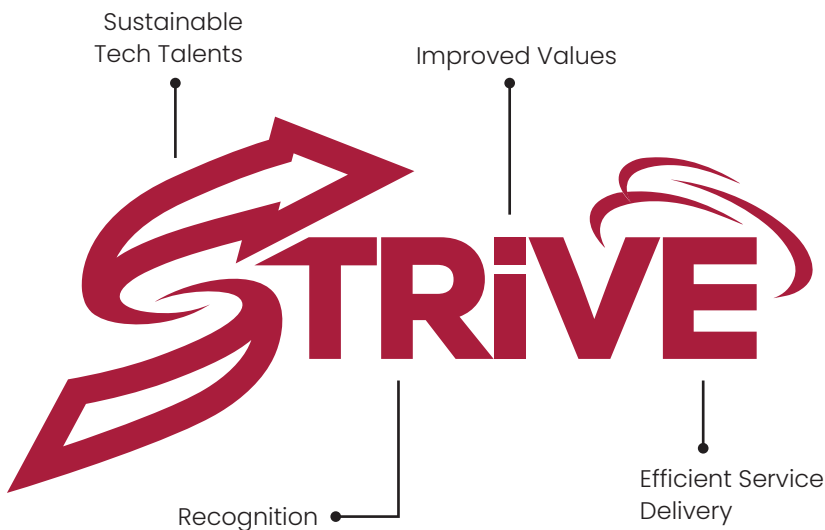
THE FRAMEWORK

The strategic framework is underpinned by the vision and mission of MBOT. The mission of MBOT is to become a world-class professional body for technologists and technicians, while the vision is to elevate the standing, visibility and recognition of technologists and technicians. These statements provide the overarching direction for MBOT's activities and initiatives.

Furthermore, the proposed core values of MBOT, derived from research findings, include innovation, inclusivity and collaboration. These values serve as guiding principles for MBOT's operations, emphasizing the importance of fostering innovation, promoting inclusivity within the technologists and technicians community and encouraging collaboration among stakeholders.

By aligning the strategic framework with the vision, mission and core values of MBOT, it will ensure coherence and consistency in efforts to advance the interests of technologists and technicians, both locally and globally.

MBOT STRATEGIC PLAN 2024–2029

STRiVE

MISSION
To be a world class professional body for technologists and technicians

VISION
To elevate the standing, visibility and recognition of technologists and technicians

CORE VALUES

- Innovative Excellence
- Inclusive Talent Development
- Collaborative Knowledge Ecosystem

FOCUS AREAS

VALUE	SUSTAINABILITY	RECOGNITION	EFFICIENCY

STRATEGIC THRUSTS

ELEVATE MEMBERSHIP ENGAGEMENT & VALUE PROPOSITION	SUSTAINABLE LEADERSHIP & TECH TALENTS DEVELOPMENT	RECOGNITION & COLLABORATIVE EXCELLENCE	OPTIMIZING OPERATIONAL EFFICIENCY & SERVICE DELIVERY

KEY OBJECTIVES

VALUE	SUSTAINABILITY	RECOGNITION	EFFICIENCY
Increase membership satisfaction and retention rates by providing valuable and relevant services.	Increase qualified talent of technologists and technicians in MBOT.	Attain international recognition for MBOT certifications.	Elevate overall operational efficiency through automation across various workflows.
Enhance the perceived value of MBOT membership by offering exclusive benefits and opportunities.	Encourage sustainable practises for tech leadership.	Enhance MBOT's role in global discussions on technology and professional standards.	Empower MBOT staff with advanced skills, fostering adaptability and innovation within the organization.
Promote continuous learning and professional growth among members through access to industry insights and educational resources.	Engage with the key government leaders and influencers to support MBOT's agenda and goals.	Establish collaboration with regulators and international professional bodies.	

The strategic framework comprises four key focus areas: values, sustainability, recognition and efficiency. These areas provide the foundation for MBOT's strategic direction and operational objectives.

Strategic Thrust 1:
Elevate Membership Engagement & Value Proposition
To enhance the overall value proposition for MBOT members by fostering a sense of engagement and satisfaction within the professional community. By providing meaningful benefits and opportunities, MBOT strengthens its relationship with its members.

Strategic Thrust 2:
Sustainable Leadership & Tech Talents Development
Focuses on ensuring MBOT's leadership in nurturing sustainable talent development within the technology field.

Strategic Thrust 3:
Recognition & Collaborative Excellence
Aims to position MBOT as a globally recognized authority in technologist and technician professions.

Strategic Thrust 4:
**Optimizing Operational Efficiency & Service Delivery**
Streamlining internal operations and services to ensure efficiency and excellence in delivering MBOT's functions. By leveraging technology, improving processes and investing in staff development, MBOT enhances its capacity to meet the needs of its members and stakeholders.

Overall, this strategic framework provides a comprehensive roadmap for MBOT to achieve its objectives and fulfil its mission of advancing the interests of technologists and technicians in Malaysia.

Strategic
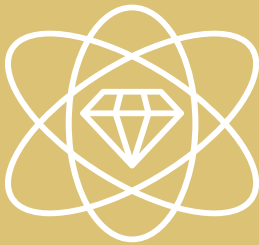
Thrust 1

Elevate Membership Engagement & Value Proposition

STRATEGIC THRUST 1

Elevate Membership Engagement and Value Proposition

MBOT's first strategic thrust is dedicated to amplifying membership engagement and enriching the value proposition of belonging to the organization. This is achieved by delivering impactful promotional activities that underscore the advantages of MBOT membership, fostering robust communication and engagement through member-centric initiatives, providing access to exclusive benefits and nurturing professional growth via tailored learning resources. Together, these strategic actions are designed to enhance member satisfaction and loyalty, establish MBOT as a leader in supporting professional development and ensure members have access to opportunities and resources that support their career trajectories.

VALUE

Strategic Thrust 1:
Elevate Membership Engagement & Value Proposition

INCREASE MEMBERSHIP SATISFACTION AND RETENTION RATES BY PROVIDING VALUABLE AND RELEVANT SERVICES

Development of Promotional Campaign

Promotional Campaign Planning

2024 to 2025

Techies Bulletin Publication

2024 to 2029

6 Editions Yearly

Social Media Campaign
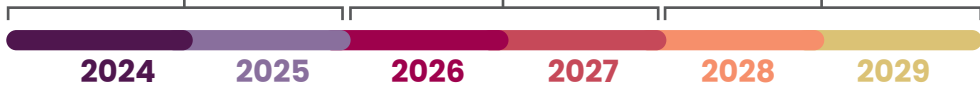
4 Campaigns Yearly

5 Campaigns Yearly

6 Campaigns Yearly

2024 **2025** **2026** **2027** **2028** **2029**

2024 to 2029

2 Editions Yearly

JETIA Journal Publication

JETIA
Journal of Emerging Technologies and Industrial Applications

Short Video for Social Media

2024 to 2025

10 Videos Yearly

2025 to 2029

15 Videos Yearly

Webinar Related to MBOT Functions

MBOT Webinar 2024

2024 to 2029

4 Webinar Yearly

2024 to 2029

2 Videos Yearly

Success Story Video Production

Strategic Thrust 1:
Elevate Membership Engagement & Value Proposition

ENHANCE THE PERCEIVED VALUE OF MBOT MEMBERSHIP BY OFFERING EXCLUSIVE BENEFITS AND OPPORTUNITIES

MBOT ENTICE

2024 to 2029

300 Participants

Focused Stakeholder Engagement

2024 to 2029

20 Engagements Annually

Woman Technologist Chapter (WTC)

2024 to 2029

1% of New Registration from Current Numbers of Members Each Year

TTWG Stakeholder Engagement

2024 to 2029

2 Engagements Annually

Special MBOT Webinar

2024 to 2029

6 Webinars Yearly

Thursweb

2024 to 2029

Weekly Thursday Webinar

MBOT Symposium

2024 to 2029

1 Symposium Yearly

VALUE

Strategic Thrust 1:
Elevate Membership Engagement & Value Proposition

PROMOTE CONTINUOUS LEARNING AND PROFESSIONAL GROWTH AMONG MEMBERS THROUGH ACCESS TO INDUSTRY INSIGHTS AND EDUCATIONAL RESOURCES

Facilitate and Enable Targeted New Specialized Training Programs

2024 to 2029

Launch **3** new programs annually

2024 to 2029

Form **5** Additional Partnerships Annually

Forming Partnership

Establish Mentorship Matching and Peer Learning Groups

2024 to 2026

Form **10** New Mentors Annually

2027 to 2028

Form **15** New Mentors Annually

2029

Form **20** New Mentors

KEY OBJECTIVE 1

Increase Membership Satisfaction and Retention Rates by Providing Valuable and Relevant Services

MBOT prioritizes enhancing the satisfaction and retention of its members by delivering services that are both valuable and closely aligned with their professional needs. Recognizing the importance of member feedback and evolving industry demands, the organization is dedicated to offering tailored resources and support that directly contribute to the professional success and satisfaction of its members, thereby fostering a stronger, more engaged membership base.

KEY INITIATIVE 1

Promotion and Value Enhancement Program

Elevate MBOT's profile and enhance member value through strategic promotional initiatives. This program aims to boost satisfaction and retention rates by effectively communicating the benefits of MBOT membership to a wider audience.

The program would highlight the unique benefits of MBOT membership, including access to industry insights, professional development resources and exclusive networking events. A mix of traditional and digital marketing channels is utilized to reach a wider audience, with social media campaigns, targeted email marketing, interactive webinars and engaging content publications being a few of the tactics employed. The program also showcases the success stories within the MBOT community to demonstrate the impact of MBOT's programs on individual careers and the broader industry.

VALUE

KEY PERFORMANCE INDICATOR (KPI) 1

Promotional Content Initiatives

Craft and disseminate compelling promotional content through various channels, including video success stories, newsletter publications and short videos for social media, enhancing MBOT's visibility and value proposition.

One of the key strategies that will be employed in this initiative is the use of digital marketing tools. MBOT will leverage social media platforms such as Facebook, Twitter and LinkedIn to reach a wider audience. This will involve creating engaging content that highlights the benefits of MBOT membership, such as access to networking events, business support services and training opportunities.

The promotional initiatives will also involve working closely with existing members to ensure that they are aware of the full range of benefits available to them. MBOT will hold member events and workshops to provide opportunities for members to network, learn and grow their businesses.

Overall, this initiative aims to elevate MBOT's profile and position it as a leading business organization in the community. By effectively communicating the benefits of membership, MBOT hopes to increase satisfaction and retention rates and ultimately support the growth and success of its members.

KPI 1: KEY ACTION

To successfully implement the Promotional Content Initiatives, MBOT must undertake a series of critical actions:

1. Development of Promotional Campaign

The Development of Promotional Campaign involves creating a comprehensive marketing strategy aimed at highlighting the benefits and opportunities offered by MBOT. This action encompasses researching target audiences, crafting compelling messages and selecting the most effective channels for dissemination. The goal is to increase awareness of MBOT's value proposition, driving membership growth and engagement through well-coordinated advertising, public relations and direct marketing efforts. This campaign is designed to resonate with both existing members and potential new members by showcasing MBOT's commitment to supporting their professional development and career advancement.

Development of Promotional Campaign

Promotional Campaign Planning
2024 to 2025

The campaign's effectiveness will be gauged through these planned periodic evaluations, ensuring the promotional strategy remains effective and aligned with MBOT's goal of elevating its value proposition and expanding its membership base.

2. Social Media Campaign

The campaign aims to engage with members and the technology community through targeted content strategies on platforms like LinkedIn, Twitter, Facebook and Instagram. It involves regular posts, live sessions and interactive discussions to build a vibrant online community, increase MBOT's digital footprint and enhance its brand visibility. The content will be engaging, informative and motivational to stimulate discussions, encourage sharing and attract new followers.

Social Media Campaign

4
Campaigns Yearly

5
Campaigns Yearly

6
Campaigns Yearly

2024   2025   2026   2027   2028   2029
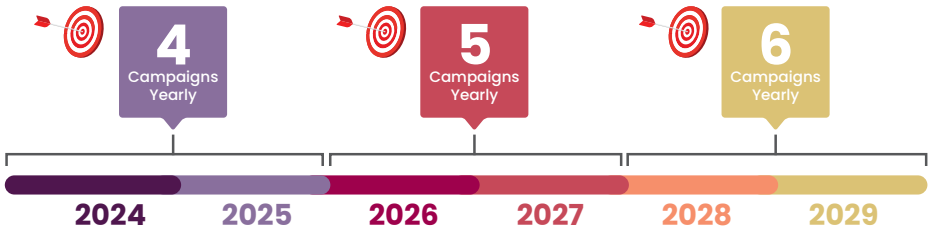
The target refflects an aggressive strategy to expand engagement, community building and brand presence across various social media platforms. This approach is aimed at fostering a robust online presence, driving meaningful conversations and enhancing the visibility of MBOT's mission and initiatives through thoughtfully curated and interactive content.

VALUE

3. Techies Publications

Techies Publication is an editorial initiative that aims to compile and share cutting-edge insights, success stories and thought leadership articles from within the MBOT community and the wider technology industry. This publication serves as a platform for showcasing the expertise and achievements of MBOT members, while also providing valuable information on trends, innovations and best practices. By distributing this content through both digital and print mediums, Techies Publication seeks to inspire members, foster a culture of continuous learning and reinforce the value of MBOT membership.

Techies Bulletin Publication

2024 to 2029

6 Editions Yearly

This ambitious target ensures that MBOT members have regular access to the latest organizational updates, technological insights and thought leadership articles, contributing to a knowledgeable and well-informed membership base.

4. JETIA Publications

The Journal of Emerging Technologies and Industrial Applications (JETIA) serves as a vital resource for professionals in the technology and industrial sectors, providing insights into the rapid changes and innovations within the field. Published biannually in June and December, JETIA is a single-blind peer-reviewed journal that prides itself on disseminating original and inventive research. The journal focuses on a spectrum of topics, emphasizing the publication of results that elucidate the dynamic phenomena spurred by the fast-paced advancements in technology and industrial applications.

JETIA Journal Publication

2024 to 2029

2 Editions Yearly

JETIA Journal of Emerging Technologies and Industrial Applications

The target is set to ensure the journal remains a timely and authoritative source of information on technological progress and industrial innovations.

5. Short Videos for Social Media

MBOT would create short videos for social media to engage audiences with its mission, benefits, events and success stories. These visually compelling and shareable videos aim to capture viewers' attention, drive higher engagement rates and spread the message effectively across social media platforms.

Short Video for Social Media

2024 to 2025 — 10 Videos Yearly

2025 to 2029 — 15 Videos Yearly

The target showcases MBOT's commitment to enhancing its digital engagement and providing members with accessible, high-quality content that informs and inspires. This scaling of video content aligns with the intent to boost MBOT's online presence, ensuring that key messages are not only conveyed effectively but also resonate with a growing audience on various social media platforms.

6. Success Story Video Production

The production that involves capturing and presenting the achievements of its members through professionally produced video content. The videos are intended to inspire current and prospective members and will be distributed across various channels to maximize their reach and inspirational potential.

Success Story Video Production

2024 to 2029 — 2 Videos Yearly

This initiative is part of MBOT's Success Story Video Production effort, which is dedicated to producing high-quality, inspirational content that celebrates member achievements. The gradual increase in production underscores a commitment to not only share more success stories but also to inspire a wider audience by highlighting the real-world impact of MBOT's programs and support on professional careers.

VALUE

7. Webinar Related to MBOT Functions

This key action focuses on organizing webinars that delve into the various functions and benefits of MBOT. These webinars are designed to educate members and the wider audience on how MBOT operates, its key initiatives and how members can maximize their engagement and benefits from the organization. Through expert panels, Q&A sessions and interactive discussions, these webinars aim to enhance understanding and showcase the value of MBOT membership.

Webinar Related to MBOT Functions

2024 to 2029

4 Webinar Yearly

MBOT Webinar 2024

KEY OBJECTIVE 2

Enhance The Perceived Value of MBOT Membership by Offering Exclusive Benefits and Opportunities

This key objective focuses on elevating the attractiveness and worth of MBOT membership by providing a range of exclusive benefits and opportunities that are not available to non-members. The aim is to differentiate MBOT membership as a premium, value-packed proposition that goes beyond the standard offerings of professional associations. By curating unique benefits such as access to specialized training programs, industry events, networking opportunities and partnerships that offer discounts or special services, MBOT intends to enhance members' professional lives and careers significantly. This strategy not only seeks to retain current members but also to attract new members by showcasing the tangible advantages of joining the MBOT community.

KEY INITIATIVE 2

Member Communication and Engagement Initiatives

Strengthen member connections and value through initiatives like webinars, workshops, annual events and a continuous engagement strategy.

These initiatives can help to create a sense of community and shared purpose among members, which can be invaluable in building a strong and supportive organization. Webinars and workshops can provide members with opportunities to learn new skills and connect with others who share their interests, while annual events can offer a chance for members to come together in person and celebrate their achievements. A continuous engagement strategy can help to keep members involved and invested in the organization over time, by providing regular updates, opportunities for feedback and other forms of communication that help to build trust and foster a sense of belonging. By focusing on these initiatives, organizations can help to create a vibrant and engaged community of members who are committed to working together to achieve their goals.

KEY PERFORMANCE INDICATOR (KPI) 1

Industry Connection Events

By organizing annual conferences and networking events, MBOT plays a pivotal role in facilitating industry-wide connections among its members. These gatherings serve as dynamic platforms for professionals across various sectors to share expertise, exchange innovative ideas and forge strategic partnerships.

Such events enable MBOT members to broaden their professional networks, access valuable insights into emerging industry trends and enhance their knowledge base. Moreover, they offer a unique venue for businesses to highlight their offerings, enhancing brand visibility and fostering opportunities for collaboration.

In addition, MBOT's commitment to these events underscores its leadership in advancing the technology sector. By curating content that addresses current challenges and future opportunities, MBOT reinforces its position as a catalyst for technological advancement and professional development. These initiatives not only contribute to the growth of individual members but also drive the collective progress of the industry, underlining MBOT's mission to support and elevate the professional community it serves.

VALUE

KPI 1: KEY ACTIONS

In order for MBOT to implement the Industry Connection Initiatives, there are several key actions that need to be executed:

1. MBOT ENTICE Annually

An annual flagship event designed to showcase the latest innovations, technologies and trends within the technical and technology sectors, fostering engagement and inspiration among MBOT members. The event brings together some of the brightest minds in the industry, providing a platform for them to share their insights and ideas with peers, colleagues and industry leaders. Attendees can expect to gain valuable knowledge and learn about the most recent advances in technology. The event is also an excellent networking opportunity, allowing participants to connect with others in the field, build relationships and explore potential collaborations.

MBOT ENTICE

2024 to 2029
300 Participants

2. Woman Technologist Chapter (WTC)

WTC is a series of events focused on empowering female technologists through networking, professional development and discussions on overcoming industry challenges. The events are designed to create a safe and supportive space for women in technology to connect with each other and share their experiences. Attendees will have the opportunity to learn from industry experts and gain insights into the latest trends and best practices in the field. Through a variety of workshops, seminars and panel discussions, participants will also be able to develop their skills and expand their knowledge base. The ultimate goal is to help women in tech overcome the unique obstacles they face and achieve success in their careers. By fostering a community of like-minded individuals, these events will help to create a more inclusive and diverse tech industry for all.

Woman Technologist Chapter (WTC)

2024 to 2029
1% of New Registration from Current Numbers of Members Each Year

3. Special MBOT Webinar

Exclusive webinars provided by MBOT feature deep dives into topics of significant interest to its members, with presentations by experts and thought leaders from corresponding fields.These sessions facilitate access to a wide spectrum of knowledge, covering areas such as the latest marketing trends, financial optimization strategies and legal navigational tips. Such webinars not only serve as an educational resource but also as a platform for members to engage with peers and discuss relevant issues. This format presents an invaluable tool for members aiming to apply new insights to their professional practices and to connect with the broader MBOT community.

Special MBOT Webinar

2024 to 2029
6 Webinars Yearly

4. MBOT Symposium

A prestigious gathering that convenes professionals for keynote speeches, panel discussions and workshops on critical issues and advancements in technology and engineering. The event is a prime opportunity for attendees to network with fellow professionals and thought leaders in the industry. With a diverse range of topics on the agenda, there is something for everyone, whether you are a seasoned expert or just starting out in your career. The keynote speeches are sure to be inspiring and informative, while the panel discussions will provide valuable insights into the latest trends and developments. Overall, this gathering is a must-attend event for anyone looking to stay ahead of the curve in the fast-paced world of technology.

MBOT Symposium

2024 to 2029
1 Symposium Yearly

VALUE

5. MBOT ThursWeb

A series of engaging weekly webinars held every Thursday, designed to foster continuous learning and networking among MBOT members. Each session delves into current and relevant topics across various sectors, featuring expert speakers and interactive discussions. This initiative not only provides members with regular professional development opportunities but also strengthens community ties by encouraging active participation and knowledge exchange. The aim is to maintain a vibrant platform where members can gain insights into industry trends and advancements, ensuring they stay at the forefront of their fields. Additionally, the webinars serve as a crucial touchpoint for members to voice their challenges and successes, enhancing the collective expertise within the community.

KEY PERFORMANCE INDICATOR (KPI) 2

Continuous Engagement Channels

Implement an ongoing strategy for member involvement. These include engagement with focused stakeholders and also specific to technology areas to keep members informed, engaged and connected with the organization and each other. This KPI measures the effectiveness of these engagement in fostering active participation, enhancing member satisfaction and ensuring members are up-to-date with the latest industry insights, events and MBOT initiatives.

One way to achieve this KPI is by regularly hosting webinars and workshops that cover topics relevant to the organization's members. By bringing in experts in different technology areas, members can learn about new developments and trends while also having the opportunity to connect with other professionals in their field. Additionally, creating online discussion forums or interest groups can foster ongoing engagement and collaboration among members. This can be particularly valuable for members who may not have the opportunity to attend in-person events or who live in different parts of the world. By implementing these strategies, the organization can ensure that its members feel connected, informed and supported as they navigate their careers in the fast-paced technology industry.

KPI 2: KEY ACTIONS

1. Focused Stakeholder Engagement

MBOT actively engages in strategic interactions with key industry stakeholders, aiming to align its initiatives with the dynamic needs of the business landscape and foster partnerships that deliver tangible benefits to its members. By establishing strong relationships with these stakeholders, MBOT gains critical insights into emerging trends, challenges and technologies affecting various industries. This approach enables MBOT to tailor its initiatives to meet specific industry requirements effectively, enhancing its capacity to support member growth, foster innovation and ensure its community remains at the cutting edge of industry developments.

Focused Stakeholder Engagement

2024 to 2029

20 Engagements Annually

2. TTWG Stakeholder Engagement

The Technology and Technical Working Groups (TTWG) is a group of MBOT professionals united by shared professionalism and expertise, fostering collaboration, knowledge sharing and collective influence. The TTWG is formed and membership is diverse, with members from various sectors. MBOT's Targeted Engagement with TTWG initiative underscores its commitment to keeping its programs aligned with the evolving needs of technical professions in the face of rapid technological advancements. By collaborating with TTWGs, MBOT taps into a wealth of expert knowledge across various technical fields, ensuring its offerings are both relevant and impactful. This engagement facilitates a deep understanding of the unique challenges and opportunities within technical professions, allowing MBOT to customize its programs accordingly. Moreover, it fosters a collaborative environment where technical professionals can exchange insights and expertise, contributing to the broader industry's growth and innovation.

TTWG Stakeholder Engagement

2024 to 2029

2 Engagements Annually

VALUE

KEY OBJECTIVE 3

Promote Continuous Learning and Professional Growth Among Members Through Access to Industry Insights and Educational Resources

Underpinning this objective is MBOT's commitment to fostering an environment of lifelong learning and career development for its members. Recognizing the rapid pace of technological advancements and the need for ongoing skill development, MBOT aims to provide its members with unparalleled access to cutting-edge industry insights, educational resources and professional development opportunities. Through initiatives like online learning platforms, mentorship programs and access to industry research and trends, MBOT strives to empower its members to stay ahead in their fields, enhance their competencies and achieve their professional goals. This objective reflects MBOT's dedication to supporting the continuous growth and success of its members in the dynamic and evolving tech industry.

KEY INITIATIVE 3

Exclusive Benefits Program

Increase the perceived value of MBOT membership by offering exclusive benefits through partnerships and a member rewards program, with a focus on continuous expansion.

Partnerships with leading businesses and institutions, create exclusive benefits tailored to the professional and personal development of its members. This strategic initiative underscores MBOT's commitment to providing unparalleled support and opportunities to its members, reinforcing its role as a key advocate and facilitator of advancement within the technology and technical sectors.

KEY PERFORMANCE INDICATOR (KPI) 1

Partnership

Cultivate meaningful partnerships with key organizations and entities to amplify the value of MBOT membership. Establish collaborative initiatives that bring additional benefits and exclusive opportunities to members, fostering a dynamic and mutually

beneficial network. By building strong relationships with other organizations and entities, MBOT can provide its members with even more value. Collaborative initiatives can be established that bring unique benefits and opportunities to members and help create a vibrant and mutually beneficial network. Through these partnerships, MBOT can expand its reach and influence, while providing members with more resources and connections to help them succeed. By cultivating these meaningful partnerships, MBOT can continue to be a valuable resource for businesses in the area and help them thrive in a competitive marketplace.

KPI 1: KEY ACTION

For MBOT to implement the Partnership Initiatives, several key actions need to be executed:

1. Forming Partnership

MBOT fortifies its commitment to professional development and innovation through forging strategic alliances with key players in the technology and engineering sectors, including industry leaders and academic institutions. These collaborations are instrumental in offering MBOT members an expanded array of benefits, resources and unique opportunities that are pivotal for their growth and advancement. By uniting forces with these entities, MBOT ensures its community gains access to specialized training programs, cutting-edge research initiatives and the latest technological advancements. This synergy not only amplifies the collective knowledge and resource base but also fosters the creation of groundbreaking solutions to industry challenges, directly benefiting its members. Moreover, such strategic partnerships enable MBOT to maintain a competitive edge, opening new avenues for professional growth and market expansion for its members. Ultimately, MBOT's approach to establishing strategic alliances underscores its dedication to enhancing the value of membership and securing a thriving future for its community and the broader fields of technology.

Forming Partnership

2024 to 2029

Form **5** Additional Partnerships Annually

VALUE

KEY INITIATIVE 4

Learning Resources Development

Enhance learning resources by conducting specialized training programs and mentorship initiatives. Ensure continuous communication about evolving learning opportunities. Specialized training programs can be designed to cater different levels of learners, from beginner to advanced. These programs can be delivered online or in person, depending on the learner's availability and preference.

Mentorship initiatives can also be introduced to provide learners with valuable guidance and support. This can be done through pairing learners with experienced mentors who can provide personalized advice and feedback. The mentorship program can also include networking opportunities, which can help learners build relationships with other professionals in their field.

It is essential to ensure continuous communication about evolving learning opportunities. This can be done through regular newsletters, social media updates and learning events. By keeping learners informed about new resources, programs and initiatives, they can stay engaged and motivated to continue their learning journey.

In conclusion, enhancing learning resources through specialized training programs and mentorship initiatives can provide learners with valuable opportunities to improve their skills and knowledge. By ensuring continuous communication about evolving learning opportunities, learners can stay informed and engaged, leading to better outcomes in their personal and professional lives.

KEY PERFORMANCE INDICATOR (KPI) 2

Specialized Training Programs

MBOT shall conduct several specialized training programs to promote continuous learning and professional growth among its members. The recommended programs include technical workshops and seminars, certification courses, leadership development programs and soft skills training.

Organizing workshops and seminars on specific technical topics relevant to the technology sector can provide members with opportunities to enhance their knowledge and skills in specialized areas. Offering certification courses in emerging

technologies or specialized practice areas can also help members validate their expertise and stay competitive in the job market.

As MBOT has members with various backgrounds, providing training and resources for members interested in advancing their leadership skills can help cultivate a pipeline of future leaders within the organization and the broader technology community. In addition, MBOT can offer training in communication, teamwork and project management, which can help members develop essential soft skills that complement their technical expertise and enhance their overall effectiveness in the workplace.

KPI 2: KEY ACTION

In order for MBOT to implement the Specialized Training Programs Initiatives, there are several key actions that need to be executed:

1. Facilitate and Enable Targeted New Specialized Training Programs

Facilitate and enable training programs focused on specialized skills and knowledge areas critical for the advancement of MBOT members. These training programs will provide MBOT members with the opportunity to gain valuable knowledge and expertise in their respective fields.

They will be designed to cater to the needs of each member, ensuring that they receive a personalized learning experience that is tailored to their unique requirements. The programs will be led by industry experts who will share their insights and experiences with the participants, giving them a deeper understanding of the subject matter. By investing in these training programs, MBOT is demonstrating its commitment to the professional development of its members and its dedication to helping them stay ahead of the curve in a rapidly changing business landscape. With the knowledge and skills gained through these programs, MBOT members will be better equipped to tackle the challenges and opportunities of the future and to achieve greater success in their careers.

Facilitate and enable targeted new specialized training programs

2024 to 2029

Launch **3** new programs annually

VALUE

KEY PERFORMANCE INDICATOR (KPI) 3

Mentorship and Peer Learning Initiatives

Establish programs fostering mentorship and peer learning, promoting collaboration and knowledge exchange among members for continuous professional growth.

When it comes to professional growth, having a supportive network of peers and mentors can make all the difference. That is why creating programs that encourage mentorship and peer learning should be a top priority for any organization looking to invest in their employees. By bringing together individuals with different skill sets and levels of experience, these programs can promote collaboration and knowledge exchange, helping members to learn from each other and develop new skills. Whether it is through regular meetings, training sessions or online forums, these initiatives can provide a valuable space for ongoing learning and development, ultimately benefiting both the individual and the organization as a whole. By prioritizing mentorship and peer learning, businesses can create a culture of continuous growth and improvement, ensuring that their employees are always equipped with the skills and knowledge they need to succeed.

KPI 3: KEY ACTIONS

In order for MBOT to implement the Mentorship and Peer Learning Initiatives, there are several key actions that need to be executed:

1. Establish Mentorship Matching and Peer Learning Groups

Setting up programs to facilitate mentorship relationships and peer-to-peer learning opportunities, promoting knowledge exchange and community support, mentorship matching and peer learning groups. By providing opportunities for mentorship and peer-to-peer learning, employees can gain valuable insights and skills from their colleagues. This not only benefits the individual, but also the organization as a whole, as a more knowledgeable and skilled workforce can lead to increased productivity and innovation. Additionally, by fostering a sense of community and support, MBOT members are more likely to feel engaged and invested in their membership.

Establish Mentorship Matching and Peer Learning Groups

2024 to 2026	2027 to 2028	2029
Form **10** New Mentors Annually	Form **15** New Mentors Annually	Form **20** New Mentors

VALUE

Strategic

Thrust 2

Sustainable Leadership in Tech Talent Development

STRATEGIC THRUST 2

Sustainable Leadership in Tech Talent Development

MBOT envisions a future in which technologists and technicians demonstrate excellence, innovation and ethical responsibility. Consistent investment in talent development is required for sustainable leadership. MBOT prioritize long-term effects above short-lived advantages. MBOT provides tailored training programs that include cutting-edge technologies, industry-specific knowledge and practical skills.

SUSTAINABILITY

Strategic Thrust 2:
Sustainable leadership in Tech Talent Development

INCREASE THE QUALIFIED TALENT OF TECHNOLOGISTS AND TECHNICIANS IN MBOT

TechVoc Catalyst
Organize Future Leadership Technologies Programs

2025 to 2029

1 Program Annually

TUNE@MBOT (Student Chapter)
Organizing Program for TUNE@MBOT

2024 to 2029

12 Programs Annually

ENCOURAGE SUSTAINABLE PRACTISES FOR TECH LEADERSHIP

Impact Leadership Award
Organizing Award

2024 to 2029

1 Award Annually

Professional Development and Recognition Events (Woman Technologist Chapter - WTC)
Organizing Award

2024

1 Award

2025 to 2029

Yearly update if necessary

Anugerah Teknologis dan Juruteknik Negara
Awarding to Ts. and Tc.

2024 to 2029

1 Award Annually

MBOT President Award
Organizing Award

2024 to 2029
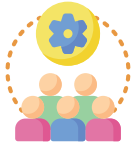
1 Award per Institution Annually

Strategic Thrust 2:
Sustainable leadership in Tech Talent Development

ENGAGE WITH THE KEY GOVERNMENT LEADERS AND INFLUENCERS TO SUPPORT MBOT'S AGENDA AND GOALS

Stakeholder Engagement (TTWG)

Organize TTWG Activities

2024	2025 to 2029
3 Activities	**5** Activities Annually

TTWG Annual Workshop

2024	2025 to 2029
1 Activity	Yearly Update if Necessary

CEO Roundtable Session

Organize Round Table Session with Industry

2024	2025 to 2029
1 Activity	Yearly Update if Necessary

Sustainable Tech Leadership

Publication of Policy Paper

2024	2025 to 2029
1 Activity	Yearly Update if Necessary

Guidelines

2024 to 2029
Yearly Update if Necessary

Representation Initiatives

Organize Inclusive Event for Young Technologists and Technicians

2025 to 2029
2 Programs Annually

SUSTAINABILITY

KEY OBJECTIVE 1

Increase Qualified Talent of Technologists and Technicians in MBOT. The strategic plan for the pool of technologists and aims to enhance the talent technicians. Key objectives include upskilling existing professionals, encouraging youth participation, promoting gender diversity, fostering industry collaboration and ensuring quality assurance through rigorous certification standards. By achieving these goals, MBOT seeks to contribute to Malaysia's high-income economy while maintaining public safety and health.

KEY INITIATIVE 1

Programs for Talent Attraction and Development (Early Career Development Program)

This program is meticulously designed to meet the specific needs of early career of technologist and technicians. It provides practical skills that professionals can immediately apply in their roles. The program is evidence-led, drawing from specialist knowledge of industry practices and technological advancements. By participating in this program, early career professionals experience effective improvements in their work practices and contribute positively to organizational outcomes. The program blends on-the-job learning, mentorship and collaboration with experienced colleagues, ensuring a dynamic and supportive environment for growth.

KEY PERFORMANCE INDICATOR (KPI) 1

TechVoc Catalyst - Early Career Development Program (Technology Leadership Program)

The TechVoc Catalyst program is intended for professionals who are just starting out in their careers and are enrolled in colleges. Through the acquisition of fundamental abilities, information and experiences, it seeks to foster and empower individuals. This curriculum places an emphasis on technological leadership, with the goal of ensuring that participants are adequately prepared for the rapidly evolving world of technology. Technical skills are honed, industry relevance is fostered and a recognized certification is provided upon successful completion of the program, all of which are aligned with the objectives of the MBOT. Students graduate as

skilled professionals who are prepared to make substantial contributions to the technology sector and become future leaders. This is accomplished through classroom sessions, hands-on workshops and exposure to industry.

The curriculum places an emphasis on skills development, exposure to the industry and leadership in the field of technology. Developing both technical and soft skills, aligning with the needs of the industry and leading to a certification that is recognized are the goals of this program. Classroom sessions, workshops and contests are all components of the program, which normally lasts for a number of months over its duration. Participants have the opportunity to interact with professionals from the sector, fellow students and mentors. Graduates who are capable of becoming early-career professionals, who are well-prepared to make a contribution to the technology sector and who emerge as future leaders are the results of this program.

KPI 1: KEY ACTION

1. Future Leadership Technology Programs

Future Leadership Technologies Programs will be flexible and goal-oriented in the digital age. Future leaders will have broad skills beyond technological ones. They will combine ethical, emotional and technological skills. In addition, the programs will encourage design thinking, sustainability and computer science professionals to collaborate. Technology leaders will face complex ethical dilemmas. The program will emphasize ethical AI, privacy and bias prevention. Future technology leaders will promote values-based leadership that values transparency, impartiality and diversity. Rapid technical adaptation is essential. These programs help leaders adapt quickly by encouraging agility. Lifelong learning ensures executives stay current on emerging technologies.

TechVoc Catalyst
Organize Future Leadership
Technologies Programs

2025 to 2029
1 Program Annually

The operational environment of future leaders will increase, thus the programs will teach them cross-cultural understanding to collaborate internationally. This program encourages disruption and innovation and entrepreneurialism. Leaders should innovate, challenge models and create new solutions. Leaders will manage rising technology risks while maximizing positive impact. Nearby tech pioneers will not work alone. These initiatives encourage mentorship, collaboration and industrial linkages. To create innovation ecosystems,

SUSTAINABILITY

leaders will link with corporations, universities and entrepreneurs. To conclude, the Future Leadership Technologies Programmes for MBOT members will build global, ethical and technological leaders. These leaders will shape a sustainable, inventive and interconnected future.

KEY PERFORMANCE INDICATOR (KPI) 2

Talent Upskilling and Networking for Employment-TUNE@MBOT (Student Chapter)

Students attending institutions in Malaysia who have a strong interest in technology and technical subjects are the target audience for the TUNE@MBOT program, which is run by the MBOT. To foster, empower and connect students within the community of technology, the curriculum is designed. It makes it easier for students to share their knowledge through collaborative sessions, workshops and speeches and it also helps students get ready for successful jobs by giving them insights into the latest industry trends and abilities.

Technology speeches on campus, workshops and seminars, trips to local industries and working together with other student chapters and groups are some of the activities that are being held. Skills that are improved, exposure to the profession and credentials that are recognized by MBOT are some of the benefits that students receive. These programs featured sharing sessions led by prominent members of the industry. The objective of TUNE@MBOT is to establish a pool of highly qualified technologist and technicians who will make significant contributions to the technological development of Malaysia.

KPI 2: KEY ACTION

1. Organizing 12 Programs for TUNE@MBOT

The needs assessment should identify the specific requirements and interests of TUNE@MBOT members through questionnaires or focus groups. The twelve programs should be designed to cater to different areas of professional development, networking and skill building. Examples of program themes include technical workshops, leadership seminars, networking events and career development sessions. To keep participants engaged, the programs should be spread out throughout the year, scheduled monthly or bi-monthly and coordinated with significant industry events or milestones. Examples of program themes include hands-on courses, networking events and career development sessions. The programs should be organized to keep people interested and engaged throughout the year.

TUNE@MBOT (Student Chapter)
Organizing Program for TUNE@MBOT

2024 to 2029
12 Programs Annually

KEY OBJECTIVE 2

Encourage Sustainable Practises for Tech Leadership

Promoting sustainable tech practices within MBOT can boost productivity and contribute to its overall success. This includes integrating responsible tech with environmental concerns, minimizing negative consequences and prioritizing inclusivity in tech solutions. This approach reduces the carbon footprint, minimizes risk and harm and ensures effective participation from all stakeholders. By implementing these practices, MBOT can maintain productivity and avoid costly setbacks, ultimately leading to better outcomes.

SUSTAINABILITY

KEY INITIATIVE 1

Top in Tech Innovation Awards

The Top in Tech Innovation Awards are a platform that promotes sustainable practices in tech leadership. They highlight outstanding tech innovations, bringing visibility to these practices. The awards inspire others to adopt ethical, eco-friendly and socially responsible solutions.

This increased visibility motivates tech professionals to adopt sustainable practices, leading to positive changes in the industry. The awards also promote ethical tech solutions, setting a benchmark for minimizing environmental impact, ensuring data privacy and promoting fairness in AI. Encouraging ethical tech solutions drives innovation while maintaining sustainability.

KEY PERFORMANCE INDICATOR (KPI) 1

Impact Leadership Award

The Impact Leadership Award is a prestigious recognition for young technologists who have made significant contributions to their fields, focusing on innovation, leadership and impact within the technology sector. The award targets individuals under 40 and recognizes excellence in areas such as technology, research, entrepreneurship or social innovation. Nominees are nominated by peers, mentors or industry experts and evaluated by a panel of judges based on their achievements, leadership and impact.

The award ceremony brings together industry leaders, policymakers and young technologists, serving as a platform for networking, knowledge sharing and inspiration. The awardees become part of a prestigious community, inspiring others and contributing to technology advancement. Their stories serve as beacons for future generations, emphasizing the importance of leadership and impact.

KPI 1: KEY ACTION

1. Organizing One Award

The Impact Leadership Award, specifically the Young Technologists Award, is evaluated through promotion and selection. Promotion involves extensive outreach, including social media campaigns and collaborations with educational institutions. Application rate indicates the award's popularity and relevance. Engagement metrics provide insights into the award's reach. The selection process is rigorous, assessing applicants' qualifications based on innovation, impact, sustainability and tech leadership principles. Nominees' quality reflects the award's prestige and diversity and inclusion are essential for fairness. A balanced selection pool encourages participation from various backgrounds. Feedback from judges helps refine future iterations of the award, providing valuable data on its impact. Overall, these actions contribute to the evaluation of the Young Technologists Award.

Impact Leadership Award
Organizing Award

2024 to 2029
1 Award Annually

KEY PERFORMANCE INDICATOR (KPI) 2

Professional Development and Recognition Events (Woman Technologist Chapter - WTC)

The Woman Technologist Chapter (WTC) is a group of women technologists that aims to empower women in technology by providing professional recognition, networking opportunities, knowledge enhancement, advocacy, career advancement and visibility. The chapter encourages women technologists to register and gain professional recognition, fostering confidence and career prospects. It also organizes events, workshops and seminars to facilitate networking among women in tech. WTC provides access to educational programs, training and skill development, ensuring continuous growth.

It advocates for gender equality and promotes women's roles in technology, breaking stereotypes and creating a level playing field. WTC also facilitates career advancement through mentorship, guidance and exposure to successful women panel members. The chapter also provides visibility and role models, inspiring the next generation. The WTC alumni network fosters lifelong learning, mentorship and collaboration. Its collective voice influences policies, workplace practices and industry norms, contributing to a

SUSTAINABILITY

more inclusive tech ecosystem. The chapter's holistic approach covers technical skills, leadership, resilience and well-being. By nurturing women's talent and leadership, WTC contributes to sustainable tech practices and societal progress.

KPI 2 : KEY ACTION

1. Organizing One Award

MBOT through its WTC can organize impactful programs to empower women in technology. For examples, The WTC RedLIPS Mentorship Program aims to provide a structured platform for experienced women technologist and technicians to guide and support aspiring professionals. The program involves identifying seasoned mentors from diverse tech backgrounds and matching them with mentees through workshops, virtual sessions or networking events. It encourages knowledge transfer, career guidance and confidence-building, while also fostering a sense of community and encouraging women to stay in tech.

The program also hosts tech talks and panel discussions, featuring prominent women panelists discussing topics like AI ethics, cybersecurity, sustainable tech and career advancement.

Professional Development and Recognition Events (Woman Technologist Chapter - WTC)
Organizing Award

2024
1 Award

2025 to 2029
Yearly update if necessary

KEY PERFORMANCE INDICATOR (KPI) 3

Anugerah Teknologis dan Juruteknik Negara

MBOT is a key organization in Malaysia that promotes the recognition and professional development of technologists and technicians in related fields. The Anugerah Teknologis dan Juruteknik Negara aim to recognize and honor the outstanding achievements of professional technologist and certified technician who contribute significantly to science and technology development in Malaysia. The purpose is to celebrate excellence in the field and foster a culture of continuous learning and innovation among professionals in Science and Technology (S&T). The recipients receive a prestigious trophy, certificate and cash prize.

KPI 3 : KEY ACTION

1. Awarding to Professional Technologists (Ts.) and Certified Technicians (Tc.)

The Top in Tech Innovation Awards are a series of awards that recognize and motivate tech professionals, fostering knowledge exchange and driving positive change in the tech ecosystem. The awards recognize outstanding achievements MBOT professional members, boosting their confidence and encouraging continuous innovation. The awards also provide career advancement and networking opportunities, connecting recipients with industry leaders, potential employers and collaborators. The awards also serve as inspiration and role models, encouraging others to pursue excellence. The awards also celebrate innovative projects, influencing tech trends and solutions. The awards align with the Top in Tech Innovation Awards' mission of celebrating excellence and driving positive change.

Anugerah Teknologis dan Juruteknik Negara
Awarding to Ts. and Tc.

2024 to 2029
1 Award Annually

KEY PERFORMANCE INDICATOR (KPI) 4

MBOT President Award

MBOT recognizes and honors outstanding contributions to S&T within Malaysia. The MBOT President Award aims to inspire creativity and continuous efforts in S&T development. The award celebrates excellence in the field and fosters a culture of continuous learning and innovation among professionals in S&T. The recipient receives a prestigious trophy and certificate. The award aims to inspire excellence in S&T development.

SUSTAINABILITY

KPI 4 : KEY ACTION

1. Prizes/Awards to the Best Graduates for the MBOT Accreditation Program

The MBOT Accreditation Program aims to recognize the best graduates through various awards and prizes. The selection process involves clear criteria for eligibility, including academic excellence, practical skills and ethical conduct. The program also encourages alumni engagement through guest speakers, endowments, networking events and industry partnerships. The long-term impact of the awards is reflected in alumni success stories, which inspire current students. The program's success relies on strategic planning and execution.

MBOT President Award
Organizing Award

2024 to 2029

1 Award per Institution Annually

KEY OBJECTIVE 3

Engage with the Key Government Leaders and Influencers to Support MBOT's Agenda and Goals

MBOT aims to establish strategic partnerships with key government leaders and influencers to influence policy and raise awareness about its role and contributions. This can be achieved through stakeholder mapping, regular dialogues and joint projects aligning with national development goals. Influencers can advocate for funding and resources to support MBOT programs. The MBOT also aims to influence policies that benefit technologists and technicians through position papers, lobbying and committee participation. This can lead to a conducive environment for MBOT's objectives and regulatory support.

Capacity building is another key objective, involving government agencies in training programs, industry advisory boards and internship opportunities. This collaboration ensures graduates meet industry needs and enhances practical skills. Influencers' involvement also enhances workforce readiness and industry-ready professionals. Lastly, the MBOT showcases success stories through case studies and testimonials, featuring government leaders' endorsements in promotional materials, media coverage and awards and recognitions. These strategies can

inspire future technologists and technicians and increase the visibility of MBOT's efforts. Overall, the MBOT's strategic planning and engagement with influencers are crucial for its success.

KEY INITIATIVE 1

Establish and Strengthen CoP Framework

MBOT is establishing a Community of Practice (CoP) framework to engange with government leaders and influencers. CoP serves as a catalyst for promoting professional practices and capacity development among technologists and technicians. Its primary objective is to expand the coverage and prominence of technologists and technicians, who play a crucial role in driving technological advancement. This CoP will be driven by the Technology and Technical Working Group (TTWG). The TTWG activities include regular meetings, knowledge exchange, policy discussions and collaborative projects related to technology development.

Members advocate for favorable policies, funding, recognition and leverage their influence to support MBOT's agenda. The TTWG also organizes networking events, such as the annual TTWG, industry forums and collaborative workshops. The CoP's code of ethics and standards are developed and the organization aligns with MBOT's code of ethics. The CoP is recognized for its outstanding contributions and success stories and government endorsements are sought. The CoP provides feedback on policies, programs and industry needs and its sustainability is ensured through long-term commitment and succession planning.

In summary, with the establishment of TTWG and a robust CoP framework able to enhances MBOT's engagement with government leaders and influencers, driving collective efforts towards sustainable technological advancement.

Community of Practice (CoP)
• Technology Practitioner
• Researchers
• Academics
• Students and Learners
• Enthusiasts
• Technology Association

Activities
• Seminar
• Training
• Workshop
• Technology Updates
• Knowledge Sharing
• Networking Session

Outcomes
• Industry Guideline
• Standard
• Input for Public Policy
• Professional Development

SUSTAINABILITY

KEY PERFORMANCE INDICATOR (KPI) 1

Stakeholder Engagement (TTWG)

TTWG actively contributes to shaping and improving the legal framework governing technologists and technicians. They engage with policymakers, legislators and relevant authorities to propose amendments, updates or enhancements to Act 768. The group ensures that the Act remains relevant and supportive of emerging technological practices.

TTWG focuses on elevating professional practices across recognized technological domains, establishing ethical guidelines and promoting best practices in areas such as engineering, IT and healthcare. They also ensure that MBOT's operations remain agile and responsive to technological advancements.

TTWG acts as a bridge between MBOT and industry practitioners, gathering insights from their respective sectors and ensuring that their actions resonate with real-world industry dynamics. They also serve as thought leaders, participating in public engagements, contributing to white papers, research publications and thought leadership articles. In summary, the TTWG plays a pivotal role in shaping the technological landscape in Malaysia by engaging with stakeholders, advocating for policy enhancements and promoting professional excellence.

KPI 1 : KEY ACTION

1. Organize TTWG Activities

MBOT has established 24 Technology and Technical Fields to recognize and support professionals across various domains. The organization involves TTWG that define the scope and boundaries of each field, set competency standards and regularly review and update guidelines. TTWG verify the authenticity and relevance of each field, aligning with industry practices and emerging trends. The board approves TTWG recommendations, ensuring field recognition. Recognized fields are not permanent and evolve based on technological advancements and regular reviews ensure relevance. monitor emerging technologies and propose new fields as needed. Each field defines its key areas of expertise, such as Electrical and Electronic Technology (EE), Information and Communication Technology (IT) and Biotechnology (BT).

The competency framework specifies the skills, knowledge and ethical standards required within each field. Industry collaboration is encouraged through industry associations, employers and professional bodies. Industry practitioners validate the relevance of recognized fields, enhancing credibility. Publication and awareness are promoted through prominent features on MBOT's website and promotional materials. Field-specific campaigns highlight success stories within each field and tailored programs and events address unique challenges and opportunities.

Monitoring and feedback are conducted through field performance metrics, tracking the number of professionals accredited in each field and their contributions to industry and society. Practitioners are regularly sought for input and adaptation based on their needs and changing technology landscapes.

Stakeholder Engagement (TTWG)

Organize TTWG Activities

2024	2025 to 2029
3 Activities	5 Activities Annually

2. TTWG Annual Workshop

The technologist and technicians will have a wonderful opportunity to network and share their thoughts during this workshop. Members can voice their ideas, bring up concerns and make suggestions for improvements. During these workshop, topics such as policy discussions, new rules and industry news are discussed. There are a variety of subjects that experts might discuss, including research, case studies and technological advancements.

Stakeholder Engagement (TTWG)

TTWG Annual Workshop

2024	2025 to 2029
1 Activity	Yearly Update if Necessary

In the workshop, individuals have the opportunity to pose questions, discuss issues and provide potential solutions. This event is attended by a wide variety of individuals, including colleagues, authorities from the industry and regulators. Academic institutions, trade groups, government agencies and research organizations are all examples of groups that are regarded to be stakeholders.

SUSTAINABILITY

Whether the workshop should be held in person or through online methods (webinars, online meetings) could be determined by the practicalities involved in organizing the meeting. Concerning the topics discussed at the workshop, there is a follow-up. The TTWG's choices and initiatives are guided by the feedback at the workshop. Participation, education and innovation in MBOT technical services and technology are all encouraged in the lively workshops.

KEY INITIATIVE 2

Research and Development for Sustainable Solutions

Research and Development for Sustainable Solutions is essential for technology and social change. MBOT can take numerous actions to engage government officials and influencers. One of it is, multi-stakeholder platforms. MBOT could host meetings where government leaders, industry professionals and researchers discuss sustainable R&D. Joint task teams between government, academia and industry can also help. One of the strategies that can be implemented in this key initiative is by showcasing MBOT success stories and organizing capacity building workshop. These strategies can help MBOT become a sustainable R&D thinking leader. Government officials, influencers and stakeholders must collaborate for sustainable R&D. MBOT also can promote sustainable technology by promoting policies, success stories and multi-stakeholder participation.

KEY PERFORMANCE INDICATOR (KPI) 1

CEO Roundtable Session

MBOT was responsible for organizing the MBOT CEO Roundtable 2023, which brought together 42 prominent figures from the sector as well as academic specialists. The purpose of the event was to collect insights, address difficulties related to talent development and boost high-level skills among professionals. In addition to this, it engaged with industry leaders, which helped to foster innovation and productivity. As a result of the fact that high-tech breakthroughs demand a wide range of skills, the roundtable discussion underlined the importance of having multidisciplinary talent across a variety of technology areas. The purpose of the event was to provide a forum for meaningful conversation and collaboration among leaders who are influencing the future of technology. It was created for professionals working in the technology sector, including technicians, technologists and professionals from other fields.

KPI 1 : KEY ACTION

1. Organization of a Round Table Session with Industry

MBOT is implementing a strategic initiative to facilitate dialogue, collaboration and policy alignment between industry stakeholders and the government. The round table will be chaired by a prominent individual and will focus on defining a relevant theme and identifying key discussion areas. The event will be extended to industry leaders, including CEOs and experts, academicians and government officials. The agenda will include panel discussions, Q&A sessions and policy alignment, aiming to explore how industry practices align with national goals. The event will also involve industry leaders discussing challenges, opportunities and policy recommendations.

CEO Roundtable Session

Organize Round Table Session with Industry

2024	2025 to 2029
1 Activity	Yearly Update if Necessary

KEY PERFORMANCE INDICATOR (KPI) 2

Sustainable Tech Leadership

Sustainable Tech Leadership within MBOT embodies a strategic and holistic approach to technology that integrates sustainability principles. It goes beyond compliance, emphasizing ethical decision-making, innovation and collaboration. Sustainable tech leaders actively reduce carbon footprints, enhance energy efficiency and promote eco-friendly procurement. They measure impact, advocate for change and transparently report progress. By fostering a culture of responsibility and education, they pave the way for a future where technology and environmental well-being coexist harmoniously.

SUSTAINABILITY

KPI 2 : KEY ACTION

1. Publication of Policy Paper

Tech leaders may lead sustainably with policy papers. One of the strategies is by generating policy papers and disseminate knowledge and awareness. Companies can discuss sustainable technological practices, challenges and opportunities via well-researched policy papers. The papers aim to educate executives, legislators and industry stakeholders about sustainable technological leadership. In addition to that, the policy paper serves as a guideline that able to foster sustainable technology leadership. In addition, the policy paper can promote sustainable tech leadership by advocating policy changes. The policy papers is expected to influence regulators, lawmakers and CEOs.

Sustainable Tech Leadership

Publication of Policy Paper	
2024	**2025 to 2029**
1 Activity	Yearly Update if Necessary
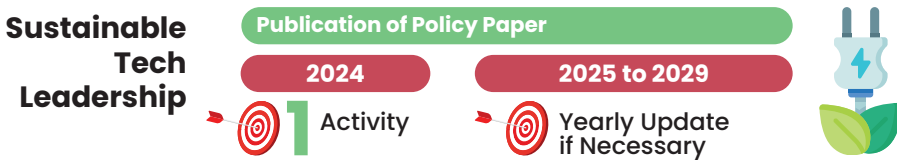
2. Practicing Guideline for Professional Technologists and Certified Technicians

The Practicing Guideline for Professional Technologists and Certified Technicians by MBOT serves as a comprehensive framework outlining the professional standards, ethical principles and best practices expected of technologists and technicians in the technology sector.

This guideline encompasses a range of key areas including professional conduct, competence, integrity and accountability, providing clear guidance to practitioners on how to uphold the highest standards of professionalism and excellence in their work. By adhering to the principles outlined in this guideline, technologists and technicians certified by MBOT demonstrate their commitment to quality, continuous learning and ethical behavior, thereby enhancing public trust, confidence and credibility in the profession.

Sustainable Tech Leadership

Guidelines
2024 to 2029
Yearly Update if Necessary

The Practicing Guideline serves as a valuable resource for practitioners, employers, educators and regulatory bodies, promoting a culture of excellence, integrity and professionalism in the technology sector and contributing to the advancement of the profession as a whole. Hence, it is recommended to conduct regular review to ensure that the guideline align with outcomes and organizational goals.

KEY INITIATIVE 3

Advocacy Programs and Representation

The non-profit MBOT aggressively supports and champions specific issues or policies to influence government choices, policies and public opinion in favor of technology and technical professions. Through conversations, workshops and position papers, it promotes technologists' and technicians' recognition and support. MBOT also prioritizes representation in relevant forums and decision-making processes. Representatives are appointed to engage with government authorities, participate in policy discussions, join government-led committees and present at conferences and industry events. Stakeholder engagement includes networking, cooperating with government agencies on skills development, technology adoption, industry growth and establishing MBOT as a trusted technology expert. Another important initiative is evidence-based, balanced and professional ethical advocacy. Also important are policy briefs, meetings with decision-makers, public testimony and visibility and recognition. Media appearances, honors and government co-hostings boost MBOT's profile. In conclusion, advocacy initiatives and effective representation allow MBOT to shape policy, promote the profession and advance technologists' and technicians' interests.

KEY PERFORMANCE INDICATOR (KPI) 1

Representation Initiatives

As part of its efforts to empower and represent young technologists and technicians, MBOT is now putting into action representation initiatives to increase the visibility of the technology community, empowering and supporting them in their professional journeys and providing chances for skill development, mentorship and career advancement are the goals of the network. In addition to this, it establishes a platform for professionals to engage in networking, collaboration and the sharing

SUSTAINABILITY

of knowledge, thereby providing them with inspiring mentors and industry experts who have years of experience. Within the context of important conversations and decision-making processes, the network guarantees that the opinions and viewpoints of technologist and technicians are represented. By creating a community that is supportive of learning and contributing to the growth of technology, the network is aimed at early-career technologist and technicians, recent graduates and students who are pursuing fields connected to technology.

KPI 1: KEY ACTION

1. Organize Inclusive Event for Young Technologists and Technicians

MBOT can promote inclusivity and representation by organizing inclusive event within its young technologists and technicians. This includes diverse programming, accessible venues and leadership representation. The organizing committee should reflect diversity in terms of gender, ethnicity, age and expertise, encouraging young technologists and technicians from various backgrounds to take leadership roles. Inclusive marketing and outreach should use inclusive language and imagery, reaching out to underrepresented groups directly. Collaboration with affinity groups, such as professional organizations and women in tech groups, can amplify impact through joint events, workshops and mentorship programs. Mentorship sessions and networking events can also be provided, allowing experienced technologists and technicians to guide young professionals. Feedback from each event should be collected to assess inclusivity and identify areas for improvement. This approach not only benefits young technologists and technicians but also contributes to a stronger and more vibrant technological community in Malaysia.
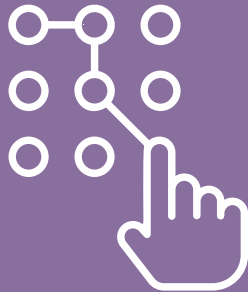
Representation Initiatives

Organize Inclusive Event for Young Technologists and Technicians

2025 to 2029

2 Programs Annually

Thrust 3

**Recognition and
Collaborative
Excellence**

STRATEGIC THRUST 3

Recognition and Collaborative Excellence

MBOT is committed to fostering recognition and collaborative partnerships within the technologists and technicians community worldwide. With a focus on excellence and inclusivity, this strategic thrust aims to elevate the stature of technologists and technicians while nurturing collaborative alliances with accrediting bodies, institutions and organizations across borders.

Strategic Thrust 3:
Recognition & Collaborative Excellence

ATTAIN INTERNATIONAL RECOGNITION FOR MBOT CERTIFICATIONS

Accreditation Readiness and Excellence Program (AREP)

Seoul Accord Full Signatories
2024
1 Full Rights of Participation

Accreditation Initiatives
2025 to 2029
1 Initiative

ENHANCE MBOT'S ROLE IN GLOBAL DISCUSSIONS ON TECHNOLOGY AND PROFESSIONAL STANDARDS

Knowledge Exchange Initiative

Engagement programs
2024 to 2029
3 Bodies Annually

Global Technological Alliance (GTA)

Engagement programs
2024 to 2029
3 Programs Annually

ESTABLISH COLLABORATION WITH REGULATORS AND PROFESSIONAL BODIES

Regulatory Partnership Initiative

Attainment of Recognition
2024 to 2026
3 Recognitions

2027 to 2029
3 Recognitions

RECOGNITION

KEY OBJECTIVE 1

Attain International Recognition for MBOT Certifications

This objective aimed at elevating the status and credibility of MBOT certifications on a global scale. Through rigorous accreditation processes, alignment with international standards and strategic collaborations with accrediting bodies and industry stakeholders worldwide, MBOT seeks to position its certifications as benchmarks of excellence in technical education and practice. By achieving international recognition, MBOT certifications empower technologists and technicians with the credentials and competencies needed to compete and excel in an increasingly interconnected and competitive global marketplace, thereby driving professional growth, mobility and recognition across borders.

KEY INITIATIVE 1

Pursue Accreditation from International Bodies to Ensure Continuous Quality Assurance of Technology Programme

Pursuing accreditation from international bodies is paramount for the MBOT to ensure the continuous quality assurance of technology programs. Accreditation from renowned international bodies serves as a benchmark of excellence, validating the adherence of MBOT-accredited programs to globally recognized standards and best practices in technical education. Such accreditation not only enhances the credibility and reputation of MBOT but also instills confidence among stakeholders, including students, employers and industry partners, in the quality and relevance of technology programs offered. By prioritizing accreditation from international bodies, MBOT underscores its commitment to fostering excellence, innovation and competitiveness in the realm of technical education, thereby nurturing a skilled workforce equipped to thrive in the global landscape of technology and innovation.

KEY PERFORMANCE INDICATOR (KPI) 1

Accreditation Readiness and Excellence Program (AREP)

The Accreditation Readiness and Excellence Program (AREP) for MBOT represents a strategic initiative aimed at preparing institutions and programs for accreditation while fostering a culture of excellence in technical education. AREP provides comprehensive guidance, training and support to institutions seeking accreditation, equipping them with the knowledge, tools and resources needed to meet MBOT's rigorous standards and criteria. Through AREP, MBOT facilitates capacity building, peer learning and continuous improvement, empowering institutions to demonstrate excellence in program delivery, student outcomes and industry relevance. AREP underscores MBOT's commitment to promoting quality assurance and raising the standards of technical education in Malaysia, driving innovation and excellence across the technologists and technicians community.

KPI 1: KEY ACTION

1. Seoul Accord Full Signatories

MBOT has been accepted as a provisional signatory of Seoul Accord on June 2019. For MBOT to be awarded full signatory status for the Seoul Accord (SA), MBOT must demonstrate a commitment to aligning its accreditation standards and processes with the established criteria and guidelines set forth by the SA. This involves ensuring that MBOT-accredited programs meet the required quality benchmarks, competencies and outcomes as recognized internationally. Additionally, MBOT needs to actively participate in the collaborative efforts of the SA member countries, contribute to the advancement of global standards in technical education and adhere to the principles of transparency, accountability and continuous improvement. By fulfilling these criteria and actively engaging with the Seoul Accord community, MBOT can strengthen its candidacy for full signatory status, enhancing the recognition and mobility of its accredited programs on a global scale.

Accreditation Readiness and Excellence Program (AREP)

Seoul Accord Full Signatories

2024

1 Full Rights of Participation

RECOGNITION

In 2024, it is imperative for MBOT to pursue and obtain full signatory status in the SA. This achievement will signify MBOT's commitment to aligning its accreditation processes and standards with international best practices. As MBOT strives to uphold the highest standards of quality assurance and professional standards, obtaining full signatory status in the SA marks a significant milestone in its journey towards global recognition and leadership in technical education and practice.

2. Accreditation Initiatives

MBOT should also strategize to broaden its international recognition and collaboration within the global technologists and technicians community. One potential strategy could be to obtain all accredited program signatories to ensure that students and graduates are exempt from registration and examination requirements for professional qualifications in different countries and regions. Getting the accreditation is an intricate process.

Accreditation Readiness and Excellence Program (AREP)

Accreditation Initiatives

2025 to 2029

1 Initiative

It depicts the plan for MBOT to achieve another trajectory in achieving the mutual-recognition agreement. The process of getting accreditation starts with initial assessment, team development and preliminary documentation. MBOT must first assess its eligibility to apply for accreditation and this step typically involves evaluating whether MBOT meets the criteria and requirements set forth for membership and participation. Once eligibility is confirmed, MBOT may proceed with application submission. MBOT should ensure that the processes, policies and procedures, as well as evidence of compliance with the accrediting's body criteria and guidelines are met.

KEY OBJECTIVE 2

Enhance MBOT's Role in Global Discussions on Technology and Professional Standards

This objective is pivotal for fostering collaboration, innovation and alignment with international best practices. By actively engaging in these discussions, MBOT can contribute valuable insights, perspectives and expertise to shape the development of global standards and guidelines in the field of technology and professional practice. In addition, by facilitating knowledge exchange and partnership-building with international organizations and stakeholders, MBOT can strengthen its position as a leading authority in technical education and professional development, driving excellence and advancement in the global technologists and technicians community.

KEY INITIATIVE 1

Establish Partnerships with Global Organizations to Exchange Knowledge and Resources

Establishing partnerships with global organizations is pivotal for the MBOT to foster knowledge exchange and resource sharing on an international scale. By collaborating with esteemed global entities, MBOT can gain access to diverse perspectives, best practices and cutting-edge innovations in the field of technology and technical education. Through these partnerships, MBOT not only enriches its own expertise but also enhances the quality of technical education and practice in Malaysia by integrating global insights and standards. Such collaborations pave the way for mutual growth, innovation and excellence, positioning MBOT and its stakeholders as dynamic contributors to the global technologists and technicians community.

RECOGNITION

KEY PERFORMANCE INDICATOR (KPI) 1

Knowledge Exchange Initiative

The Knowledge Exchange Initiative for MBOT is a transformative program designed to facilitate collaboration, knowledge sharing and expertise exchange in the field of technology and professional standards. Grounded in the principles of partnership and mutual learning, the Knowledge Exchange Initiative aims to connect MBOT with various institutions worldwide to foster a vibrant global community of technologists and technicians. Through the Knowledge Exchange Initiative, MBOT seeks to create opportunities for technologists and technicians to engage in cross-cultural dialogue, collaborative projects and joint initiatives that promote excellence, innovation and continuous improvement in technology education and professional practice. The initiative offers a platform for stakeholders to share best practices, exchange insights and explore emerging trends and challenges shaping the technology landscape on a global scale.

KPI 1: KEY ACTION

1. Engagement Program

As Knowledge Exchange Initiative designed to facilitate meaningful interactions, collaborations and partnerships between MBOT and its stakeholders, including technologists, technicians, educational institutions, industry partners, regulatory bodies and professional associations. This program aims to foster dialogue, mutual understanding and collective action to advance the goals and objectives of MBOT and promote excellence, innovation and professionalism in the technology sector.

Knowledge Exchange Initiative

Engagement programs
2024 to 2029
3 Bodies Annually

The Knowledge Exchange Initiative can be conducted in a form of stakeholder engagement workshops where MBOT organizes workshops, forum and roundtable discussions to provide a platform for dialogue and collaboration among key stakeholders. These events can bring together technologists, technicians, educators, industry representatives, policymakers and other stakeholders to share perspectives, exchange ideas and explore opportunities for partnership and collaboration.

Also, industry outreach and networking events can be conducted aim at fostering connections between MBOT and industry partners. These events provide opportunities for MBOT to engage with technology companies, engineering firms, manufacturing organizations and other industry stakeholders to understand their needs, priorities and challenges and explore ways to support workforce development, innovation and competitiveness in the technology sector.

KEY PERFORMANCE INDICATOR (KPI) 2

Global Technological Alliance (GTA)

Global Technological Alliance (GTA) was established with its mission to cultivate a thriving and dynamic international technological ecosystem by forming collaborative partnerships with international organizations. Through GTA, MBOT strive to empower tech professionals worldwide by enabling talent mobility and fostering connections that promote innovation, collaboration and growth.

KPI 2: KEY ACTION

1. Engagement Program

Ensuring professionals in their respective fields are recognized based on clear criteria that include their educational qualifications, work experience, expertise and adherence to professional codes of conduct for prosperity.

01

Uphold quality assurance and promote mutual recognition of qualifications within the educational sector.

02

Emphasizes on the need for seamless movement of skilled professionals, researchers and students across organizational and geographic boundaries.

04

03

Recognize the importance of adopting and promoting standards that drive quality, efficiency and interoperability within their respective sectors.

RECOGNITION

It is recommended to conduct related programs with founding members. The professional development and training programs can be offered to all of the founding members to enhance their skills, competencies and knowledge in areas related to technology education, accreditation processes and professional standards. These programs provide opportunities for lifelong learning, skill enhancement and career advancement in the technology profession while the feedback mechanisms and consultations programs aim to gather input, insights and feedback from the founding members on MBOT's programs, initiatives and services. These consultations help MBOT to understand stakeholder needs, expectations and concerns and inform the development of strategies and policies to better serve the needs of the technology community worldwide.

Global Technological Alliance (GTA)

Engagement programs

2024 to 2029

3 Programs Annually

KEY OBJECTIVE 3

Establish Collaboration with Regulators and Professional Bodies

This objective reflects MBOT strategic vision to enhance recognition, quality assurance and professional standards within the technologists and technicians community on both national and global scales. By forging partnerships with regulators, MBOT aims to influence policy frameworks, regulations and standards that govern technical education and professional practice, ensuring alignment with industry needs and international benchmarks. Additionally, by engaging with international professional bodies, MBOT seeks to foster knowledge exchange, mutual recognition and capacity building, promoting best practices and facilitating the global mobility of technologists and technicians.

KEY INITIATIVE 1

Strengthen partnership with regulators and government authorities

MBOT's aim to strengthen partnerships with regulators and government authorities underscores its commitment to fostering collaboration, advocacy and alignment within the regulatory landscape of technical education and professional standards. By engaging with regulators and government bodies, MBOT seeks to promote policies, regulations and standards that support the recognition, accreditation and professional development of technologists and technicians. Through dialogue, consultation and strategic alliances, MBOT advocates for the integration of industry-relevant competencies, ethical framework and quality assurance mechanisms into regulatory frameworks and educational policies.

KEY PERFORMANCE INDICATOR (KPI) 1

Regulatory Partnership Initiative

The Regulatory Partnership Initiative aims to foster collaboration between MBOT and regulatory bodies, as well as professional organizations. This initiative seeks to enhance communication, cooperation and coordination among stakeholders to address common challenges, share best practices and promote regulatory harmonization in the field. By establishing strategic partnerships and engaging in knowledge exchange activities, the initiative aims to facilitate information sharing, capacity building and policy development to support the advancement of regulatory frameworks and professional standards globally. Through collective efforts, MBOT able to promote transparency, integrity and effectiveness in regulatory practices while fostering trust, innovation and sustainable growth in respective industries.

RECOGNITION

KPI 1: KEY ACTION

1. Attainment of Recognition

Getting a recognition from regulatory bodies and professional organizations able to demonstrates MBOT credibility, competence, and value. MBOT has been recognized by Ministry of Higher Education (MOHE) and the Malaysian Qualifications Agency (MQA), which validates MBOT's accreditation processes and ensures alignment with national standards and regulations for technology education and professional practice. Moving forward, MBOT can seek endorsement and collaboration from professional associations representing technologists and technicians in Malaysia and internationally. Endorsement from these associations strengthens MBOT's credibility and enhances its ability to promote professional development, networking and advocacy for technologists and technicians.

In addition, MBOT can establish partnerships and collaborations with industry stakeholders, including technology companies, engineering firms and manufacturing organizations. Recognition from industry partners validates MBOT's relevance and value in addressing industry needs, promoting workforce development and fostering innovation in the technology sector.

MBOT's collaboration with educational institutions can be further enhanced to promote accreditation of technology programs and pathways for students and graduates. Recognition from educational institutions validates MBOT's role in ensuring quality assurance, relevance and alignment of technology education with industry standards and expectations.

Regulatory Partnership Initiative

Attainment of Recognition

2024 to 2026	2027 to 2029
3 Recognitions	3 Recognitions
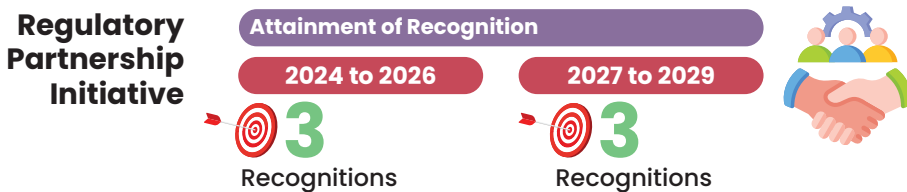
Strategic

Thrust 4

Optimizing Operational Efficiency and Service Excellence

STRATEGIC THRUST 4

Optimizing Operational Efficiency and Service Excellence

MBOT's commitment to optimizing operational efficiency and achieving service excellence reflects its dedication to providing high-quality services to members and stakeholders. Through strategic initiatives, technology integration and continuous improvement efforts, MBOT aims to position itself as a leader in promoting and regulating technological professions in Malaysia.

Strategic Thrust 4:
Optimizing Operational Efficiency & Service Excellence

ELEVATE OVERALL OPERATIONAL EFFICIENCY THROUGH AUTOMATION ACROSS VARIOUS WORKFLOWS

Accreditation System

Pre-Development system
2024
100%

Full Development System
2025
100%

EMPOWER MBOT STAFF WITH ADVANCED SKILLS, FOSTERING ADAPTABILITY AND INNOVATION WITHIN THE ORGANIZATION

Training Need Analysis (TNA)

Organize TNA Program
2024 to 2029
1 Program Annually

Competency Program (Functional and Leadership)

Organize One Competency Program (Functional And Leadership) Workshop
2024 to 2029
1 Workshop Annually
3 Training Annually

Cross Functional Rotation

Organize Knowledge Sharing Program
2024 to 2029
1 Program Annually

EFFICIENCY

KEY OBJECTIVE 1

Elevate Overall Operational Efficiency Through Automation Across Various Workflows

This objective underscores MBOT's commitment to enhancing its operational processes by embracing automation technologies. The focus is on streamlining workflows across different functions within the organization. The primary aim is to leverage technological advancements to reduce manual intervention, minimize redundancies and expedite task execution.

KEY INITIATIVE 1

Implement Digital Transformation

To achieve the key revolves around the Key Objective 1, the key initiative implementation of digital transformation initiatives, a crucial step towards streamlining workflows and embracing automation. This key initiative involves the strategic integration of digital technologies and processes across various aspects of an organization to drive innovation, efficiency and improved customer experiences.

KEY PERFORMANCE INDICATOR (KPI) 1

Accreditation Systems

The MBOT Accreditation System represents a significant leap forward in the management of accreditation applications, aligning closely with the comprehensive guidelines detailed in the TTAC manual. This advanced online platform serves as a centralized and user-friendly hub, streamlining the entire accreditation process. The system ensures that organizations can seamlessly submit accreditation applications, adhering rigorously to the specified standards and procedures.

The platform's user-friendly interface facilitates accessibility, making it easier for organizations to engage with the accreditation process. It serves as a one-stop solution for accreditation matters, allowing for the efficient submission of necessary documents and information by the organizations. The integration of the TTAC manual guidelines into the system ensures that each step of the accreditation

process follows the prescribed protocols. This includes the submission of Self-Review Reports (SRR) and other relevant documentation required for Provisional and Full Accreditation.

A key advantage of the MBOT Accreditation System lies in its emphasis on transparency and accountability. By incorporating the principles outlined in the TTAC manual, the system promotes a clear and traceable accreditation journey. Organizations can confidently navigate through the various stages, from application to evaluation, ensuring that every aspect is in line with the established standards.

Overall, the MBOT Accreditation System represents a pivotal tool in the effective management of accreditation processes. By transforming the accreditation procedure into sophisticated online platform, MBOT has created an environment that not only simplifies the accreditation journey for organizations but also upholds the principles of transparency and accountability in line with industry best practices.

KPI 1: KEY ACTION

1. Pre-Development System

The key actions of implementing the Pre-Development System and Full Development System are pivotal components of the organization's strategy to optimize operational efficiency and service excellence. The Pre-Development System involves a meticulous examination of the existing accreditation process, aiming to establish a baseline assessment. This assessment serves as a foundational step, allowing stakeholders to understand the current state of affairs, including processing times, manual interventions and potential bottlenecks. By conducting a comprehensive analysis before initiating full-scale development, the organization can identify key areas for improvement and establish clear objectives for the upcoming stages.

2. Full Development System

Moving forward, the Full Development System represents a pivotal phase where the insights gleaned from the baseline assessment are translated into tangible solutions. The primary goal here is to implement a streamlined digital platform that reduces processing times significantly.

EFFICIENCY

By quantifying the time saved in processing accreditation applications, the organization can gauge the effectiveness of the digital transformation initiative and its impact on overall service delivery. Regular monitoring of these key actions and associated metrics ensures a data-driven approach to continuous improvement, ultimately contributing to the organization's pursuit of service excellence.

Accreditation System

Pre-Development system

2024

100%

KEY OBJECTIVE 2

Empower MBOT Staff with Advanced Skills, Fostering Adaptability and Innovation within the Organization

These objectives encompass providing comprehensive training programs that enhance the technical expertise of the staff, ensuring they stay abreast of industry advancements. Additionally, fostering adaptability entails instilling a mindset that embraces change and encourages employees to readily adapt to evolving technologies and work methodologies. The objective of promoting innovation within the organization involves creating an environment that stimulates creativity, problem-solving and the generation of novel ideas, thereby contributing to the continuous improvement and competitiveness of MBOT in the dynamic technological landscape.

KEY INITIATIVE 1

Employees Upskilling and Change Management

These initiatives empower MBOT to navigate evolving landscapes, enhance workforce capabilities and successfully implement transformative changes while ensuring employee satisfaction and engagement.

KEY PERFORMANCE INDICATOR (KPI) 1

Training Need Analysis (TNA)

A training needs analysis (TNA) is an organizational process aimed at identifying the disparity between employees' current and desired knowledge, skills, and abilities. TNA aims to align training initiatives with organizational objectives, optimize operational efficiency and enhance the overall effectiveness of MBOT staff.

A TNA serve as a vital organizational tool for identifying and addressing the gaps between employees' existing competencies and the skills and knowledge required to meet organizational objectives. By conducting a thorough TNA, organizations can gain insights into areas where employees may lack proficiency or where there are deficiencies in skills crucial for achieving business goals. This process involves various methods such as surveys, interviews, observation and analysis of performance data to gather comprehensive information about training requirements.

Through TNA, organizations can tailor training programs to address specific needs, ensuring that employees receive relevant and targeted development opportunities to enhance them capabilities and contribute effectively to the organization's success.

The ultimate goal of TNA is to align training initiatives with organizational objectives, thereby optimizing operational efficiency and enhancing the overall effectiveness of the workforce. By understanding the specific skills and knowledge gaps within the workforce, organizations can strategically invest in training programs that directly address these areas, leading to improved job performance and productivity. Additionally, TNA enables organizations to allocate resources efficiently by focusing on priority areas for development. By continuously evaluating and updating the training needs of employees, organizations can adapt to evolving market dynamics and technological advancements, ensuring their workforce remains skilled and competitive in today's rapidly changing business environment. Overall, TNA serves as a cornerstone for organizational development, driving continuous improvement and facilitating the achievement of strategic goals.

EFFICIENCY

KPI 1: KEY ACTION

1. Organize TNA Program

There are a few essential steps that must be carried out for MBOT to implement the TNA:

01

Defining Organizational Goals
To ensure each employee meets organizational goals, it is vital to identify key objectives like financial performance and customer satisfaction. Tailoring performance standards for all staff enables coordinating training programs aligned with these goals.

Define Relevant Job Behaviors
Determination of specific work behaviors that contribute to increased staff productivity at MBOT such as skills in building relationships, identifying opportunities, providing solutions and closing agreements. Conducting job analysis, typically through task inventories, provides a comprehensive grasp of role duties and responsibilities. This method guarantees coherence between organizational objectives and individual roles, streamlining the creation of tailored training initiatives and performance assessments to meet MBOT's evolving demands.

02
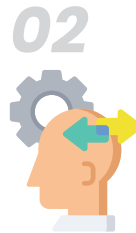
03
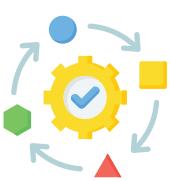
Define Required Knowledge & Skills
Alignment between organizational goals and employee skill levels must be verified by MBOT stakeholders. Not all employees necessitate identical training due to differences in experience and job roles. Skill mapping can be accomplished using diverse techniques, from conventional surveys and interviews to advanced methods like HR data mining and text analysis of CVs and job descriptions. Comprehensive skill assessment and mapping enable organizations to customize training programs effectively to fulfill precise needs and objectives.

Training Implementation & Evaluate Effectiveness
In the training process, the final step is training design, involving communication of learning outcomes, budget setting, time scope determination and choosing internal or external trainers. Alternative methods like integrating competencies into performance reviews, rewarding desired behavior or including them in hiring should also be considered. Utilizing the ADDIE model (Analyze, Design, Develop, Implement, Evaluate) is essential for comprehensive and effective training design.

04

> Based on the figure above, there is 1 measurement method for TNA for the target of 2024 to 2029, which is organized one TNA programme annually.

KEY PERFORMANCE INDICATOR (KPI) 2

Competency Program (Functional and Leadership)

The Competency Program for MBOT staff is a comprehensive initiative designed to enhance individual and organizational performance through the cultivation of essential knowledge, skills, abilities and behaviors. The program focuses on prioritize the implementation of specialized functional training tailored to each staff member's role. Additionally, the program places a strong emphasis on fostering leadership values among MBOT staff, promoting their professional development and contributing to the overall success of the organization.

The Competency Program for MBOT staff is an extensive and strategic effort aimed at improving both individual and organizational effectiveness by targeting key areas such as knowledge, skills, abilities and behaviors. It is designed to address the specific needs and requirements of each staff member within MBOT, ensuring that they have the necessary tools and competencies to excel in their roles.

One of the key aspects of the program is its focus on providing specialized functional training tailored to the unique responsibilities and functions of each staff member. By prioritizing this tailored approach, the program acknowledges that different roles within MBOT require different skill sets and knowledge bases. This ensures that staff members receive training that is directly relevant to their day-to-day tasks, ultimately enhancing their ability to perform their jobs effectively.

Moreover, the program places a significant emphasis on fostering leadership values among MBOT staff. By promoting qualities such as communication, decision-making, problem-solving and teamwork, the program aims to cultivate a culture of leadership within the organization. This not only benefits individual staff members in terms of their personal and professional growth but also contributes to the overall success of MBOT as an organization.

By investing in the professional development of its staff through the Competency Program, MBOT is not only strengthening its workforce but also positioning itself for long-term success and sustainability. By equipping staff members with the necessary skills, knowledge and leadership capabilities, MBOT is better prepared to adapt to changing environments, overcome challenges and achieve its strategic objectives. In essence, the Competency Program serves as a cornerstone for driving excellence and innovation within MBOT, ultimately benefiting both its staff and the organization as a whole.

EFFICIENCY

KPI 2: KEY ACTION

1. Organize One Competency Program

There are a few essential steps that must be carried out for MBOT to implement the competency program (Functional & Leadership):

Assess Training Needs
01

It involves evaluating the current skills, knowledge, abilities and behaviors of the MBOT staff to identify areas where improvement or development is needed.

Set Organizational Training Objectives
02

Set precise objectives that align with the organization's overall goals. These objectives define the training initiatives' aim to enhance both individual and organizational performance.

Create a Training Action Plan
03

This step involves creating a detailed plan to meet training needs and achieve objectives. The plan covers selecting training types, methods and resources, scheduling sessions and assigning implementation responsibilities.
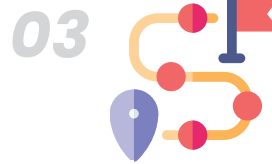
Implement Training Initiatives
04

Once the training action plan is finalized, the actual training initiatives will be implemented. This will involve conducting workshops, seminars, online courses, on-the-job training, or other forms of learning activities tailored to meet the specific needs of each staff member's role.

Evaluate and Revise Training
05

Once the training initiatives are launched, assessing their impact will be crucial. Feedback surveys, performance assessments, and post-training evaluations will measure effectiveness. Adjustments will be made to ensure continual improvement and alignment with organizational goals, maximizing the training's return on investment.
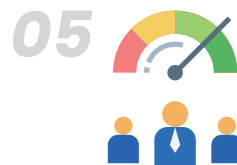
Based on the figure above, there are 2 measurement methods inside for the competency program (functional & leadership) for the target of 2024 until 2029. First, that is organized one competency program (functional and leadership) workshop annually until 2029. Second, that is number of trainings are three times until 2029.

KEY PERFORMANCE INDICATOR (KPI) 3

Cross Functional Rotation

MBOT, as a small and dynamic organization, thrives on the energy and versatility of its team members. With a workforce composed of young and dynamic talents, MBOT is known for its active engagement in various activities. The organization's vibrancy is sustained by the continuous presence of its talented individuals, ensuring the smooth operation and longevity of its programs and activities. Recognizing the importance of maintaining a pool of versatile talents to address any potential gaps, MBOT understands the necessity of having a plan for cross-functional rotation.

In essence, job rotation plays a pivotal role in the success of small and agile teams like MBOT. It allows for the seamless transition of responsibilities and ensures that crucial positions can be filled promptly when needed. By implementing a cross-functional rotation plan, MBOT can empower its talents to broaden their skill sets and experiences across different roles within the organization. This not only enhances individual development but also fosters a more resilient and adaptable team capable of navigating various challenges. Thus, job rotation serves as a strategic tool for MBOT to maintain its agility and effectiveness in achieving its objectives amidst a dynamic environment.

KPI 3: KEY ACTIONS

1. Organize Knowledge Sharing Program

There are a few essential steps that must be carried out for MBOT to implement the cross- functional rotation.

Identification of Key Personnel
01

Identify critical personnel who are essential for the continuation of operations which includes technologists, administrative staff and management personnel.

Cross-Training and Skill Development
02

To facilitate knowledge sharing with key personnel, ensuring that all staff members can effectively take on multiple roles within the organization in the event of colleagues being unable to work.

Based on the figure above, there is one measurement method for the cross functional rotation for the target of 2024 to 2029, which is organize one knowledge sharing program per year

EFFICIENCY

PROJECT MONITORING

Regular monitoring, analysis and reviews are integral components in this strategic planning process for MBOT. Ongoing engagement are prioritized with Board Members and MBOT management through scheduled meetings to meticulously examined and discussed the findings of the initiatives. These sessions served as invaluable opportunities to assess the progress made towards the strategic objectives, identified emerging challenges and refined the strategies accordingly. By maintaining an open dialogue and fostering a culture of continuous improvement, it ensures that the strategic initiatives remain agile and responsive to the evolving needs of the technologist and technician community. Through collaborative monitoring, analysis and reviews, MBOT strive to uphold transparency, accountability and effectiveness in driving MBOT's mission forward.

CONCLUSION

In conclusion, the strategic planning process undertaken reflects an unwavering commitment to advancing the technologist and technicians community and fostering innovation in Malaysia. Through meticulous planning, inclusive engagement with stakeholders and a holistic approach, a solid foundation for future growth and success of MBOT has been laid. The gains achieved through this process are not only evident in the strategies outlined but also in the strengthened relationships and collaborations forged along the way. Moving forward, hopes are high, driven by the belief that MBOT will continue to be a catalyst for positive change in tech talents development, empowering technologists and technicians and contributing to the nation's journey towards becoming a global leader in technology and skills development. Together, the journey is embarked upon with determination, passion and a shared vision of a brighter future for all. MBOT Strive!

MALAYSIA BOARD OF TECHNOLOGISTS

A1-3-1 & A1-3-3, Ayer@8,
Jalan P8G, Presint 8,
62250 Putrajaya. Malaysia.

Tel No: 03-8800 6268
Email: info@mbot.org.my

Facebook: Malaysia Board of Technologists
LinkedIn: Malaysia Board of Technologists
Instagram: mbot.my