

# RADIUM

Building Good. Illuminating Lives

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## BUILDING TOMORROW:

Committing to good  
governance & gender equality

# BUILDERS





# RADIUM'S COMMITMENT TO SUSTAINABILITY & GOVERNANCE

“At Radium, our commitment to sustainability is driven by good governance, economic growth, environmental care, and social responsibility.”

*An interview with Tan Sri Mhd Amin Nordin bin Abd Aziz,  
Independent Non-Executive Chairman, Radium Development Berhad*

Radium's approach to sustainability is guided by a clear plan focusing on four pillars: good governance, economic growth, environmental care, and social responsibility. This is outlined in our Sustainability Policy, which was published on 1st September 2023. This framework is overseen by our Board of Directors, ensuring that Environmental, Social and Governance (ESG) principles are integral to our business strategy.

One significant sustainability risk we have identified and managed is climate change. We have included measures to tackle this issue in our policies and plans. For instance, we have improved energy efficiency by switching to LED lighting and using more efficient inverter air conditioners, which helps reduce energy use.

To ensure that our risk management processes systematically incorporate ESG considerations, we include ESG factors in our risk management processes, which are overseen by our Board and the Audit and Risk Management Committee. We also conduct regular risk assessments and have strong cybersecurity measures in place to protect data privacy and security. We are proud to say that we have had zero data breaches.

Our commitment to ethical business practices and anti-corruption is another key aspect of our governance structure. All employees receive anti-corruption training, and we assess all operations for corruption risks. Our policies, such as the Code of Conduct and Ethics, Anti-Bribery and Corruption Policy, and Whistleblowing Policy, support a culture of integrity. We also share these standards with our business partners and review risks every quarter to ensure compliance with laws and regulations.



# HIGHLIGHTS REWIND



We are honoured to have received a prestigious award at the StarProperty Awards 2024, securing the 'All Star Award: Top 10 Listed Company' for Radium Development Berhad.'



Blood Donation Campaign - Be a Hero, Save a Life



At the same event, we also received the 'Family-Friendly Award: Best Family-Centric Development (High Rise) KL' for Radium Adesa @ Desa East Residences. This achievement not only affirms our commitment to fostering accessible property ownership among Malaysians but also inspires us to continuously innovate and construct sustainable communities for all.



# LEADERSHIP PROGRAMME



We are thrilled to announce the launch of the Radium Development Leadership Programme (RDLP), a strategic initiative designed to cultivate the next generation of leaders within our organisation. The inaugural programme runs over four months, from May to August 2024, and comprises a series of modules tailored to unlock participants' leadership capabilities and empower them to fulfil their full potential.

RDLP is a pivotal part of our comprehensive succession planning strategy, designed to ensure the continuity and sustained performance of our business during leadership transitions and changes. This initiative underscores our commitment to their professional growth and the stability of our organisation.

The establishment of RDLP is a critical component of our succession planning efforts. Succession planning is essential for identifying, developing, and tracking key individuals for future executive positions. Doing so ensures that our business operations remain smooth and efficient even as employees retire or transition out of the company. This process involves cross-training employees to allow them to acquire the necessary skills, knowledge, and understanding of the business.

## The core objectives of RDLP:

### 1. To bolster our organisation's comprehensive capabilities through a strategic approach.

This involves first identifying critical positions crucial for sustaining seamless business operations. Subsequently, we meticulously select vital competencies and skills for these pivotal roles, ensuring our leadership team remains adept and future-ready. The selection process for RDLP participants is based on a fair and transparent evaluation of their performance, potential, and alignment with our organisational values. Moreover, our focus extends to fostering individual development by providing tailored opportunities aligning personal growth trajectories with future business needs.

### 2. To better understand our leadership style, traits, and values.

Participants learn the importance of embodying our corporate culture and values, effectively "walking the talk" to lead and motivate their teams. The modules covered include self-mastery and individual profile, mastery coaching, mastery of Business Blue Ocean strategy, mastery in presentation skills with impact, and finally, recognition and celebration of achievement.

The RDLP utilises a blended learning approach, focusing on providing hands-on experience through a 60-30-10

framework. This framework is designed to balance experiential learning, group collaboration, and structured coursework, ensuring a comprehensive and practical learning experience for all participants.

- **60% Experiential, Social Learning and Development:** Participants engage in various discovery tools, exercises, gamification, peer coaching, and mentoring.

- **30% Group Assignment, Project Practicum, and Team Coaching:** Projects and practicums enhance teamwork and the practical application of skills.

- **10% Facilitation Coursework and Learning Guide:** Structured learning guides and coursework support foundational knowledge.

The RDLP journey begins with a kick-off session, followed by a series of leadership modules, action learning, and self-learning phases, culminating in a final presentation and graduation. The inaugural batch comprises nine bright and promising Radium employees embarking on this 4-month programme.

We are optimistic that the RDLP will significantly enrich our leadership pipeline, fortifying Radium Development Berhad for continued success. We look forward to sharing more updates on this exciting leadership journey.



# LEADERSHIP PROGRAMME



Reflecting on my experience with the recent leadership programme, I am reminded of its significant impact on my ability to effectively communicate the company's values and mission through corporate affairs initiatives. The programme, which began in April 2024, has been instrumental in honing my skills to adapt to diverse team dynamics and foster collaboration between stakeholders.

One of the key challenges I faced was managing a team with conflicting priorities and communication styles. The leadership programme has equipped me with the tools to address this challenge by adopting a versatile leadership style that balances collaboration and individual differences. This approach has been crucial in ensuring everyone's voice is heard and fostering a culture of cross-functional collaboration.

To stay abreast of industry trends and best practices, I prioritise continuous learning by regularly consuming industry publications, attending conferences, and engaging with professional networks. The leadership programme has further contributed to my professional growth by providing me with the skills and tactics to strategically and effectively resolve conflicts.

“Overall, the leadership programme has been a valuable catalyst for my professional growth. It has enabled me to effectively communicate the company's values and mission, foster collaboration, and balance innovation and consistency in corporate strategy.”

In balancing innovation and consistency in corporate strategy, I ensure that innovative initiatives align with the company's mission, vision, and long-term goals. This alignment helps mitigate the risk of pursuing innovation for its own sake and ensures that innovative efforts contribute meaningfully to the organisation's success.



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