

# MY ASEAN INTERNSHIP

INTERNSHIP INNOVATIONS: ATTENTION TO DETAIL IN INTERN DEVELOPMENT



Our People. Our Community. Our Vision  
**MALAYSIA 2015**

## I GROW WITH CIMB I

**W**E had the opportunity to connect with Hamidah Naziadin, group chief people officer, CIMB Group, on what successful applicants of the MY ASEAN Internship Programme can gain through their experience at CIMB.

### How will students benefit from the MY ASEAN Internship at CIMB?

CIMB is a leading Asean universal bank. We have a strong presence in Indonesia, Singapore, Thailand, and Cambodia, and our brand is synonymous with Asean.

As such, interns will gain valuable insights into how a regional banking institution thinks and operates. Interns will enjoy insider experience, get to know our staff and leaders, and learn our culture. We believe that the best way to learn is to be part of the action.

### What will students go through?

The MY ASEAN Internship programme is for 10 weeks, starting July 2015. Ten weeks is a good time for interns to observe, learn and con-

tribute in a meaningful manner.

Interns will first go through a one-day orientation programme to get a snapshot of CIMB. Our interns will participate actively in the activities and projects of the teams they are assigned to.

This means contributing ideas and performing diligently in tasks which may include doing research, compiling presentations, coordinating activities, attending to stakeholders' needs or sitting through meetings to discuss proposals and solutions.

Through such immersion and interaction with colleagues, they will learn about the various facets of banking. There is so much to learn, and if they are active and proactive, they will learn much. Interns will also experience what it means to be part of the exciting fast-paced corporate world.

Interns from Malaysia will work in one of these places: CIMB Thai (in Thailand), CIMB Niaga (in Indonesia) or CIMB Bank (in Cambodia), thus enjoying cross-cultural work experience.

Non-Malaysians who have been

studying in Malaysian-based universities, will intern in one of the CIMB entities in Malaysia. Their internship experience will complement their Malaysian-based education.

### What is the criteria to be a part of this MY ASEAN Internship?

We welcome high-achieving undergraduates across all disciplines who meet the following criteria:

- Asean youths from public and private universities based in Malaysia
- Minimum cumulative GPA of 3.0 or equivalent
- MUET: Band 4 and above; IELTS: 7.0 and above; or TOEFL: 95 and above
- Students must be in their penultimate year or final year; or recently graduated (under six months)
- Strong desire to learn and succeed
- Work well both independently and as a team player

### How will CIMB benefit from being a participant in the MY ASEAN Internship?

From a corporate responsibility perspective, we want to participate in raising the quality of young tal-

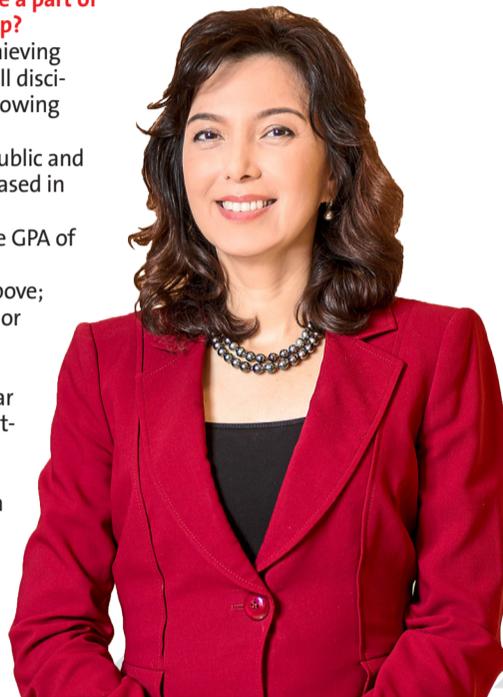
ents as they are our next generation of leaders.

With more than 40,000 employees of 38 nationalities operating across 17 nations, we are Asean's most diverse franchise. We are constantly on the lookout for new talents. Through this initiative, we are able to build our pipeline for a robust workforce.

Some of the interns may be interested in our signature graduate management programmes, The Complete Banker and CIMB Fusion, after they graduate. We have trained more than 600 young men and women, and 400 of them are still active within various units, levels and regional offices of the CIMB group.

To make this MY ASEAN Internship programme available to the most deserving, CIMB will cover the costs of transportation, accommodation and allowances for basic expenses.

Applications are still coming in. So far we have received 40 applications, the majority of which are Malaysian.



## GOLDEN OPPORTUNITY TO INTERN WITH DIGI

NAMED one of Forbes' 100 world's most innovative companies, Digi is well known for its lively and dynamic working culture and environment which makes it one of the favourite choices for employees, especially the younger generation.

As one of the participating organisations for the innovative MY ASEAN Internship programme, Digi will be giving Malaysians the opportunity to intern in Telenor Group's business units in Thailand as well as welcoming Asean nationals to intern at its headquarters in Kuala Lumpur. Haroon Bhatti, chief human resources officer said that Digi's priority is to give the interns an amazing experi-

ence filled with meaningful work and inspiring encounters that they can take away with them.

Each intern will be paired with a senior leader (second only to Digi's seven management team members) to whom they will report. Haroon said that they are preparing their leaders for the programme as well. The designated senior leaders are expected to not only act as a managing superior, but to also play the role of mentor.

"Asean represents a very unique and different kind of potential. People want to be part of this energy and exciting phase of growth. If there's any part of the world where anyone needs to be, it's here," says Haroon.



In an open, flexible and highly dynamic workplace, Digi seeks interns who exhibit similar attributes:

1. Passionate and eager to learn, highly inquisitive and curious: Individuals who prioritise attitude over skills, because as Haroon says, "Skills can be developed."
2. Demonstrate the "can do" spirit: People who, even if they fail, learn from the experience and get right back on the horse.

3. Learning agility: Individuals with the intellectual bandwidth to learn from and make sense of their experiences.

Digi is committed to investing in people with high potential. If they are keen, high performing interns will potentially be offered a full time job. This is definitely an opportunity worth taking, especially considering the Asean exposure that it offers.



**"WE'RE LOOKING FOR PEOPLE WHO WHEN FAILURE LOOKS THEM IN THE FACE, LEARN FROM IT, GET UP, DUST THEMSELVES OFF, AND START RUNNING; PEOPLE WHO ARE NOT AFRAID OF MAKING MISTAKES, BUT LOVE TO RUN FAST."**

— HAROON BHATTI  
CHIEF HUMAN RESOURCE OFFICER

### WHAT TO EXPECT FROM THIS INTERNSHIP

Interns who are selected for the MY ASEAN Internship with Digi will be exposed to a wide range of diverse and relevant opportunities. Some of the exciting projects lined up include:

#### 1. Digital Services: Customer Centricity

Interns will observe and learn from cutting edge digital services. They will also be involved in conducting focus groups and analytics to understand customer needs and help improve and define the important milestones in a customer's journey with Digi.

#### 2. Employer Branding: Let's Inspire

In the same way Digi seeks to bring people together, connecting and sharing to inspire, interns will acquire a deep understanding of the next generation employees who will work with Digi, and to develop and execute strategies to attract them.

#### 3. Health, Safety, Security and Environment

This is a subject matter high on Digi's agenda, that goes beyond the employee base and extends to all levels of the supply chain. In this respect, interns will be trained and groomed for their role in uncovering opportunities and issues, conducting analyses and working on solutions related to this area.

#### 4. Building Winning Retail Model

Interns will experience how the organisation reinvents its sales and distribution strategy. Opportunities will include conducting analyses of stores and strategising on the kind of quality individuals and services brought in to enhance the overall retail and customer experience. This project includes on-the-job experience at Digi's sister operations in Thailand.

Interns will also be given the opportunity to present at board meetings to gain first hand exposure on the robustness of discussion that happens before a decision is made at Digi.

Regular engagement with their interns will allow mentors to share their personal leadership journeys and gauging and guiding their development along the way, provide them a broader development and opportunity perspective in their own expertise and space.

Interns will be encouraged to write and share their own personal stories and lessons learned throughout their journeys.

**"TO THE RIGHT KIND OF PERSON WHO IS PERSONALLY DRIVEN, POSSESSES A 'CAN-DO' ATTITUDE, AND IS WILLING TO RUN TOWARDS A PROBLEM, THEY WILL FIND THIS INTERNSHIP A PARTICULARLY UNIQUE PLATFORM TO ABSORB AND LEARN."**

— ANIMESH MUKHERJEE  
HEAD, HUMAN RESOURCE CENTRE OF EXPERTISE

