

King Philosophy and Leadership Development for Thailand 4.0 Era

Now, I am organizing King Philosophy and Leadership Development for Thailand 4.0 Era Program. Why do they need to study King Philosophy? In my opinion, King Philosophy has main principles in several dimensions as follows.

1. Sustainability
2. Morality and Ethics
3. Risk Management especially self-immunity

The leader in 4.0 era may focus on value creation in several economic sectors by taking the new innovations to save the country from the middle income trap.

If the leaders in 4.0 era emphasize only on value added, they can be colonial capitalist leaders. They may lack ethics and cause troubles in the future because they lack sustainability.

From my experience, this program uses Learning How to Learn Process based on 4L's Theory as follows.

- Learning Methodology
- Learning Environment
- Learning Opportunities
- Learning Communities

For both classes of this program, I apply 2R's Theory.

- Reality
- Relevance

I will take both classes to learn from the reality at Sirindhorn Dam and Princess Mother's Project at Doi Tung.

Besides, I focus on risk and crisis. It was found that if risk and crisis factors were well managed, they would lead to

emerging opportunities. In the highly disruptive era, domestic and international politics cancelled the agreement on Iran case so the world economy got into troubles. Uncertainty happened so Crude Oil price rose.

Risks can always occur. Thai organizations adapt to risks caused by external factors slower than those from internal factors.

Crisis happens all the time. We must always prepare for managing the permanent crisis.

The most important point is that there are several kinds of crisis. I call this "Multiple Crisis." It ranges from economic, financial to technological dimensions. Risk and crisis management must focus on people or human capital quality. I see that people quality must be always developed based on 8K's and 5K's Theory.

8 K's Theory: basic in Human Resource Development

- Human Capital
- Intellectual Capital
- Ethical Capital
- Happiness Capital
- Social Capital
- Sustainability Capital
- Digital Capital
- Talented Capital

Networking is very important because the participants have opportunities to have more partners and we love Happiness Capital.

5 K's (New) Theory: Human Resource Development in globalization

- Creativity Capital
- Knowledge Capital
- Innovation Capital

- Emotional Capital
- Cultural Capital

The most important thing is to manage people by HRDS.

- Happiness
- Respect
- Dignity
- Sustainability

Finally, to do it successfully, we should not only plan, but also overcome the difficulties. We must work with continuity to get small wins and seriously work on it.

China Academy cooperates with FIHRD to organize King Philosophy and Leadership Development for Thailand 4.0 Era Program Class 1 and 2 joined by 118 participants from EGAT, NBTC, PTTSE and TOT.





The Panel Discussion on “Risks & Crisis Management” presented the real case studies from 4 leading organizations like SCG, Banpu, GH Bank and PEA. After this, Class 1 chairman was elected.

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Source: Learning from Reality with Dr. Chira Column. **Naewna.**
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