

**Social Capital or Networking Capital
at Mae Fah Luang University**

I developed my 8K's and 5K's Theory long time ago.

**8K's : 8 basic capitals for human resource
development**

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

**5K's (New): 5 new capitals for human resource
development in the globalization era**

Creativity Capital
Knowledge Capital
Innovation Capital
Emotional Capital
Cultural Capital

In fact, they are main 1K and 12K's. They mean that
human capital is the main capital.

The rest are the qualifications of human capital. 7K's must come before 5K's.

One of them has been expanded as a book I wrote with Venerable Phra Maha Wudhijaya Vajiramedhi. It is about Ethical Capital. Other K's can be expanded more. I love Happiness Capital.

8K's and 5K's Theory strengths come from Gary Becker's Human Capital Theory focusing on quantity of quality investment. 50 years ago, he got the Economics Nobel Prize. People with high education degree will have more human capital. It means that they have high potential and income. Nowadays, people with Intellectual Capital may not need high education level. The examples are Bill Gates and Zuckerberg. Intellectual Capital came from thinking skill development since childhood. Asking questions, practicing a lot of thinking and analysis, reading and thinking can lead to Intellectual Capital.

Rote learning may be useless. Learn, Share and Care or 4L's lead to Intellectual Capital.

4L's

Learning Methodology

Learning Environment

Learning Opportunities

Learning Communities

King Philosophy and Leadership Development for Thailand 4.0 Era Project Phase 2 delegation were lucky to organize the seminars with Mae Fah Luang Foundation, Doi Tung Development Project based on the Royal Initiatives and Mae Fah Luang University. They learnt about Social Capital or Networking Capital. Several speakers were good examples. The main goal was to create results for EGAT, NBTC and TOT participants to successfully adjust the organization to support changes. Several analysis points on Social Capital or Networking Capital were interesting.

The first point is that, nowadays, digital age is very important. Working along cannot lead to success. Diversity must be promoted.

The second point is that networking does not need high investment. We do not need to develop our own human capital. We can use other people's resources. If we use it, negotiation cost must be carefully managed. Learn Share and Care Principle must be applied to each other. Instead of causing conflict, we must accept diverse ideas.

The third point is that there was agreement that the major network must have 4 groups of stakeholders as follows.

- 1.Public Sector
- 2.Private Sector
- 3.Academic Sector
- 4.Community

The fourth point is that network creation must be done as Intra and Inter networks.

The networks must be also good. EGAT has Intra networks like Ministry of Energy, Ministry of Finance, regulators, PEA and MEA.

Among Intra networks, EGAT must promote good relationship with other organizations especially Ministry of Energy's policy organizations etc.

The fifth point is that working with network needs experience and attitude focusing on HRDS and patience.

HRDS

Happiness

Respect

Dignity

Sustainability

The sixth point is that success does not immediately happen but needs continuous works.

The final point is that success has several steps and levels. Assoc. Prof. Sutham Pincharoen, MD emphasized that "knowing is not enough but bonding must be created". He used the word "Bonding" or emotional tie. I use the word "Deepening" or engage. EGAT has done at one level. They have not reached Bonding or Deepening level. It has been done more than half. How about the other? To support the actual trust, EGAT must create relationship to Bonding or Deepening level.

I have already looked at what Chira Way has mentioned. Connecting or knowing each other is not enough. It is like name card exchange. After connecting, Bonding and Deepening must be created. I call them "Engage".

Learning at Mae Fah Luang University generated a lot of wisdom. It should be an impressive experience for everyone to drive Networking Capital to success.

The last one is Execution. When you have network, can you overcome the obstacles? Bonding and Deepening are needed. Connect must coexist with Engage.

Prof. Dr. Chira Hongladarom

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