

Learning Agility



**Growth
Mindset**



**Business
Expansion**



**THE RELATIONSHIP
BETWEEN GROWTH
MINDSET, LEARNING
AGILITY AND BUSINESS
EXPANSION**





1

**To understand the
concept of Growth
Mindset, Learning Agility
and Business Expansion**



OBJECTIVES

2

**To understand how the
business around the world
become successful after
applying both Growth
Mindset and Learning
Agility**

3

**To identify potential
business expansion in
TNB after applying both
growth mindset and
learning agility
approaches**

Next

GROWTH MINDSET



- In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard works.
- Brains and talent are just the starting point .



Fixed

Mindset

Growth

Mindset

Carol Dweck

Intelligence is static.

Leads to a desire to LOOK SMART and therefore a tendency to:

- ✓ AVOID CHALLENGES
- ✓ GIVE UP EASILY DUE TO OBSTACLES
- ✓ SEE EFFORT AS FRUITLESS
- ✓ IGNORE USEFUL FEEDBACK
- ✓ BE THREATENED BY OTHERS' SUCCESS

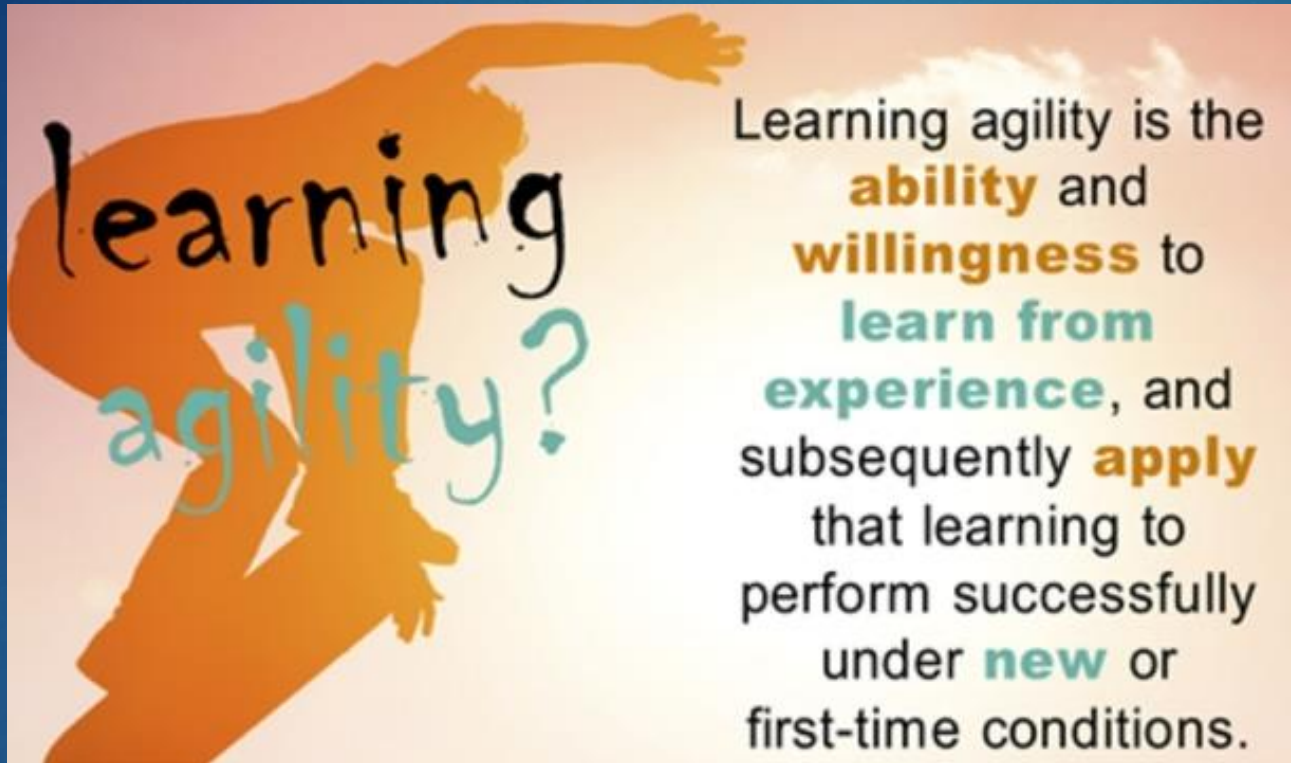
Intelligence can be developed

Leads to a desire to LEARN and therefore a tendency to:

- ✓ EMBRACE CHALLENGES
- ✓ PERSIST DESPITE OBSTACLES
- ✓ SEE EFFORT AS PATH TO MASTERY
- ✓ LEARN FROM CRITICISM
- ✓ BE INSPIRED BY OTHERS' SUCCESS



LEARNING AGILITY



Somebody is knowing what to do when they don't know what to do.



5 Dimensions of Learning Agility



1

5



2



Delivers results in challenging first-time situations.

Likes to experiment and comfortable with change.



Extent to which an individual knows his or her true strengths and weaknesses.

Ability to examine problems in unique and unusual ways.

Skilled communicator who can work with diverse types of people.

3



4



BUSINESS EXPANSION

1 Horizontal

A business strategy in which growth is obtained by increasing the number of stores in which customers can buy a company's products and services.

2

Vertical

Growth of a business' new products and new services offerings



VIDEO SLIDES (4 Minutes)

- Short Briefing on Growth Mindset and Learning Agility
- Examples On 2 Business Leaders Who Have Growth Mindset And High Learning Agility



- When we are facing with failures and setbacks, we shall **MOVE FORWARD** by doing strategy and approaches differently.
- This is the fundamental in both Growth Mindset and Learning Agility.



Lesson Learnt From
Jack Ma & Syed
Mokhtar?



Keep
experimenting

Work
Hard

Try New
Thing

Grit &
Persistence

Other Lessons Learnt
From Jack Ma &
Syed Mokhtar?

Keep
Improving

Keep
Learning

Never give-
up





1

Tesla



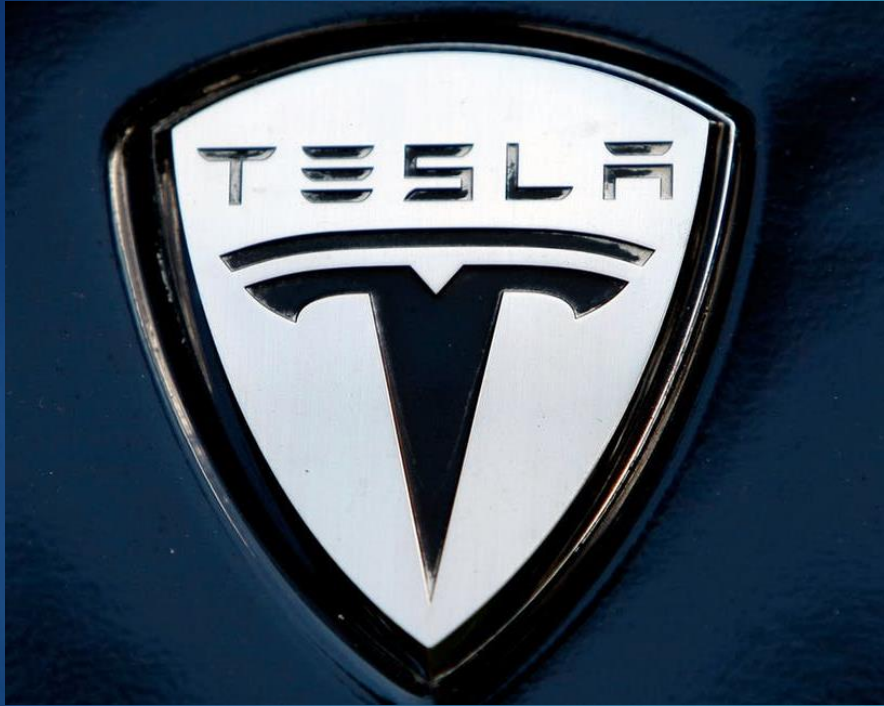
2 CASE STUDIES ON CORPORATE WITH IMPRESSIVE GROWTH

2

AirAsia



NO. 1 - TESLA



Tesla Inc. is an American automotive and energy company, found in 2003.

Tesla's mission is to accelerate the world's transition to sustainable energy.

Model S



Model X



Model 3



Model Y



Tesla Products

Solar Panel



Solar Roof Tiles



Roadster



Semi



Powerpack Batteries



Powerwall Batteries



Challenges Faced by Tesla

Investment in Tesla	Amount (\$)	Remarks
Series A (Feb 2004)	7.5 Mil	Elon Musk (CEO) has used his pocket money (\$6.5Mil) to invest.
Series B (Feb 2006)	13 Mil	Elon Musk (CEO) has used his pocket money (\$9.0Mil) to invest.
3rd Round (May 2006)	40 Mil	Elon Musk (CEO) has used his pocket money (\$12.0Mil) to invest.
4th Round (May 2007)	45 Mil	Investment came from Google co-founders Sergey Brin & Larry Page, Jeff Skoll, Hyatt, etc.
Total	105.5 Mil	

Dec 2008
During 5th round, Tesla turn into debt financing and need to add another US\$40 Million to avoid bankruptcy.

2018
Only in this year, the company has returned it's first profit.

Challenges Faced by Tesla - Continue

Fire of Massive Tesla Employee

- In 2007, Tesla was forced to reduce the company workforce by about 10% to lower its burn rate.
- In Oct 2008, Elon Musk succeeded Drori as CEO and fired 25% of Tesla employees.



RECOVERY FROM SETBACKS



Tesla in Revenue Growth

Tesla Revenue

(in millions)

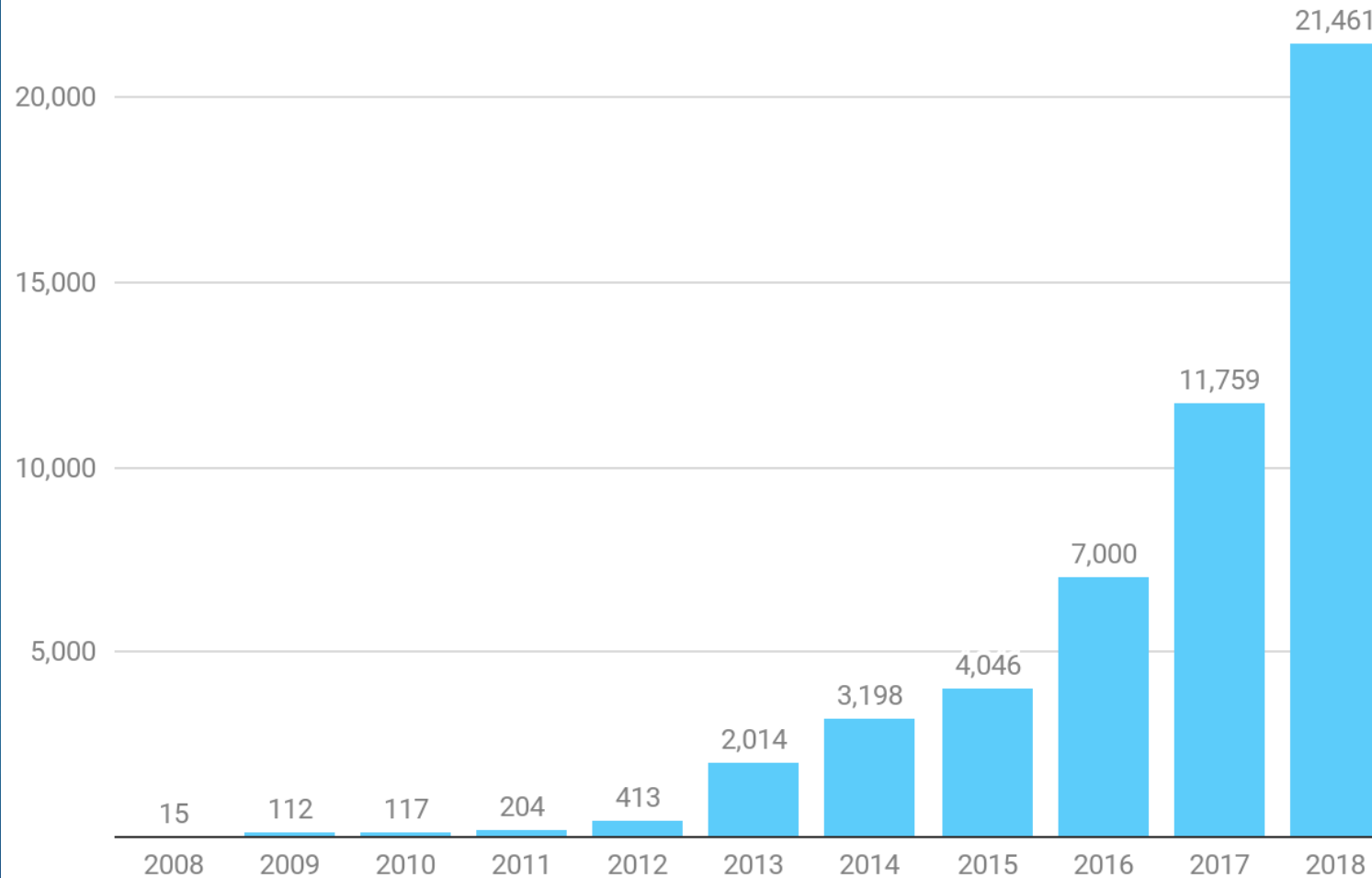
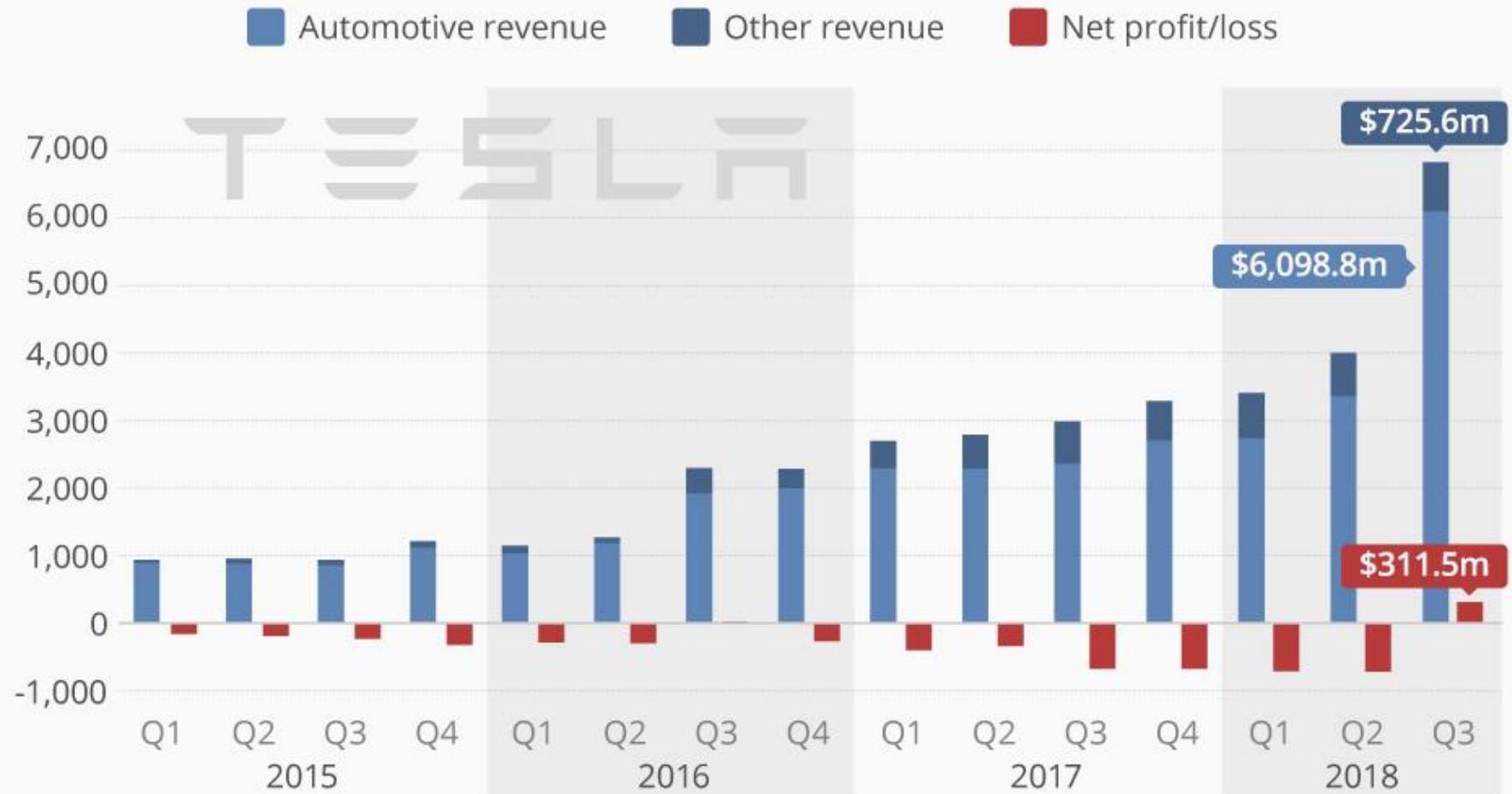


Chart: CleanTechnica • Source: Tesla • [Get the data](#) • Created with Datawrapper

Tesla First Time Profit (2018) after Continuous Revenue Growth

Tesla Posts First Profit in Years as Revenue Soars

Tesla's quarterly revenue and net loss/profit (in million U.S. dollars)



@StatistaCharts Source: Tesla

statista



NO. 2 - AIRASIA

- AirAsia Berhad is a Malaysian low-cost airline company, under Tune Group
- Bought by Tony Fernandes and his partner from DRB HICOM in Sept 2001.



AirAsia vision is to be the largest low cost airline in Asia and serving the 3 Billion people.



In 2003, Fernandes' biggest achievement was to open up countries within the region to new budget carriers.

Challenges Faced by AirAsia



Tony Fernandes, Group CEO of the company has managed to turn AirAsia, a failing commercial airline with highly indebted, into a highly successful budget airline public listed company.

AirAsia – Recovery from Setbacks



- In 2002, AirAsia just have 2 Planes for their operation.
- In 2019, AirAsia including their Subsidiaries have 254 Planes, operating across 25 countries.

Expansion in AirAsia Business



Year	Business Expansion
2003	AirAsia opened a second hub at Senai International Airport in Johor Bahru.
	Start their first international flight to Bangkok, Singapore and Indonesia.
2004	Flights to Macau started.
2005	Flights to mainland Xiamen, Manila, Vietnam and Cambodia started.
2006	Flights to Brunei and Myanmar started.
2008	The company announced 106 new routes to be added to its list of 60. The number of old routes discontinued has not been disclosed.
2019	AirAsia group operates schedule domestic and international flights to more than 165 destinations spanning 25 countries.

SUMMARY

Applying Growth Mindset and Learning Agility Approaches Potential Business Expansion in TNB (5 EXAMPLES)





1 Retail Business - To offer combination of electricity and internet plans, or electricity and phone plans in one package



Central Solar Fotovoltaica Flutuante Albufeira do Alto Rabagão

2.500 m²
840 painéis

220 kWp
300 MWh/ano

EDP Produção
em parceria com:
EDP Renováveis
EDP Comercial

Fornecedores
Clat & Terra
Eurico Ferreira

Oscilação do plano de água
30m

Profundidade do albufeira
60m

Duração da Obra
jun-nov. 2016

Trabalhadores em Obra
25 de 13 Empresas

2

To expand solar plant to
our existing hydropower
dam, by combining both
of them





3 Implementing waves energy in Malaysia





4

- Be ready and keep pro-active on the development of battery storage around the world.
- **We shall be flexible for this new business; if this technology arriving in Malaysia.**



5

TNB may involve in
implementing
Supercharger Station, in
case of Electric Vehicles
coming to Malaysia

1



Growth Mindset and Learning Agility are the key factor for business expansion.

CONCLUSION



2

Most of the business leader and companies around the world become successful, because of their growth mindset and high learning agility.

3

TNB have very bright opportunity to keep their business relevant and expanding in future if their leaders at every level have growth mindset and high learning agility.