

### **Dr Norman Kamarudin**



Dr Norman Kamarudin worked at the Malaysian Palm Oil Board (MPOB) for over 30 years and served as the Director of the Biological Research division for 7 years. He has published over 120 research articles, won over 15 publication awards, and presented at many scientific conferences including Spain, Turkey, Netherlands, South Africa, Tanzania, China, South Korea, the Philippines, Indonesia, and Australia.

He has chaired several joint MPOB-Industrial Committees on Agronomy, Bagworms Ganoderma, Oil Palm Biosecurity, and Mechanisation. He was also a member of the Technical Committee of the Pesticide Board with the Department of Agriculture. He chaired Committees in formulating the Standard Operating Procedures (SOP) for managing Bagworms and Ganoderma. He is well versed in the Good Agricultural Practices (GAP) and Sustainable Agriculture, both in oil palm and other crops in general. During his tenure at MPOB, he was involved in many training and lectures on crop protection, particularly in the Intensive Diploma of Oil Palm Management (IDOPMT) from 1998 to 2012. More recently, he was invited to give training on effective oil palm pollination at the Yayasan Pahang to solve yield issues.

Since his retirement in 2019, he has become a freelance trainer, scientific editor, and translator, also offering professional / consultancy services in various fields of expertise, such as biological research, crop protection, and oil palm management. He attended the HRDC's Train The Trainers (TTT) in 2023 and is certified and accredited until 2027. Since then, he has conducted several workshops on Effective Scientific Writing Skills, and SOP for management of bagworms and Ganoderma, for private and government agencies like Sime Darby / SD Guthrie, FGV, and MPOB. During his career, he has also attended Leadership programs under Franklin-Covey, and is keen to impart his personally ingrained leadership skills to train the new generation on leadership, particularly using Stephen Covey's 7 Effective Habits, Effective Communication, SMART Time Management and Problem-solving skills, and motivating them to achieve their targets and goals.