

# the Sun

TELLING IT AS IT IS



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## Getting ahead with a mindset change

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**PETALING JAYA:** Simply put, Incontrol Tech managing director Harvinder Singh's business philosophy is to build partnerships through empowering people.

That has been his guiding principle in developing the electrical and electronic manufacturing company he set up two years ago, after a successful 11-year career as an electrical-electronic engineer at a multinational company, where he developed a low-cost enunciator alarm system to replace a product discontinued by the company.



**Ernst & Young**  
**Entrepreneur Of The Year®**  
2008 Malaysia

The accomplishment marked the first-ever product developed in Malaysia by that MNC. The enunciator has since been commissioned in more than 100 substations.

Harvinder was also responsible for starting the first assembly and testing line for a range of protection relays that were, till then, manufactured only in Europe.

The experience left him firmly believing that Malaysian engineers are capable of performing on par or better than their Western counterparts.

That was part of the impetus to start his own company. He felt his knowledge and ideas could not grow where he was.

"What I felt was that we were able to take on a lot more technology in Malaysia but it was difficult to convince the multi-nationals to transfer that know-how," he said.

"What they generally tend to do is to look more for sales outfits and screwdriver plants type of operation, and my wish was to do more than that."

When he entered into a joint venture with an Austrian MNC, he insisted on the pre-condition that "we should have full engineering capability and not be just an assembly plant". "Only on that condition did I get involved in the company," he said.

Incontrol Tech provides solutions to customers and has been successful in securing significant contracts amidst stiff competition from the major players including global MNCs.

"I think the biggest success

that we have is the ability to convince the staff that we are equal to the people in the rest of the world because generally the mindset of the people is that you cannot achieve the same engineering capability as the West," Harvinder said.

"This is a mindset that needs to be changed," he stressed.

Harvinder, who is among the top 14 nominees in the Ernst and Young Entrepreneur of the Year 2008 Award under the Technology category, believes that good time management and balancing work and family are the two toughest challenges for any entrepreneur.

"I think I manage the balance between work and family better because I have an active social life and I am involved in many organisations that do community work. So, indirectly, I am forced to balance them," he said.

His involvement in community work reflects another of his beliefs - that business is not just about growth and generating profit; it's also about giving back to the community.

He said he is actively involved in community work and various social movements, youth development programmes and leadership camps.

"I have a Malaysian Sikh (Scottish) Bagpipe Band and I run a non-profit private school - Sekolah Sri Dashmesh in Kuala Lumpur which was started in 2001."

"My wife is a full-time volunteer

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Company	Price (RM)	Change (RM)	KLCI Points
TM Inter	4.06	-0.08	-0.56
Genting	4.44	-0.08	-0.55
TM	2.85	+0.08	+0.53
KLK	8.35	+0.25	+0.50
RHBCap	3.62	+0.12	+0.48
IOICorp	3.10	+0.04	+0.46
Maybank	5.20	+0.05	+0.45
TNB	6.15	-0.05	-0.40
BAT	42.75	+0.75	+0.40
PetGas	9.70	-0.10	-0.37
Others			+0.94
			+0.12
	KLCI	881.65	+1.06

at the school," Harvinder added.

He also credits her for her unending support to his social movements.

His bagpipe band, he explained, is not just to provide musical training to youths "but a platform to shape and develop their characters".

Harvinder also admitted that he kept shying away from the EOY Awards whenever he was approached previously.

"I guess that now we have reached a size and capability level that may be interesting to talk about and inspire others," he said.

"At the same time, we can give inspiration to other entrepreneurs that it is possible to live your dreams," he said.

With Malaysia as its headquarters, Incontrol Tech has operations in Bangkok, Thailand; Chennai, India; and Panama, Bahrain, and a total staff strength of 130.

Having secured projects in Thailand, Indonesia, Vietnam and Sri Lanka, his company has also established its own subsidiaries.

Harvinder believes that the company's success locally has and will greatly facilitate and expedite its internationalisation efforts to become a Malaysia-based global engineering company.

Business is not just about growth and generating profit; it's also about giving back to the community."

- Harvinder Singh, managing director Incontrol Tech

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**FOREIGN EXCHANGE RATES AT RHB BANK BHD**

(Rates Quotes Against Malaysian Ringgit)

Updated at 12.00 noon on 14 November 2008

Foreign Currency	Bank Sell	Bank Buy	Bank Buy
	TT/OD	TT	OD
US DOLLAR	3.6370	3.5380	3.5270
EURO	4.6490	4.5120	4.5010
STERLING POUND	5.4120	5.2490	5.2320
AUSTRALIAN DOLLAR	2.4310	2.3260	2.3210
NEW ZEALAND DOLLAR	2.0890	1.9970	1.9900
CANADIAN DOLLAR	2.9940	2.9020	2.8920
SINGAPORE DOLLAR	2.4110	2.3430	2.3340
BRUNEI DOLLAR	2.4110	2.3430	2.3340
SWISS FRANC	3.0850	2.9760	2.9620
100 HONG KONG DOLLAR	47.5200	44.9700	44.4500
100 JAPANESE YEN	3.7390	3.6300	3.6230
100 SWEDISH KRONA	48.2000	43.1200	42.3000
100 INDIAN RUPEE	7.7400	7.0400	6.8300
100 INDONESIA RUPIAH	0.0332	0.0270	0.0230
100 NORWEGIAN KRONE	54.8100	44.4500	44.3500
100 PHILIPPINE PESO	7.4650	6.9960	6.7370
100 SAUDI RIYAL	98.2400	92.9600	92.9300
100 THAI BAHT	11.0400	9.3500	9.0900
100 BANGLADESH TAKA	5.4300	5.0900	4.8300
100 DANISH KRONE	64.2200	53.4200	52.2200
100 PAKISTAN RUPEE	4.6500	4.2900	4.0600
100 SOUTH AFRICA RAND	36.5000	33.1300	33.0300
100 VIETNAMESE DONG	0.0238	0.0130	0.0110
100 CHINESE RENMINBI	53.4400		