



INTERMEDIATE STAFF COURSE 21/2022

OFFICIAL NEWSLETTER AND HIGHLIGHTS



OPENING CEREMONY

A total of 33 officers from the Royal Brunei Armed Forces (RBAF) and one officer from the Royal Brunei Police Force (RBPF) are currently attending the Intermediate Staff Course 21/2022 (ISC 21/2022) which will commence for 13-weeks, from 04 January 2022 until 01 April 2022 at the Leadership and Management Centre (LMC), Defence Academy RBAF (DA RBAF).

Apart from being a mandatory career course to being promoted to the rank of Major/Lieutenant Commander, the course covers subjects ranging from leadership, staff duties, international security, national policy, and operational planning.

The objective of the course is to prepare course participants to undertake staff responsibilities in single service and joint environment and aims to develop their analytical thinking skills, whilst exchanging ideas and perspectives through joint exchange.

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LEADERSHIP DEVELOPMENT

TETRAMAP

The leadership development week began with a two-day session of TetraMap (Why Are You Like That?) that provided ISC participants with an understanding on social interaction between the four nature elements and how they can contribute to the team dynamics. Lt Col (U) Pg Md Farisan bin Pg Hj Metassan and Cpt Nurhamizah binti Kassim facilitated team discussions which explored participants' emotional stories that aimed to connect everyone, directly or indirectly. The sessions left all participants with a better understanding on how each element can thrive with their respective team and how certain elements can portray itself depending on situations.



CO LEADERSHIP FORUM

The Commanding Officer (CO) Leadership Forum was held for ISC participants with invited guest speakers: Lt Col Fakhrul Ammar bin Hj Mohd Isa (CO 1st Battalion) and Cdr Pg Mohd Faren bin Pg Mohd Noor, RBN (CO KDB DARUSSALAM). Moderated by Maj (U) Dk Nurazriana binti Pg Hassan, Directing Staff 3, all ISC participants got to hear first from the guest speakers; personal philosophies and guiding principles in leadership as well as challenges with leading a new generation of thinking soldiers while adapting to an everchanging military culture.



ISLAMIC LEADERSHIP

The ISC cohort was privileged to have Maj Abdul Mujib bin Japar to deliver a lecture on Islamic Leadership and the implementation of Maqasid Syariah in the RBAF. Maj Mujib challenged participants' thoughts on the practicality of leadership, particularly on the human factor aspect, in relation with compassion, equity and being just. Participants were asked to reflect on whether the RBAF core values were abided with, especially during peaceful times and how core values be applied practically.



SYNDICATE DISCUSSION - LEADERSHIP STYLES

After a week of leadership readings and sessions, the cohort was then divided into respective syndicates to discuss on leadership styles, moderated by a student lead. ISC participants were required to think critically on how different leadership styles influenced our way of leading. The relevancy of certain way of leading as well as our peers' leadership styles were also considered. All syndicates had also discussed on the development of people and how our leadership styles can be improved in the future.





TEAM BUILDING

The first team building activity was led by HLMC and all Directing Staff. Five games were played in total. The first activity, 'Reorganising', consisted of each syndicate reorganising themselves in the alphabetical order of a given task. The first syndicate to raise their hands and correctly arranged themselves, wins. This activity taught all participants about the importance of communication. 'Helium Stick' challenged all syndicates to lower the stick to the ground. This activity required teamwork and common understanding, meanwhile 'Color Hats' and 'Speed Ball' tested the knowledge and decision-making skills amongst the participants. The final activity, KKK (*Kenali Kem Kitani*), which is an orientation activity, enhanced the spirit of togetherness and healthy competition amongst each other. Syndicate 1 walked home as champions by achieving the highest points.

SYNDICATE REFLECTION

The first two weeks of ISC focused on bonding and knowing the cohort more deeply which aims to better understand each other. Activities such as Ice Breaking, Team building, Tetramap, Self-Reflection and Leadership activities were conducted to 'break the ice'. At this stage, all syndicates have started to proffer ideas, suggestions, and solutions towards the task at hand and have also started to become comfortable working with each other.

In order to measure the intangible qualities of a leader, you need only look at what impact he/she has on his/her surroundings. - Maj Mujib



WRITING SKILLS

RESEARCH ESSAY & NON-OPERATIONAL STAFF DUTIES

Lessons on Research Essay Writing Skills and Non-Operational Staff Duties were conducted in Week 3. It serves as a refresher on writing skills in preparation for Research Essay Paper and Service Paper assessments. The lessons also include Written Brief, Oral Brief, Administrative Instructions and Minutes for meetings. The papers will test the participants' proficiency to conduct research and critical analysis aside from staff duties. The lessons intend to prepare all ISC participants for their upcoming middle-management appointments.



OTHER HIGHLIGHTS

VISIT TO MINDEF LIBRARY AND INFO CENTRE, BOLKIAH GARISSON

All ISC participants went for a visit to MINDEF Library and Information Centre. In the introductory briefing given by the librarians. Participants were briefed on how to search for books and other reading materials online and in the library. All ISC participants are expected to utilise the readily available materials during the course for research and essay writing purposes.

ISC COFFEE

ISC Coffee is conducted every Friday morning at LMC. The aim of the session is to allow ISC participants to share their opinions on any topic and relate to what they have learnt throughout the week. In the first session, Cpt (U) Nurul Hasimah discussed about the emerging issues of beggars and homelessness in Brunei and how we can help the underprivileged people. Meanwhile, ASP Dk Munirah shared her experience on a case related to emotional abuse towards children and stressed the importance of expressing love and care towards our children. The second session began with Cpt Qahhar's views on military culture and highlighted the significance of preserving RBAF culture and identity. Cpt (U) Umi had brought about the issue of financial mismanagement amongst RBAF personnel and stressed on the importance of settling debts.



EDITORIAL TEAM

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ADVISOR

CPT MD IDRUS

WRITERS

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CPT (U) AZIM

CPT SYAZWANI

CPT (U) UMI

CPT (U) QAMARUL

CPT KHAIRUL ASRI

LT HAZIQ, RBN



VIEW ME