8.0 HEBAT DEVELOPMENT CENTRE

8.1 AGENDA

The H.E.B.A.T agenda is a shift in the USM education system which gives focus to five elements in the shift, namely Holistic, Entrepreneurial, Balanced, Articulate and Thinking. Besides Articulation, the letter A also represents the Malay word 'Akhlak' (Morality), which stands for good conduct and behaviour. This agenda aspires to nurture people with high integrity, who can meet the needs of the current market and are able to lead the country, thus, the world in the future.

This agenda was introduced to form, develop and strengthen the personality of future USM graduates through their involvement in accredited academic programmes (as supervised by the Academic and International Division) and non-academic activities (as supervised by the Student and Alumni Development Affairs Division) that are interconnected as a comprehensive and integrated system that does not only focus on certain aspects.

Three out of the five elements of the shift, which are H.E.B, are shifts that have been adapted from the Malaysian Education Development Plan (Higher Education) 2015-2025 (PPPMPT 2015-2025). USM has added two more elements which are A and T to produce students who will be able to drive the first three elements through good articulation, which is the expression of ideas or feelings with words using effective thinking techniques.

These five elements have been detailed into fifteen attributes as per the glossary table below. Fifteen attributes that all USM students need to polish on in preparation for the world of work after completing their studies and graduating. All of these H.E.B.A.T attributes are applied in the teaching, learning, monitoring and evaluation process through creditable academic programmes and non-academic activities which are carried out during the study period.

ELEMENTS	NO.	ATTRIBUTES	GLOSSARY AND USM TERMS OF REFERENCE
Holistic	1	Group Work	Candidates demonstrate the ability to cooperate, tolerate, contribute actively to group goals voluntarily and to ensure/maintain positive relationships.
	2	Leadership	The candidate shows an attitude of openness, reliability, being proactive and professionalism in carrying out the responsibility and trust as a leader.
	3	Lifelong Learning	Candidates display curiosity, use various approaches in finding new knowledge and understanding knowledge outside the student's original field of study as an added value. The knowledge is then shared or newly produced for the reference of others.
Entrepreneurial	4	Entrepreneurial Mind	Candidates are smart/skilled in identifying business opportunities, showing skills in preparing business plans, presenting business ideas, forming business models and on how to operate a business.
	5	Entrepreneurial Skills	Candidates demonstrate the ability to organize resources, create networks, run a business and create value for that business.
Balanced	6	Values, Attitudes & Humanity	Candidates show proactive nature, willingness to sacrifice, high self-esteem, morals, positive appearance, independence, humility and empathy.
	7	Ethics & Professionalism	Candidates show responsibility, establish positive working relationships, good work ethics, integrity and integration.
	8	Scientific Thinking	Candidates demonstrate skills in evaluating, selecting, forming and generating concrete/new ideas/concepts/understandings based on knowledge.
	9	Art Appreciation	Candidates demonstrate the ability to think artistically and appreciate art (Example: In Final Year Projects, Productions, Performances, Competitions).

ELEMENTS	NO	ATTRIBUTES	USM TERMS OF REFERENCE
Articulate (Articulation)	10	Group Work	Candidates demonstrate the ability to convey or share ideas and feelings effectively.
	11	Confidence	Candidates show confidence in their own abilities, skills and experience to increase their potential and manage themselves in various situations.
Thinking	12	Critical Thinking	Candidates demonstrate the intellectual ability to conceptualize, use, analyze, synthesize and/or evaluate information obtained from various sources such as observation, experience, reflection, thought or communication as a guide to belief and action.
	13	Creative & Innovative Thinking	Candidates have the ability to create/produce something new through imagination and find ways to produce better products or services through modification / improvement.
	14	Problem Solving	Candidates demonstrate the ability to identify and solve problems, provide alternative issues/difficulties/complexities and implement the best solutions.
	15	Global Mindset	Candidates demonstrate the ability to absorb information, respect and appreciate international cultural traditions and norms. Able to conceptualize an effective approach in creating communication, networking and collaboration in a global environment.

Programmes/Activities under the H.E.B.A.T Agenda or better known as HEBAT Flagship Programs (HFP) are dynamically designed starting with the Acculturation Level (competence in basic knowledge), the Strengthening Level (knowledge sharing programmes/activities), the Empowerment Level (producing ideas/products) and the Reinforcement Level (appreciation as an example (role-model)). This framework is aligned with the USM Academic Agenda and Sustainable Development Goals (SDGs).

All non-academic activities throughout the study period will be recorded through the My Continuous Student Development (MyCSD) System. This MyCSD data will be analyzed and evaluated to display H.E.B.A.T achievements (Bronze, Silver, Gold, Platinum) through the H.E.B.A.T Neuron System Campus Online Portal. The scorecard through the H.E.B.A.T dashboard helps students see their achievements for each semester and generates the self-efficacy details. The highlight of the H.E.B.A.T Agenda is the H.E.B.A.T Medal Award which will be awarded at the USM Convocation Ceremony. Efforts to shift the higher education system through the H.E.B.A.T Agenda are expected to increase the visibility and marketability of USM students.

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