



# TEACHERS' News

Always There For You

The Singapore Teachers' Co-operative Society Ltd

FOR MEMBERS ONLY MICA (P) 080/02/2012 January - April 2012

## 76<sup>th</sup> Annual General Meeting

**Date :** Saturday, 26 May 2012  
**Venue :** Hotel Parkroyal on Kitchener Road  
**Time :** 10:00

Lunch Ticket will be sold at the Society's office with effect from Monday 23 April 2012.

**Lunch Ticket  
\$10 each**

All members are cordially invited to attend the above function.

Please note that as usual, lunch will be served after the AGM. As the seating capacity is limited, members are advised to purchase their lunch tickets early to avoid disappointment.

### Attention!!!

In view of the 76<sup>th</sup> AGM, the society's office will be closed for all business transactions on Saturday, 26 May 2012.

## 80<sup>th</sup> Anniversary Celebration

The Society will be celebrating its 80<sup>th</sup> Anniversary on Saturday, 8 September 2012. Be on the lookout for further details.





# Workshop on Leadership Development

**Empowering People 26 – 29 Feb 2012**

The Chairman, Mr Richard Zaccheus, Hon Asst Secretary, Mdm Elene Lim and Committee Member Mr Chern Meng Hock attended the above workshop (organised by the Singapore National Co-operative Federation (SNCF)) on board the Super Star Virgo Cruise Liner. On hand to make presentation to the participants were Mr Mike Thiruman, CEO of Educare Co-operative Ltd and Mrs Jaya Das Director, Professional Development from the same co-operative.

## Objectives of Workshop

- Network with fellow colleagues from other co-operatives for greater synergy and camaraderie;
- Share experience of leadership for greater synergy;
- Reflect on present leadership beliefs;
- Re-examine beliefs to consolidate new perspectives and challenges in the 21<sup>st</sup> century with present belief systems;
- Work with fellow colleagues from their own organisation to align their 2012 and future work plans with the mission, vision and values of their respective co-operatives;
- Describe and work on their skills to influence, inspire and lead their teams at work and
- Explore some strategies to value add, empower and mentor.

## The 21 laws of Leadership as presented by Mr Mike Thiruman

- The Law of the Lid
- The Law of Influence
- The Law of Process
- The Law of Navigation
- The Law of E.F. Hutton
- The Law of Solid Ground
- The Law of Respect
- The Law of Intuition
- The Law of Magnetism
- The Law of Connection
- The Law of the Inner Circle
- The Law of Empowerment
- The Law of Reproduction
- The Law of Buy-In
- The Law of Victory
- The Law of Big-Mo (Momentum)
- The Law of Priorities
- The Law of Sacrifice
- The Law of Timing
- The Law of Explosive Growth
- The Law of Legacy



Of the 21 laws which Mr Mike Thiruman covered, **The Law of Influence, The Law of Sacrifice, The Law of Timing** could be adapted and applied by our Teachers' Co-operative Committee of Management in terms of leadership development and leadership renewal.

**The Law of Influence** highlighted that it is not the position that makes the leader; it is the leader that makes the position! John Maxwell states that there are five levels of leadership (Influence)

1. People follow you because **of who you are and what you represent. (highest level)**
2. People follow you because **of what you have done for them.**
3. People follow you because **of what you have done for the organisation.**
4. People follow you because **they want to.**
5. People follow you because **they have to. (lowest level)**

**The Law of Sacrifice** states that a leader must give up to go up. A good leader would sacrifice for his organisation and his co-workers. "For everything you gain, you must lose something."  
– Emerson.

The Law of Timing highlighted the following:-

- |   |              |
|---|--------------|
| 1. The <b>wrong</b> action at the <b>wrong</b> time | = Disaster   |
| 2. The <b>wrong</b> action at the <b>right</b> time | = Mistake    |
| 3. The <b>right</b> action at the <b>wrong</b> time | = Resistance |
| 4. The <b>right</b> action at the <b>right</b> time | = Success    |

The basic principles of the 21 Laws of Leadership are:-

- Not based on culture, gender or age.
- Relate and apply to all communities.
- Recognized by other leaders as leadership laws.
- Stand the test of time



Observations on the Laws of Leadership

- The laws can be learned.
- These laws stand alone.
- These laws carry consequences.
- These laws are the foundation of leaderships.





# Society's Retreat

The Society held a retreat for its officials and staff on 28 November 2011 at Manila to review its past two years' performance and discuss plans to take the Society to its next level.

Theme for the retreat was "**Strength in the Changing Landscape**". 22 Committee of Management members and staff participated at the retreat. The Society was pleased to have Mr Sam Lam Weng Yew to share his knowledge on "Management Time". Mr Sam Lam is a Managing Director at Jatis Group. He also provides Consultancy Service and Business Advisory to clients. He also holds a Master Degree in Business Administration in Banking and Finance from NTU. His presentation of "Who Got The Monkey" set the participants figuring out who is the monkey in their midst.

Mr Sam Lam further excited the participants with the Seven Secrets of Great Customer Service.

## The Seven Secrets are:

- Make a commitment
- Know your stuff
- Get acquainted and follow the golden rule
- The customer is always right
- Communication is key
- Expect the best out of people
- Keep your promise

The participants were divided into four groups to discuss and put forth their recommendation on the following areas for the Society.

- **Investment:** Source for more non-restricted, better return instruments beside the normal government bonds.
- **Loans:** To comply with the Prudential Requirement as stipulated by the Registrar of Co-operative.
- **Administration:** Enhance the efficiency of the administrative system by ensuring that staff is capable of multi-tasking. Staff to upgrade themselves through attending relevant courses both in-house and external training. Current IT system to be upgraded.
- **Social Service:** To collaborate with community organisations such as schools, RCs and CCs and participating in their organised activities.

**Note:** A full detailed report can be viewed at the Society's website.





## Membership Drive @ NIE



The Society's officials and staff were pleased to be present at the National Institute of Education (NIE) Teachers' Investiture ceremony on 20 January 2012 to promote membership. This event marked a significant milestone in the teaching career of the graduates as they move on to become qualified teachers. Graduates were given a goodie bag containing materials on the Society's activities and application form for membership. The Committee of Management wishes to thank the management of NIE for providing the opportunity for the Society to be present at their function.

## Membership Drive @ ITE Headquarters, Dover



The Society's officials and staff were present at ITE Headquarters, Dover on 16 February 2012 to promote membership to ITE staff and Lecturers. Those present were actively engaged in a two way dialogue. Many were pleased to learn more about the Teachers' Co-op and the activities provided by it.

## SNCF Bowling Tournament Results

Two teams represented Teachers' Co-op in the SNCF bowling tournament held on 11 December 2011. "Team 1" came 2nd in the tournament. The Team 1 players were: Mr Zhou Wencong (Nan Chiau Primary), Mr Tan Chee Keong Matthew (Bukit Panjang Govt High), Mr Ng Siong Boon (Temasek JC), Ms Noorfizah Binte Hasim (De La Salle School).

Ms Noorfizah Binte Hasim (De La Salle School) was 2nd in the Youth and Ladies Category and 3rd in the Open Category

Mr Zhou Wencong (Nan Chiau Primary) was 3rd in the Youth Category.

**Team 2** players were: Mr Joseph Lim (St Hilda's Pri), Ms Norsiah Binte Abdul Majid (St Hilda's Pri), Mr Ng Kiat Hou Alvin (Dunearn Sec), Ms Tan Whye Lin Yvonne (Dunearn Sec). We appreciate their participation and representation.



# Congratulations



## Chairman

The Committee of Management wishes to congratulate the Chairman, Mr Richard Zaccheus for having been elected as a member of the Executive Council of the Singapore National Co-operatives Federation (SNCF) for the term 2011 to 2014.

## Senior Manager

The Society is pleased to announce the appointment of Mr Teo Chor Kai (Hon Secretary) as Senior Manager to run the day to day business of the Society with effect from 01 March 2012. Mr Teo had relinquished his post of Hon Secretary. He will cover all the administrative duties of the Society. Mr Teo had been the Asst Hon Secretary from 1978-2003 before assuming the post of Hon Secretary from May 2003 to 29 February 2012.



## Accounts Executive

The Committee of Management wishes to extend a warm welcome to Ms Zhang Junlian who was appointed as Finance Executive of the Society with effect from 05 March 2012.

## Workshop

### "Convert your Bathroom"



The "Convert your Bathroom" Workshop was organised by the Ladies' Committee. It was held at the Neways (Singapore) Product Showcase office at Far East Shopping Centre on 17th March 2012 from 10.00am to 12.00 noon. The talk was attended by the members of the Ladies Committee and their guests. The marketing executive of Neways spoke on how one can improve one's health through proper care in the type of products we use in our bathroom, hence the title "Convert your Bathroom". The products highlighted during the talk were for hair, face, dental and skin care.



# Unsecured Loans

**(Effective from 1<sup>st</sup> April 2012)**

Please note that in order to comply with the new Prudential Requirement as stipulated by the Registrar of Co-operative Societies, the following shall apply for loans applications with effect from 01 April 2012 until further notice.

- Member who has salary check-off arrangement or at least one surety
- Maximum Loan Amount - **\$50,000.00 or 6 months' income** whichever is lower;
- Or
- Member who has no salary check-off arrangement and no surety
- Maximum Loan Amount - **\$30,000.00 or 4 months' income** whichever is lower.

Documentary evidences are required for educational, medical or renovation loan amount exceeding \$30,000.00.

- **"Income"** means the total gross monthly income of the borrower before contribution to CPF and other deductions. This may include passive income (e.g. rental income) received by the borrower.
- Please check the detailed rules and conditions before making your application. These can be found on the Society's website.

## K2 Graduation & Concert 2011

The Childcare K2 Graduation & Concert 2011 was held on Saturday, 10 December 2011. The Guest of Honour was Mr Peter Pang. A total of 15 children received their graduation scrolls. 6 lively performances were staged by the animated kids who stole the hearts of the audience.



The 2011 Graduates



The Chairman, Mr Richard Zaccheus  
thanking the Guest of Honour,  
Mr Peter Pang



The Grand Finale



# Announcements

## **Return of Confirmation of Statement of Account**

**Important!!!** Those members who received the Audit Confirmation of Statement of Accounts are requested to return the said statement to the auditors for the external auditor's reference. This exercise is being carried out for corporate governance purposes. Those members selected were picked at random by the auditors.

## **Nomination of Beneficiary (By-Law No. 4.9)**

Members are advised to nominate a beneficiary if they have not done so. This is important in the interest of members. In the event of death of a member, all monies due to the member shall be paid to the nominee. Only the original Nominee Form duly completed shall be accepted as the official document. Members may update their nominee anytime. Members who have not submitted their nominee or wish to update their nominations may print out a Nominee Form from our website at [www.teachersco-op.org.sg](http://www.teachersco-op.org.sg) or contact the Society's staff at 6440 4393 to request for the form.

## **Fund Transfer via Internet Banking or Cheque Deposit**

Members are advised to inform the Society of any fund transfer via internet banking or cheque deposit in favour of the Society, so that your accounts can be promptly updated.

## Check out our **RATES!**

### **Savings & Deposits**

#### **General Savings:**

The current interest rate for General Savings account remains at **0.25% p.a.**

#### **Bonus Savings:**

The interest rate for Bonus Savings account has been revised upward to **2.5%p.a.**

Interest rate for 1st year: 2.5% + 10% on Interest Earned

Interest rate for 2nd year: 2.5% + 20% on Interest Earned

Upon maturity at the end of 2 years, this will translate into an effective rate of **3.08% p.a.**

#### **Term Deposits:**

Fixed for **ONE** year deposit

Fresh Funds: **0.50%p.a.**

Renewals: **0.75%p.a.**

## **Collaboration with**

## **Singapore National Co-operative Federation (SNCF)**

Members may be pleased to note that they can access the Society's website to update and participate in activities organised by SNCF.

### **SOCIETY'S MANAGEMENT**

#### **PATRON**

Mr Hawazi Daipi  
Senior Parliamentary Secretary,  
Ministry of Education &  
Ministry of Manpower

#### **PRESIDENT**

Mrs Tan Ching Yee  
Permanent Secretary  
Ministry of Education

#### **VICE-PRESIDENTS**

Mrs Brenda Tan  
(Principal, retired)  
Mr T P Naidu  
(Principal, retired)

### **COMMITTEE OF MANAGEMENT**

#### **CHAIRMAN**

Mr Richard Zaccheus Bains

#### **DEPUTY CHAIRMAN**

Mr Fok Kim Fook

#### **HON. TREASURER**

Mr Chua Poon Guan, PBM

#### **HON. ASST. SECRETARY**

Mdm Elene Lim Lan Hiang

#### **HON. ASST. TREASURER**

Mr Loo Choo Beng

#### **MEMBERS**

Mr Raymond Poon Siow Leng

Mr Lai Yeok Chun

Mr G Anthony Samy, PBM

Mr Chua Sian Kay

Mr Peter Tan Swee Chong

Mr T Subramaniam

Mdm Patsy Ng Moi Sng

Mr Allan Tok Wei Cheng

Mr Chern Meng Hock

#### **SENIOR MANAGER**

Mr Teo Chor Kai

### **INTERNAL AUDITORS**

Mr Chan Wah Guan

Mr Phua Chin Hong

### **EDITORIAL BOARD**

#### **EDITOR**

Mr Teo Chor Kai

#### **MEMBERS**

Mr G Anthony Samy

Mr Fok Kim Fook

Mdm Patsy Ng Moi Sng

Mr Raymond Poon Siow Leng

Mdm Elene Lim Lan Hiang

### **TEACHER'S CO-OP NEWS**

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