



Since 2006, He has been specialising in training & development interventions such as:

- **Leadership Conversations** for *Singapore Tourism Board*
 - **Fundamental Management Skills for Leaders** for *Ministry of Manpower*
 - **Systems Thinking for Business Excellence Assessors** for *SPRING Singapore*
 - **Consultative Selling** for *Aon Plc*
 - **Strategic Negotiations** for *Housing & Development Board*
 - **Powerful Presentations** for *Mitsui & Co.*
 - **Stakeholder Management** for *L'Oréal S.A.*
 - **Effective Report Writing & Impactful Presentations** for *Singapore Police Force*
 - **Instructional Design & Delivery Techniques** for *Land Transport Authority*
 - **Compelling Storytelling for Leaders** for *Kao Singapore*
- Among many others!**

QUALIFICATIONS:

- Master's Degree In Business Administration (MBA) - Anglia Ruskin University, UK
 - Registered Management Consultant – Institute of Management Consultants (Singapore)
 - Singapore Environment Council - Certificate in Putting Sustainability into Practice
 - Asian Productivity Organisation – Certificate in Business Models for the Circular Economy
 - Advance Certificate in Training & Assessment (ACTA)
- (Issued by Singapore Workforce Skills Qualifications (WSQ), Singapore Workforce Development Agency (WDA))
- CU1: Interpret the Singapore Workforce Skills Qualification (WSQ) Framework (TR-HCD-302C-1)
 - CU2: Apply Adult Learning Principles and Code of Ethics Relating to Training (TR-HCD-301C-2)
 - CU3A: Design and Develop a WSQ Facilitated Training Programme (TR-TDV-301C-1);
 - CU4A: Prepare and Facilitate Classroom Training (TR-TDL-304C-1)
 - CU5: Develop a Competency-Based Assessment (TR-TEV-302C-1)
 - CU6: Conduct Competency-Based Assessment (TR-TEV-303C-1)
- Singapore Workforce Skills: Develop A Workplace Safety and Health Management System (WSHMS) Implementation Plan - BizSafe Level 1 certified -
 - Singapore Workforce Skills: Develop A Risk Management Implementation Plan
 - National University of Singapore - Train the Trainer Certification
 - PSB Corporation Pte Ltd - Training Management Certification
 - Certified in Standard First Aid - Accredited by National First Aid Council (NFAC)
 - University of Wales - Research Methodologies
 - Tools and Methods for Implementing Design Thinking (Singapore Workforce Skills Qualifications (WSQ), Singapore Workforce Development Agency (WDA))
 - ES-ACE-501G – 1 Apply Systems Thinking In Problem Solving & Decision Making (issued by Singapore Workforce Skills Qualifications (WSQ), Singapore Workforce Development Agency (WDA))
 - National Council of Social Service (NCSS) - Working with Adolescents and Adults with Special Needs: Engagement and Teaching Strategies
 - Johns Hopkins University – Certificate in Psychological First Aid
 - Academy of Modern Applied Psychology –
 - Cognitive Behavioural Therapy Practitioner Certificate
 - Counselling Practitioner Certificate

He has consulted & worked with international clients from countries such as Singapore, Vietnam, Cambodia, Myanmar, Laos, Malaysia, India, Hong Kong, Philippines, Papua New Guinea, Indonesia & Nigeria - From Management teams in the Government Sectors to Top Multinational Companies such as Mercedes-Benz, Rolls-Royce, Johnson & Johnson, Mondelez Int'l, Aon Plc, Hewlett-Packard, Intuit Inc., Panasonic, Roche, Sumitomo Corp., Publicis, Mitsui & Co, Maersk Shipping Lines, to Government Agencies such as the Civil Aviation Authority of Singapore, Ministry of Manpower, Workforce Development Agency, Housing & Development Board, Singapore Police Force, National Environment Agency, Singapore Prisons Service, Singapore Aviation Academy, Singapore Sports Institute, among others.

He has worked with employees from all levels of the organisation, from C-Suite Executives, Deans, Directors, Heads of Departments, Managers, Police & Institutional Officers, Top-Tier Athletes, Scholars such as those from the Police Training Academy (TRACOM), Supervisors, Team Leaders, Executives, & Support staff in Leadership & Management Development, Planning & Implementing Change, Succession Planning, Powerful Presentation Skills, Media Engagement Strategies, B2B / B2C Marketing & Selling Strategies, Building High Performance Teams, Managing Conflict among others.

As a Consultant & Trainer, his discussions are found to be though-provoking, in-depth, lively, conducted with great enthusiasm & passion and interactivity. As an Organisation Developer, His ability to link concepts, examples & experiences to actual workplace situations & ROI Measurements, has helped his participants feel inspired to put into practice the skills learnt, within their areas of responsibility.

Participants find him approachable. His systematic thinking, clarity in communication & delivery of training has resulted in favourable feedback & positive comments from his participants, seen from Project Evaluations & References available.