



- WHO WE ARE ▶
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Who We Are

- ▶ Who we are
- ▶ What is different about us
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CCP is a close knit team of trained and experienced coaches who share a passion for developing leaders in their potential to do great things. We came together as a company through friendship and a shared vision about the role of leaders in building a successful, "built to last" organizations.



CCP comprises six partners. Kate and Bernard are based in Hong Kong, TC Tan and John Chan are in Singapore and Allan is Sydney based. Noelle heads our newly established Shanghai office. We all coach extensively in the region as our coaching clients are located in all major Asian cities, including Shanghai, Beijing, Seoul and Bangkok in addition to the cities which we call "home". We are a rich and diverse team with the ability to work across many cultures and languages.

Our focus is on providing executive coaching to high performing leaders in successful businesses. Our clients include both multinational and local companies. We coach expatriates, third country nationals and local executives.

WHAT IS DIFFERENT ABOUT US

The growth and success of Corporate Coaching Partners has been based on offering a unique and very different service level:

- All of us are trained in professional coaching programs accredited by the International Coaching Federation, in addition to various professional accreditations and qualifications.
- We have all held senior corporate roles, have had sales and marketing accountability, including direct profit & loss responsibility. These roles have required that we also be leader-coaches amongst others.
- As a firm of coaches working to common standards and methodologies, we provide peer-to-peer coaching, supported by confidential case reviews, crucial for the maintenance of professional standards.
- We are either born or bred in Asia or have decades of experience living and working in various Asian cities and offer clients a diversity in the choice of coaches.
- As a firm of coaches, CCP believes in providing coaching candidates with a choice of coaches, ensuring that relevant experience, personal chemistry, industry knowledge and other relevant factors are matched;
- We will provide references on request, relating to our work as executive coaches;

As a firm we seek to live by the following values:

1. Our **client's success** is paramount
2. We exercise the highest level of **integrity and professionalism** in our work
3. We adhere strictly to the **confidentiality** requirements of our clients
4. We are **open, trusting and supportive**
5. We **create success** for our partners and associates in the spirit of collaboration
6. We continuously **learn and grow** as coaches

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ALLIANCES

- Cambria Consulting



Cambria Consulting, Inc.



Cambria Consulting, Inc. is a leader in developing people strategies that drive business performance. For over 20 years, Cambria has been helping companies achieve their strategic objectives more effectively by implementing best-practice HR processes, including:

- Recruiting and Selection
- Employee surveys
- 360-degree feedback
- Professional and management development
- Performance management
- Strategic executive coaching
- Interactive e-learning, assessments, and simulations

In allying with Cambria, we are leveraging their expertise in the design of high integrity instruments to support our coaching work.

Customized 360° Systems

Cambria's 360° assessment process takes a strategic approach to identifying and assessing the behaviors that support a high-performance organization. Establishing the client's competencies or "success factors" as a foundation, Cambria Consulting handles all aspects of assessment design, administration and feedback reporting.

Cambria Consulting also offers its Cambria360 Leadership Inventory, a validated feedback instrument built around 14 competencies demonstrated by highly-effective senior managers and executives in multinational companies. Feedback is ideally suited to inform development planning and executive coaching.

Cambria's My360Coach e-learning tutorial and online Talent Development System facilitate and encourage participants to make use of their 360° feedback data.

Web Surveys

Cambria Consulting has developed a state-of-the-art web-enabled survey process to take instant readings on current business issues. Companies such as Intel, Lucent Technologies, Microsoft, Alcoa and Gillette have used this approach to understand the impact mergers and reorganizations have on the workforce, to make better decisions about contemplated restructuring, assess the impact of new marketing strategies, and assess the likelihood of success in start-up or green-field operations.

To learn more, visit <http://www.cambriaconsulting.com/>, or write to info@cambriaconsulting.com.

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Based on our direct involvement of introducing coaching into more than twenty companies, we have developed a set of tailored coaching services to meet a variety of needs (Please click to highlight):

- Strategic Business Coaching
- Executive Coaching
- Development Coaching
- Feedback Coaching
- Team Coaching
- Coaching Training



Strategic Business Coaching

The Situation	<ul style="list-style-type: none"> ● The executive is required to lead the organization through great change ● The adoption of a new business strategy, or the appointment of a new CEO ● The onset of a major change process, M&A or restructuring exercise
The Role of the Coach	<ul style="list-style-type: none"> ● The coach acts as a "sounding board", helping the leader to anticipate, understand and respond to major changes that affect the business ● The focus is on helping the leader think through and take action on real business issues, as well as on the development of their own leadership skills or competencies ● To complement other professional service support, such as strategy and process consulting, by enabling the leader to interpret, digest and integrate a number of initiatives, and move towards action ● Encourage and support the leader to think - providing the time and space for personal reflection
Business Benefits	<ul style="list-style-type: none"> ● Greater capacity for new ideas and fresh thinking ● Improved decision-making and execution ● Leaders feeling more in control over events
What to Expect	<ul style="list-style-type: none"> ● 12 hours of face-to-face meetings, over a period of 6-12 months ● Ongoing phone and email support ● Written coaching exercises and reading relating to defining stakeholder needs, organizational networks, change scenarios, execution strategy, etc.
Getting Started	<ul style="list-style-type: none"> ● Strategic business coaching will normally be sponsored at the Board level, or via the corporate headquarters of an international company
Key Measures	<ul style="list-style-type: none"> ● Largely subjective perception of the leader based on the quality of the overall relationship with the coach



Executive Coaching

The Definition	<ul style="list-style-type: none"> ● To enable the leader to achieve success, however the individual defines this, by developing a realistic understanding of where they are
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and by creating momentum towards where they would like to be

The Situation	<ul style="list-style-type: none">● The leader needs to deliver significantly greater business results● The leader needs to enhance aspects of their leadership style or capability● The leader needs to close the gaps identified through a feedback process (such as 360 assessment, performance review, assessment center results and other employee research)● The executive is newly promoted to the leadership role● The leader is confronting issues of work/life balance, or is reflecting on their underlying values and motivation
Business Benefits	<ul style="list-style-type: none">● More effective, motivated and personally satisfied leaders focusing on results.● More chance of success and focus for newly promoted leaders● Investment in people is protected by supporting and ensuring the leader's success
What to Expect	<ul style="list-style-type: none">● 3-5 hours of face-to-face meetings over an initial period of 3 -6 months● Frequent telephone and email contact● Scoping and goal definition with the key sponsor● Use of a Coaching work book and a program of reading● Possible use of a verbal 360, psychometrics or other forms of research
Getting Started	<ul style="list-style-type: none">● The need for executive coaching may be highlighted via the performance management system, a 360 report, succession planning activity or the appointment/promotion of a new leader● The line manager, or coaching sponsor, needs to ensure the full commitment of the executive to the coaching process● This is usually done by stressing the positive development aspects of coaching, and highlighting the investment that is being made in the individual and their success● The executive, or coachee, needs to be provided with a choice of appropriately experienced coaches - An area in which CCP has unrivalled capabilities● After an informal meeting with their preferred choice, the coaching can begin● CCP can provide communications support during this process, by providing for example, guidelines to coachees on how to select a coach
Key Measures	<ul style="list-style-type: none">● Measurable changes to leadership effectiveness and/or observable differences in behavior



Developmental Coaching

The Situation	<ul style="list-style-type: none">● The development of the executive needs to be accelerated as part of a career and succession planning● A company has a formal assessment process of identifying high potential leaders and preparing them for the next level● Company wants to ensure that their high potential leaders are prepared for increased responsibility and accountability
Business Benefits	<ul style="list-style-type: none">● To maximize the investment that a company is making in development activities and succession planning● To integrate actual experience with learning and development● To insure the common understanding of success and alignment between the individual and the organization
What to Expect	<ul style="list-style-type: none">● A Coaching plan based on assessment and organization material and aligned with the organization goals● Provision of a Coaching Workbook for overall structure, self-learning and reflection, and resources

- A learning project
- Coaching - 2 hours a month with on-line communication
- A modular approach focusing on common leadership themes such as Communication Effectiveness and Managing Upwards

Getting Started

Each development coaching assignment will be tailored to the organization and its level of succession planning

Overall consultation will be needed to gain an understanding of

- Organization Vision Mission & Values and the objectives of this process
- Succession planning process
- Assessment process)
- Development priorities - can modify the program modules to reflect this

NB The modules above should reflect the vocabulary and terminology used in the organization

Key Measures

Typically, the readiness of the coachee to take on a larger role assigned to him under a succession plan



Feedback Coaching

The Situation

- Your organization needs to integrate the information from a 360 or a performance evaluation and write a realistic development plan

Business Benefits

- Building and enhancing the effectiveness of the existing assessment and feedback systems
- Enhancing the individual accountability and commitment for development within the organization

What to Expect

- Hours needed range from 4 to 8 in total depending on the level of follow-up needed and the degree of change required
- One session on understanding and assimilating the feedback An outcome will be points for inclusion in an action plan (2 hours)
- Second session on the action plan, commitment and steps for measuring success (2 hours)
- Other sessions provide follow up support to the leader as they implement the action steps

Getting Started

- Each feedback coaching assignment is tailored to the organization and its systems and to contract with the relevant business and functional owners of the process for outcomes and measurements
- The first step is for the coaches to familiarize themselves with the feedback instrument
- Communicate to the participants the scope and expectations of the feedback coaching
- The executive selects a coach
- The coaching begins with the first session focusing on the feedback reports

Key Measures

- Qualitative assessment of the coachee's development plan, and his/her readiness to commit to it
- Measurements set out in the action plan and subsequent 360 feedback.



Team Coaching

The Situation	<ul style="list-style-type: none"> ● Assisting a new team as it begins the process of working as an effective unit. ● Enhancing team effectiveness and performance.
Business Benefits	<ul style="list-style-type: none"> ● A team that is accountable and meets targets ● A team that understands and values the diversity and difference in team member styles. ● A team where each individual member has an understanding of what he/she must do to contribute to the team's overall effectiveness ● A team that stays focused and is not derailed by internal conflicts, external interference or poorly defined goals
What to Expect	<ul style="list-style-type: none"> ● The team coach will meet with the team leader and will observe the team in action. ● The team coach may meet with individuals of the team as it relates to team performance ● Depending upon the needs, exercises and tools are available such as Myers Briggs Team Inventory, stakeholder analysis, culture clarification etc in order to facilitate the process of building team awareness and contracting
Getting Started	<ul style="list-style-type: none"> ● The team leader and the team coach will define the scope of the team coaching or team building as well as the critical success factors
Key Measures	<ul style="list-style-type: none"> ● Conformance to the behaviors and standards as set out in the Team Contract ● Team performance as defined by team deliverables



Coaching Training for Managers/Leaders

The Situation	<ul style="list-style-type: none"> ● Managers need to enhance the culture and climate of their organizations in order to build a more motivated, knowledgeable and empowered work force ● Managers need to broaden their definition of leadership ● Managers need to create a learning environment ● Managers need to build commitment and alignment with the strategy and goals of the company ● Managers need to improve focus and productivity ● Managers need a more empowered work group by working through people to get results
Business Benefits	<ul style="list-style-type: none"> ● Higher performance ● Commitment to results ● Increased organizational learning ● Higher levels of staff competence ● Improved team working ● Talent Development ● Greater "ownership" mindset ● Entrepreneurial/intrapreneurial thinking
What to Expect	<ul style="list-style-type: none"> ● Preparation and awareness building amongst participants via a competency based assessment tool, and by pre-reading ● A two day training program that develops hands-on coaching skills , with lots of real-life practice ● Follow-up coaching with participants on a one to one basis to help the application of their skills
Getting Started	<ul style="list-style-type: none"> ● Definition of the role of the Coaching Leader ● Identify target group of leaders, who are in most need of developing their coaching skills
Key Measures	<ul style="list-style-type: none"> ● Increase in the amount of time leaders spend effectively coaching their people, as opposed to just assigning and reviewing tasks

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WHAT WE HAVE DONE FOR OTHERS

Into the third year of operation, CCP assignments have become

- increasingly regional in focus
- wider in scope as well as
- deeper in penetration of key clients.

Our client list includes Top Fortune 500 Companies in a wide range of sectors including, financial, technology, telecom, market research, public relations, pharmaceutical, medical supplies and consumer.

Some examples of our most recent work include:

- Executive coaching for regional executives (Managing Director, Regional President, Senior VP) of a number of multinationals in the high tech, finance and banking, telecom, oil and market research companies located in Singapore, Hong Kong and Sydney
- Regional executive coaching assignments have expanded to senior country level assignments (Country Head, Business Head) in China, South Korea, Thailand, Malaysia, Australia and Singapore and
- Assignments have expanded from line into functional positions including IT and CFO positions at the regional level
- Delivery of in-house leadership development and education programs that include development coaching as a critical element of learning and self-directed change
- Team coaching assignments as part of a global leadership development program to deliver on action-learning projects and
- Feedback/360 degree coaching to regional leaders and country heads

These positive developments have indeed required that we bring on board additional associates in Singapore, China and Hong Kong to ensure the highest standards of service and individually customised programs to our corporate clients.

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CRITICAL SUCCESS FACTORS

The factors that we focus on to ensure success in introducing any coaching assignment are as follows:

- Ensuring the commitment of both the coachee and sponsor to the coaching process;

We are often in a position to advise the sponsor, usually a CEO or major function head, on how to introduce the topic of coaching to the executive and support the sponsor with communications. We have available a range of best practice communication tools.
- Ensuring clear contracting with the sponsor over required deliverables, and the design of an appropriate measurements and monitoring regime, incorporating business individual and coaching indicators;
- The ability to coach the whole person - while focusing on the delivery of business results. The unique advantage of coaching is that we can go deep into the personal motivations, personality profile, and specific style of each individual. This requires masterful coaching - the ability to listen contextually, pursue deep questioning and the courage to tell the truth;
- The ability to act with high integrity, respect for confidentiality and a commitment, first and foremost, to the needs of the person being coached;

Experience and Expertise

- ▶ Expertise
- ▶ Media
- ▶ Information

AREAS OF EXPERTISE

- Introduction of Coaching into Your Organization
- Assessment Tools



Introducing coaching into your organization.

Our experience and best practices

CCP has partnered with companies in Asia to introduce and implement a coaching program in the organization. As part of our on-going client relationships we are able to support organizations as they consider introducing coaching into the organization.

Here are some questions that are important for you to consider:

Do you introduce coaching for only top talent, or focus the coaching support on those with the largest development gaps?

How do you approach a newly appointed leader to suggest that coaching might help, without this being construed as a lack of faith in his or her abilities

How do you ensure that the executive gets the right coach for their needs?

How do you measure the effectiveness and progress of the coaching program?

All these are very real issues that we have helped our clients address.

Factors Critical to the Success of a Coaching Intervention

Based on our experience with organizations in Asia., CCP believe strongly that the following are factors critical to the success of any coaching intervention;

- The sponsor and executive are committed to the coaching process
- The executive is well informed about the mutual obligations both they and the coach have to maximize the company's investment in coaching
- The executive is able to choose a coach who closely matches their requirements, in terms of experience, coaching style, personal chemistry etc
- A clear contract is formed with the sponsor over required deliverables, and the design of an appropriate measurement and monitoring regime, incorporating business, individual and coaching indicators
- A high level of trust is built up between the coach and the coachee, based on strict adherence to confidentiality requirements, shared values and mutual respect
- An appropriate balance is struck between the integrity and confidentiality of the coaching conversation, and ensuring that the coaching goals are aligned to the business needs and the coaching conversation is grounded in organizational reality
- The whole person is coached - while focusing on the delivery of business results. The unique advantage of coaching is that we can go deep into the personal motivations, personality profile, and specific style of each individual. This requires masterful coaching - the ability to listen contextually, pursue deep questioning and having the courage to tell the truth
- The coach acts with high integrity, respect for confidentiality and a commitment, first and foremost, to the needs of the person being coached

Implementing the Coaching Intervention

Once the individuals eligible for coaching are committed, you can outsource the rest of the process to us. You will not have to manage a panel of coaches, each with different standards, approaches, terms of business and assignment contracts. Instead we can provide a more integrated and streamlined approach, as follows:

- Help you design the scope of the coaching program, and in particular integrate coaching with other initiatives such as a 360 feedback process, a succession planning system etc.
- Support the need for internal approval from the leadership team for the coaching initiative, with high impact presentation templates, business impact analysis etc.
- Provide project management support, including the cost and time planning
- Share best practice communications, enabling the initial approach to either groups or individual executives to be made in the most effective way
- Manage the coach selection process
 - The coaching selection meetings will be coordinated via a Client Director from CCP, who can liaise with internal contacts, if necessary
 - All coachees will be provided with useful guidelines on selecting a coach The CCP contract will be detailed under a single assignment contract, and with a summary coaching log and invoice showing the status of all the assignments underway and the fees incurred
- Advice on the evaluation and measurement process for reviewing the effectiveness of the coaching. A format for project review and status reports can be developed for key stakeholders, while preserving the confidentiality of the coaching conversations and the integrity of the coaching relationship.



Assessment Tools

Corporate Coaching Partners are accredited to administer a variety of psychometric assessment tools. The following describes briefly some of them.

Myers Briggs Type Indicator®

The MBTI is the most widely used personality instrument in the world, with over two million people taking it annually.

It is a forced choice, self-report, personality questionnaire used to measure and describe people's preferences for how they like to get information, make decisions and orient their lives. It is based on Carl Jung's theory of perception and judgment and classifies people into 16 broad personality Types. The MBTI provides a simple way of seeing how people are alike and how they differ.

When people are aware of their differences, they can build better understanding and reduce conflict. The MBTI thus helps to improve teamwork and productivity whilst reducing unproductive interpersonal and intra-organizational conflict. Individuals can use their MBTI results to understand their preferred learning styles, evaluate the fit between themselves and their jobs, and better manage time and stress.

Using a newly developed form of the instrument, Form K (First Australian Edition) the Step II Expanded Interpretive Report has now become available. This 24 page Report:

- Helps clients understand an unclear Type preference;
- Shows how two people of the same Type are also unique and different;
- Provides a unique report for each individual - no EIR reports are alike;
- Provides unique tips on enhancement of:
 - communication skills
 - problem-solving
 - decision-making
 - change management, and
 - conflict resolution

Results from the MBTI Expanded Interpretive Report have proven to be extremely useful input for executive coaching sessions.

DISC - Personality System This comprehensive tool is used to determine personality styles for use in counseling, human resource management, leadership training, seminar presentations and professional consulting. Perfect for hiring, developing an effective and cohesive team, leadership training, and many others.

An individual's personality style, D, I, S, or C is identified by using a simple 24-question profile (takes only 7-minutes!) and helps provide understanding to the differences in people, providing a personal review of each individual's strengths and limitations, and gives an action plan to improve relationships.

- Improve communication and relationships with family, friends, co-workers, etc.
- Discover your personal motivators
- Better understand how to motivate others
- Find career options to best fit your personality style
- Compare yourself to historical figures and leaders
- Learn to maximize your personal strengths
- Build self-esteem
- Identify stressors
- Manage more effectively
- Reduce conflict and stress
- Improve sales
- Identify qualities and gifts

PCSI - Personal Coaching Styles Inventory

The understanding of communication styles can forward any conversation between individuals and teams in a powerful and productive way. The Personal Coaching Styles Inventory (PCSI) is a tool for understanding and forwarding communication in a wide variety of contexts.

The PCSI was written by executive coaches and uses language consistent with a "coach approach" to working with people. It is the attention to the language of coaching which makes the tool different and unique from other communication style instruments.

Coach Bio



John Y.L.Chan

Managing Partner

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Email: john@corporatecoachingpartners.com

John Chan is a business/executive coach to senior managers in Asia. He has over 37 years working experience in various leadership positions in Human Resources, Marketing, Manufacturing, Planning and Finance in Shell Companies in Singapore and in Shell International in U.K. In his previous roles, he has worked with and coached many business leadership teams in Shell in Asia. He is currently a consultant to Shell and other organizations providing coaching and HR/change management consultancy services in Asia.

**Professional
Expertise/Services**

John has worked in Shell in Singapore and Europe for over 37 years and has held various leadership appointments in diverse business functions in Shell (including Retail Marketing Manager, Commercial Marketing Manager, Regional Manager, Business Consulting and Solutions) during his career; he also worked for 3 years at Shell headquarters in London as Strategic Change.

He was HR Director of Shell in Singapore for 6 years and was also concurrently the Transformation Manager for Shell in the East where he worked with both local and regional leadership teams in business transformation and change initiatives, many of which included both team and individual coaching assignments. He has undergone professional coaching training with a reputable coaching programme and is a member of International Coaching Federation.

John is currently engaged by Shell as a consultant providing coaching and change management/business transformation services.

John is also well-known in Singapore for his HR and Change expertise and his achievements in building a strong partnership and employee relations operating model with the Shell Employees Union and growing the Union's Co-operative business to over 3 times since taking over as its President since March 2000. His contributions and achievement was recognized in May Day 2006 by being awarded the prestigious "Friend of Labour" award by the Singapore National Trade Union Congress.

John was also appointed by the Work Development Agency, Ministry of Manpower, Singapore recently as Co- Chairman of Manpower Skills Development Council to oversee the development and implementation of the national competency standards for the HR profession in Singapore, and separately also as a member of Workplace Safety and Health Manpower Skills and Training Council.

John Y.L. Chan

Recent Coaching Assignments

- Currently providing development and transition coaching to both line and HR Managers in Shell.
 - In his role as Country HR Head, John has done a number of development and transition coaching assignments internally for Shell in recent years.
 - Team coaching and development to senior leader teams. In his role as Transformation Manager in Shell in the East, John has worked with senior leadership teams in Singapore, Malaysia, Thailand, Vietnam and China in team development, coaching and business transformation.
-

Career History

Coach/Consultant

Started as a professional coach and HR/Change consultant in July 2006 after his retirement from Shell. Contracted by Shell Eastern Petroleum (Pte) Ltd. to do coaching and change management assignments in Singapore and Asia.

Career History with Shell

HR General Manager and Director,

Shell Eastern Petroleum (Pte) Ltd. (mid 2000-2006). John was the Country HR head for one of the largest multi-nationals in Singapore with over 2000 employees including 220 expatriates and investments in assets exceeding US\$5billion.

From 2000-2004 he concurrently held the position of the Transformation Manager for Shell Oil Products East and was responsible for supporting leadership teams and business in implementing change and restructuring initiatives.

During the period he was a member of the Board of Shell Eastern Petroleum (Pte) Ltd., Shell Singapore Trustees Pte Ltd., President, Singapore Shell Employees' Union Co-Operatives Ltd.

Regional Manager, Asia, Business Consultancy and Business Solutions, Shell Services International (1998-2000)

He headed a team of local and expatriate consultants based in Singapore and Kuala Lumpur to provide internal and external consulting work in transformation and business change

Strategic Change Consultant, Shell International, London (1996-1998).

Based in London he provided change management consultancy to Shell Headquarters functions and businesses in Europe and U.S.

Retail Marketing Manager, Shell S'pore (1992-1996)

He was responsible for the P/L bottom-line for the whole retail business in Singapore. His major achievements include the re-imaging of the retail sites and stores, the launch of the convenience stores in Singapore, introduction of differentiated fuel offering and franchise and company-operated outlets. He built the Singapore network to be one of Shell's top performers in the world during that period.

John Y.L. Chan

Commercial/Aviation Marketing Manager, Shell S'pore (1990-1992)

Responsible for the P/L of the Commercial Fuels and Lubricants and Aviation Businesses in Singapore.

Employee Relations Manager, Shell Companies in S'pore (1988-1990). During this period, he was instrumental in building strong relations and rapport of the Singapore Shell Employees Union and was the key driver in the development of the Shared Industrial Relations Vision programme which has been recognised externally by both SHRI and NTUC as a leading IR practice and model.

HR Manager, Bukom Refinery, S'pore (1985-1988)

General Affairs Manager, Bukom Refinery (1983-1985)

Industrial Relations Manager, Shell Companies in S'pore (1979-1983)

Held various positions in Finance, Retail, Planning, Organization Development from 1968- 1978

Jardine Waugh (Brunei) 1968

Area Sale Manager, Consumer Goods Division, Brunei

Education and Professional Affiliations

- Completed Coach Training from Results Coaching.
 - Member of the International Coach Federation
 - Bachelor of Business Administration (Hons.) – U. of Singapore
 - Board Member, Singapore Professional and Executives Institute
 - President, Shell Singapore Employees Union Co-operative
 - Co-Chairman HR Manpower Skills Training Council, WDA, Ministry of Manpower
 - Member Workplace Safety and Health Manpower Skills Training Council, WDA, Ministry of Manpower
 - Board Member, Singapore Narcotics Association
 - Recipient of Singapore National Trade Union's, Singapore prestigious "Friend of Labour" Award 2006
-

Coach Bio



PERRY LAM

Executive Coach

Mobile Phone: (82) 11-9593288

Email: perry@corporatecoachingpartners.com

Perry is an executive coach to CEO's and business leaders in the Asia Region, with direct experience of coaching at the "C" Level within the hi-tech, financial services, petro-chemicals, transportation, and Korea "Chaebols".

He is an Associate of Corporate Coaching Partners, Asia's leading firm of executive coaches.

Professional Expertise/Services

Perry is an experienced and qualified Executive Coach, Corporate Trainer, and International Business Leader with experience in leadership development, team development, communications, sales, marketing and customer service.

His current clients include Managing Directors, Regional CEOs, CIO's, CMO's and major heads of function in the financial services, manufacturing, hi tech and petro-chemical. Perry is particularly effective when coaching on issues of leadership effectiveness, communication style, cross cultural alignment, Sales & Marketing and entrepreneurship. In working across borders, and within different industries from high tech to financial to oil and manufacturing Perry has developed and offers a flexible approach based on the Coachee and Client's requirements.

Perry is committed to working with business leaders to improve their effectiveness in their careers, as well as the quality of their lives. He combines the art of coaching with a pragmatic understanding of the challenges and rapid change facing today's business leaders. His focus is to facilitate individual change that will enable the business leader to become self-correcting and self-generating in their performance. He works to identify practical, and yet profound ways to create significant and lasting results for both the individual and organizations.

Perry was previously responsible for developing leaders and sales champions at DHL Worldwide Express, where he served as Regional Director, Sales to the Country Sales Directors and their teams across the organization in Asia Pacific. He initiated the DHL "Sales Force Academy and Leadership Centre" which included the Internal Coaching program. He also led a broad range of strategic leadership initiatives and management development programs, globally, regionally and on a country basis.

He has held numerous Regional and Country leadership roles having lived in Hong Kong, Korea, Japan, Philippines and China which has contributed to his strong sense and appreciation of Asia and Western business practices and cultural awareness. This along with his strong corporate background and wealth of experience of working closely with senior level executives has been essential in his effectiveness as an Executive Coach.

Perry is also a very active leader in the Hong Kong Business Community where he is the founding President of the Hong Kong Roundtable of the Council of Logistics Management. He also serves as convener of the Hong Kong Logistics Council HR-Logistics task force, and member of the Hong Kong Government Education and Manpower planning advisory work group. In previous years, he has served as Co-chair of the Logistics and Transportation Committee of the American Chamber of Commerce.

Recent Coaching Assignments

Perry's coaching clients have included expatriates as well as local nationals from Hong Kong, the PRC and Korea.

- Piloted a Korean "Chaebols" CEO Coaching Program working with their

Perry Lam

"HPI" leaders in preparation for their next roles of taking on greater Regional and Global business responsibilities. This included understanding and developing leadership styles to more effectively manage cross cultural teams. At the conclusion of the individual Coaching session Coachees were promoted and are now in larger roles in terms of revenue, staff, and geographic reach.

- Executive Coach to an Asian President of a Multinational Financial Services Institution who was recently promoted. Coaching assignment focused on transition coaching to nurture the leadership and communication styles behaviours of the newly promoted President.
- Executive Coach a European CFO who had recently arrived in Korea to head up a new entity as a result of an M&A. The focus was to accelerate the development and success of this executive as a "Change Leader" in building and leading a "High Performance Team" which was critical to the overall success of the Organization. A number of intensive interventions were incorporated including "Shadow Coaching" and Team development initiatives style to build upon the coachee's influencing and communications skills.
- Executive Coach newly appointed Sales Director in the Hi-tech sector. The coaching objectives were focused on further heightening the behaviours in leading the team in a more decisive yet team oriented manner versus a "Directive" leadership style. The critical issues were based on developing the Sales Director to empower and lead the Sales team to greater effectiveness, efficiency and overall business results. The outcome was increased revenue performance of the team and at the same time enhancing employee retention.

Career History**Leadership & Advanced Management Institute Ltd.****Founder**

In 2002, Perry founded the LAM Institute Ltd., Korea's first Executive Coaching practice. In addition to coaching, specializing in Corporate training for business executives and their teams in Asia.

DHL Worldwide Express**Regional Director, Sales, Asia 1995-2002**

Perry was responsible for the planning and execution of DHL's Annual Operating Plan for the Sales of the countries in Asia Pacific to ensure strategic goals and revenue performance are met. This included working with the various Country Sales Directors as well as establishing a Global Accounts Sales Team based in Hong Kong. In addition to that, he established and managed Japanese, Korean Sales Directors based in the International business centres throughout Europe, North America, and Asia to capture major Asian sector business opportunities.

Prior to 1995, Perry held numerous Regional and Country roles and lead numerous strategic initiatives

Xerox Corporation**Sales Executive (1979-1982)**

Sales Executive responsible for US Government accounts based in the USA

Education and Professional Affiliations

- Bachelor of Business Administration from William & Mary
- Executive Program from Wharton, Columbia and the Cranfield School of Management
- Accredited Training for Corporate Coach U's Coaching Clinic
- Member International Coach Federation
- Accredited administrator of assessment tools such as DISC, PCSI and

Perry Lam

HBDI

Coach Bio



KATE MICHELSON

Managing Partner

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Kate is an executive coach to CEO's and business leaders in the Asia Region, with direct experience of coaching at the Managing Director level within the banking, finance, technology and retail sectors.

She is a co-founder and Managing Partner of Corporate Coaching Partners, Asia's leading firm of executive coaches.

Professional Expertise/Services

Kate is an experienced and qualified Executive Coach, with experience in leadership development, communications, marketing and learning.

Her current clients include Managing Directors, Regional CEOs and major heads of function in the investment banking, manufacturing, hi tech and consumer products sectors. Kate is particularly effective when coaching on issues of leadership effectiveness, communication style, cross cultural alignment and entrepreneurship. In working across borders, and within different industries from high tech to financial to oil and manufacturing Kate has developed a flexible style. She can be directive to reflective depending on the situation and often in a coaching relationship will find that over 4-6 period will use a range of approaches to attain successful coaching outcomes for the coachee.

She has a strong interest in coaching new leaders and this has proven particularly valuable to clients in China where she works with newly appointed PRC nationals who have been appointed to a role previously held by an expatriate.

Kate's major achievements have included the successful leadership of an investment banking product support team while at JP Morgan Chase, the launch of the Ivey Business School (now one of the strongest educational brands in Asia) and the wide professional recognition she has received in the area of leadership assessment and development.

Kate has been based in Asia since 1975, and has lived in both Hong Kong and Tokyo. Her work has required her to undertake projects across Asia, from India to Japan. This experience has enabled her to develop a deep cross cultural understanding of Asia, and has provided her with first hand knowledge of how to align an MNC's corporate and local interests.

Kate's has strong corporate experience, gained in a number of roles with JP Morgan Chase, where she started with investment banking and then headed the regional training function.

As Marketing Director of the Richard Ivey School of Business she was responsible for launching the educational brand that has become so well known in management circles.

She has worked with Asian CEOs through her role in the Young Presidents Organization, where she planned the delivery of regional programs and seminars for entrepreneurial members in Asia Pacific.

Kate Michelson

Recent Coaching Assignments

Kate's coaching clients have included expatriates as well as local nationals from Hong Kong, the PRC and Korea.

- Executive Coach to President of an Oil operation in the PRC. This person was seen as highly competent and but not able to achieve the level of impact needed to influence upwards in a large MNC. By building on strong relationship skills and working on prioritization, communication style, and messaging this person is now a regional position.
- Executive Coach to Regional GM for Sales and Marketing of US multinational. In order to continually succeed in an competitive market as well as develop the talent in his team, this person saw the need to change his own leadership behavior as well as implementing a change in strategy. Using a highly reflective style of coaching he was able to enhance his leadership skills and make his business targets at the same time. He is now working in a larger market and many of his team have taken on more challenging roles.
- Executive Coach to Executive Director of leading international investment bank headquartered in HK. This person was highly regarded and managed their own team competently. With Peers and at the senior level, there were concerns expressed regarding an abrasive communication style and lack of influencing skill. Using a directive style of coaching, The coachee was able to reframe messaging and start soliciting and using feedback to improve messaging and impact. This person has since been promoted to a more senior position.
- Executive Coach to the GM of the PRC for High Tech company. This company is part of an intense business and competitive environment. The GM had to prioritize and execute in a heavily structured organization. A more reflective coaching approach was utilized to assist the coachee to stay on track and not only focus on the business targets but the key resource issues. During this period there was much change in the business and the GM is now focused on the key project and has been able to get organizational resources to assist on the other issues.
- Team coach to six members of an action learning project, part of a global leadership program in which members were participants. As team coach, worked to use project environment to develop leadership competencies of each team member drawn from Hong Kong, China and Korea.

Career History**Corporate Coaching Partners Ltd
Managing Partner**

In September 2001, Kate co-founded Corporate Coaching Partners (CCP), Hong Kong's first specialized corporate coaching company.

**Richard Ivey School of Business
Director, Asia Marketing 1996-2000**

Kate joined the Richard Ivey School of Business in the start-up phase before facility completed in 1998. First Executive MBA class began in August of 1998.

Kate Michelson

Responsible for developing and implementing a brand building and marketing strategy for the Ivey name and EMBA program as well as executive programs. Initiated and implemented marketing strategy that included advertising, direct mail and web-site promotion, policies and decisions. Wrote and developed brochures and advertisements. Worked with media to enhance brand awareness and built corporate awareness of Executive MBA program through extensive contact with Human Resources community and Managing Directors

Developed and coached marketing coordinator and program staff sales and customer service activities.

Young Presidents' Organization, Asia/Australia/Pacific Manager, Regional Seminar Programs (1994-1995) Regional Conference Manager (1991-1994)

(YPO is an international organization of more than 7,000 CEOs all whom have been appointed President/CEO of their firm before the age of 40.)

As Manager of Regional Seminar Programs, Kate was responsible for the planning, development, coordination, implementation, delivery and evaluation of Asia Pacific regional seminars. Her role as project manager in Korea, India, Thailand and Australia involved working with host chapters of Asian CEOs to design program, format budget, develop curriculum, write and implement communications plan.

Business International Asia Pacific, Director Conference Unit. 1989-1991

Kate organized and defined the Conference Unit as a single business unit.

**Chase Manhattan Bank:1982- 1987
Chase Manhattan Bank, Tokyo**

Managed training and development for a bank branch with 545 employees.

Area Training Officer, Chase Manhattan Bank, Asia-Pacific Area Office, Hong Kong

Role developed to support Asia Pacific Country Managers and Country HR Officers in leadership and management issues. Consulted in Indonesia, Taiwan, Japan and Korea to country leadership to support and implement regional and country initiatives. Coordinated Asia Pacific Area Training.

Managed an annual three-month Area Management Development Program for high-potential Operations officers. Delivered and implemented a global program on financial services and Bank's vision and objectives. Designed product-training for investment bank. Delivered programs in Communications, Leadership, Presentation Effectiveness, Coaching and Counselling, Negotiation Skills, Selling and Sales Management.

Manager, Research and Support Group, Chase Manhattan Asia Limited, Hong Kong

Initiated and project managed program in investment banking products and client strategy for corporate bank. Managed and coordinated duties for a staff of five.

Kate Michelson

**Education and
Professional
Affiliations**

- BA and MA from the University of Illinois and has completed exams for her Ph.D.
 - Graduate Corporate Coaching U Intl program in Asia
 - Accredited Training for Corporate Coach U's Coaching Clinic
 - Member International Coach Federation
 - Certified in Emotional Competence Inventory
 - Accredited TMS Team Leadership Profiler
 - Accredited administrator of assessment tools such as MBTI, DISC, PCSI and Firo B
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Coach Bio



Bernard Miu

Managing Partner

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Bernard is a senior executive coach to business leaders in the Asia Region, with direct experience of coaching at the Managing Director level.

Bernard is a co-founder and Managing Partner of Corporate Coaching Partners, Asia's leading firm of executive coaches.

Professional Expertise/Services

Bernard is a seasoned business leader and manager with extensive corporate line and staff experience.

He was with Union Carbide for 30 years having worked and lived in Hong Kong, Singapore and the U.S. in the local office, regional office and headquarters environment. Bernard has had first hand experience in working through periods of stability, growth, downsizing, cultural change, re-engineering and merger.

He was Managing Director for Greater China of Union Carbide for 7 years before retiring from the company. Bernard managed five companies including three joint ventures in China and had extensive experience in working with joint venture partners and developing local nationals.

He has had operating experience on business management, general management, TQM, re-engineering, marketing and human resources management.

Recent Coaching Assignments

- Feedback coach to several senior executives following the completion of a 360 competency study
 - Provided shadow coaching and feedback to a Managing Director of a large US multinational, based in Shanghai 4 to 6 assignments
 - Acted as internal coach to several key leaders of Union Carbide as part of his leadership role
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Career History

Corporate Coaching Partners Ltd

Managing Partner

In September 2001, Bernard co-founded Corporate Coaching Partners (CCP), Hong Kong's first specialized corporate coaching company.

Managing Director – Greater China.

Union Carbide Asia Ltd. Hong Kong 1994-2001

Bernard was accountable for managing Union Carbide's businesses in China, Hong Kong and Taiwan with an annual turnover of US\$280 million and a staff of 270. He was the Chairman of the Board and General Manager for two Joint Ventures in south China and Managing Director of a Hong Kong company which was positioned to support all business activities in China. Two General Managers, one of a JV in Shanghai and one of a marketing company in Taiwan reported to

Bernard Miu

Bernard. He was also the Line of Business Manager for textile products under the Latex Strategic Planning Unit for Asia Pacific. He provided, developed and leveraged resources within Greater China for strategy implementation of various Union Carbide businesses and he integrated diverse interests and activities to achieve business growth and profit targets.

Bernard joined Union Carbide in 1970 and held various functional roles, including quality, sales and human resources. During his career, he lived and worked in Singapore and the United States.

Education and Professional Affiliations

- B.A. Geography & Geology
 - M.A. Comparative Asian Studies
 - International Senior Management Program – Harvard Business School
 - Certified Coach Facilitator – CCUI
 - Graduate of Corporate Coach U Inc.
 - Member of the International Coach Federation
 - Certified in Emotional Competence Inventory
 - Accredited administrator of assessment tools such as MBTI and PCSI
 - Chartered Secretary – General & Financial Administration
-

Coach Bio



ALLAN WOON

Managing Partner

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Allan is a co-founder and Managing Partner of Corporate Coaching Partners, Asia's leading firm of executive coaches. He is a practicing executive coach to senior leaders, both expatriates and local nationals in Asia and Australia. He also coaches teams on mission critical issues targeted at optimizing productive behaviors. He has spearheaded corporate initiatives to develop local and expatriate leaders and established leadership talent management & development systems at corporate and regional levels of organizations. He has successfully introduced coaching into multinational organizations.

Professional Expertise/Services

Allan is a Corporate/Executive Coach with extensive Human Resources and line experience in the oil industry, electronics and consulting.

Since founding Corporate Coaching Partners in 2001, he has coached regional presidents, functional VPs and country managers in industries ranging from financial services to hi-tech. His approach to coaching is holistic, working with clients in their totality as a human being. His style has been described by clients as "relaxed yet probing" and "insightful and challenging". Many of Allan's recent assignments have been to accelerate and/or engage senior executives with their regional team members. These assignments would generally require that clients work on behavior change focused on improving leadership effectiveness, improving relationships with peers and team members and development of local/national talent.

Prior to founding Corporate Coaching Partners, he was a member of Caltex's Executive Leadership Team, where he was accountable for Caltex's global HR function, with over 200 professional staff across 50 countries. He was intimately involved in the development and implementation of Caltex's high potential leaders program. He personally designed and implemented its Executive Coaching program for its most senior leaders.

As Senior Vice President, Philips Electronics, he spearheaded Philip's corporate efforts in identifying and retaining regional and international leaders across all business units in Asia. He institutionalized assessment centers and led panels of assessors.

He continues to promote the interests of local nationals into leadership positions, effectively using his knowledge and experience in having worked in and with corporate headquarters.

Allan Woon

Recent Coaching Assignments

- Worked with regional president of a US consumer company to develop his leadership effectiveness; leading to engagement as team coach to address specific trust issues that impacted on business results. By end of assignment, leader and team scored highest in a global survey of employees based on the Company's values.
- Engaged as executive coach to South East Asian head of business unit to increase his "risk-taking". Was seen as "effective but very conservative" resulting in fears that he might be losing market share without realizing it in an industry where accurate information was wanting. He and his team were awarded with the "Highest Growth" prize for the year.
- Worked with Country manager to expand his leadership style. Regarded as a strong and effective leader, he personally felt need to continuously improve himself as well as develop key members of his team. He and his team posted results in excess of 130% of targets and previous year achievements despite stiff market conditions, product issues and challenges with supply allocations.
- Global energy corporation with regional presence in Asia introduced coaching to assist expatriates in the workforce to accelerate the development of their potential local replacements. Designed and developed coaching program to meet these goals. Success of this program led to introduction of coaching as a leadership transformational tool.

Career History**Caltex Corporation, Global Head, HR. 2000-2001**

Allan had accountability for all HR functions across the 50 plus countries in which the Chevron and Texaco joint venture operated. Allan introduced executive coaching to the top leadership team. He also coached business heads to accelerate their transition into country head roles; assisting them to set up systems and charters. He facilitated the development of the Corporation's various talent development programs, including the leveraging of resources in Chevron & Texaco, ensuring a cross flow of leadership talent.

Philips Electronics, Senior Vice President, 1998-2000

A key responsibility of this corporate role was to ensure availability of leadership talent in the pipeline. In a highly decentralized and complex matrix organization, he had to coach functional staff across 13 countries on the need to focus on Corporate as well as Business Unit goals. He consulted with Business Unit heads in Eindhoven and Amsterdam on talent and leadership issues. Besides participating in assessment and selection panels, he coached and mentored many of the Top Potential and High Potential candidates in the 12 countries in which Philips operated, including expatriate staff.

Union Carbide, Regional HR Director, 1990-1998

Directed chemical company's HR functions in Asia; establishing HR systems and resources.

Allan Woon

William Mercer (Singapore), Office Head , 1988-90

Developed and delivered the first high tech industry compensation & benefits survey.

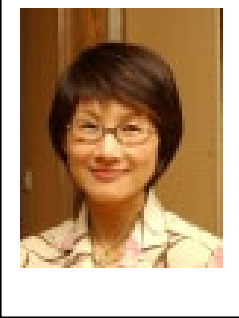
Mobil Oil Corporation, Various Roles, 1978-1988

Was based in New York (1980-82) and Ft Lauderdale (1986-87) on assignments.

Education and Professional Affiliations

- Certified in Emotional Competence Inventory
 - Accredited Team Management Systems Facilitator
 - Graduate: Corporate Coach U Inc's program in Asia
 - Licensed Facilitator: Corporate Coaching Clinic, SFO
 - Member, International Coach Federation
 - Licensed Facilitator: Corporate Transitions, William Bridges & Associates
 - MA(HRD-Adult Learning) : George Washington U
 - Bachelors- Bus. Admin. : U of Singapore
 - Program Director, Specialist Dip Compensation Benefits Mgmt, Singapore Institute of Mgmt (1995-2004)
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Coach Bio



Noelle Zhuang

Corporate Coach

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Noelle is a corporate coach to senior managers in China. She has worked with individuals who take key roles in the organization to realize their potential through leadership development.

Professional Expertise/Services

Noelle is a corporate coach with previous experience in training development, performance management and competency assessment. Her clients include line managers in the consumer products, manufacturing and sales & marketing sectors of international companies in China. She has experience in communication on performance, people development planning and feedback coaching as well.

Noelle has worked with clients on identifying the leadership competency model that is linked and rooted in the client's company culture. She is an experienced assessor in linking behaviours with the competency in an assessment centre program. She enjoys working with the candidates and providing feedback coaching on their development needs.

Noelle is personally active in a consumer products business where she leads a team of distributors through performance management, time management and leadership. This is achieved through face-to-face communication and adds on to her coaching skills.

Noelle has delivered training for many multinational companies for over 10 years both as an internal training manager and as a freelancer. Her clients include FMCG, Pharmaceuticals, Manufacturing, and Electronics industry. They are Amway (China) Corporation, Meidi Group, Kohler Company, Electrolux, Hyster Forklift Company, Shanghai IT Club, just to name a few.

Recent Coaching Assignments

- Development coach to sales manager of a large MNC. This individual was leading a sales team in Southern China and was seen as high potential but not perceived to be leading effectively. Through a reflective approach, he was able to see that he needed to improve his communication style and also control his temper to build trust with his people. By prioritising work more effectively he was able to find more time on the overall strategy and on people development.
- Development coach to a manager of one of the world's leading advertising companies who was seen as a potential candidate for a much larger position. His challenge was that despite that he felt a great passion for people; his people did not see his actions demonstrating passion for their development. With several conversations face to face supported by phone calls, the coachee came to understand that as a leader, he needed to demonstrate

Noelle Zhuang

how he felt for his people to see that he cared. The coachee was committed to making this shift even though it was not easy.

- Development coach to customer service manager of an MNC. The coachee had been an experienced engineer for many years before assuming a manager role. His challenge was to build and lead a team instead of a group of engineers. Through questioning and probing for deeper reflection, the coachee was able to list a few things that he would do that would gradually build him up to manage people instead of manage things. The impact was that he became more influential and more confident in people management.

Career History**Tecwit Consulting Ltd.
Senior Consultant, Co-founder**

In November 2001, Noelle co-founded Tecwit Consulting Ltd, a Human Resources Management and talent development service in Shanghai.

Freelance Trainer

From October 2000, Noelle worked as a training consultant with multinational clients in the area of training systems, selection and interviewing skills, performance management, leadership, and personal skills as well including presentation skills, facilitation skills, team building and communication.

**PepsiCo Food Co., Ltd. 1996-2000
Manager, Organization Development**

Noelle was organization Development Manager from 1996 to 2000. Her major role was to support the HR Director in leadership and management development issues. Her tasks included initiating training activities through training needs survey and communication with function heads; delivering in-house training programs and managing the administration involved. Noelle was personally actively involved in the Fast Forward programs for Sales Team as a trainer and program coordinator for China. During her assignment, Noelle also worked directly with the HR Director in rolling out Performance Management system and People Planning Process, a succession planning process for future business leaders in China.

**Development Dimension International (DDI)
Marketing Executive**

Noelle was marketing executive at DDI's first office in mainland China, when her roles were defined to support sales.

**Johnson & Johnson (China) Co., Ltd.
Training Supervisor**

Started as Training Coordinator and later promoted to Training Supervisor, Noelle took responsibility for supporting the HR Manager in implementing J&J internal training programs through networking with other J&J divisions in Shanghai.

**Education and
Professional
Affiliations**

- BA and MA from Shanghai Normal University, majored in English language and literature
 - Certified trainer of Interaction Management at DDI
 - Accredited training and administrator of Selection and Assessment Centre for managers at Frito Lay Europe
Accredited administrator of MBTI
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Coach Bio



TC Tan

Executive Coach

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TC is an Executive Coach to senior managers in the Asia Pacific, Middle East and Africa region. He has worked with many individual business leaders and talents, locals as well as expatriates, in his previous organizations to enable their potential through leadership development.

Professional Expertise/Services

TC's strength is in coaching individuals in the context of organizational transitions. He has been involved in many mergers and acquisitions, and change management projects, focusing on organization redesign, coaching and building cross-cultural teams in alignment with business mission and strategies.

As a HR business partner, TC spent much of his time in coaching business leaders and mentoring talents across different cultures and countries. He helped his organizations to install talent management and leadership development processes and systems.

TC also facilitated Executive Coaching, Mentoring and Change Management workshops. He designed and installed a mentoring program for talent in China.

In addition, TC conducted Executive Coaching workshops for a Chinese EMBA program of the National University of Singapore in 2003 and 2004.

TC remains very active in community projects, especially in youth movement and programs for senior citizens. His effort in voluntary service was recognized with the National Day Award (PBM) from the President of Singapore.

TC's passion is in people development and helping leaders to succeed. With this passion, TC transits from an internal coach to a corporate executive coach.

Recent Coaching Assignments

- Coach to regional Director of electronics accessories business in the areas of 'inspire commitment' and 'developing others'. The coachee built a strong team who brought an annual 20% sales revenue increase for the past 2 years.
 - Coach to a Malaysian General Manager where the market was fast moving from a traditional trade model to key account management model. At the end of three months, he had reduced from a 20+ sales team to less than 10 key account managers with increased sales revenue.
 - Coach to a China business Vice President on personal development to get out of her comfort zone and relocate to another fast moving business within the company. As an outcome, she was reenergized and was given global accounts to manage.
 - Coach to a senior global product strategy and marketing manager in the area of managing top management expectations. He was able to improve his credibility and performance predictability.
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TC Tan

Career History**Philips Electronics Singapore, Vice President, IHRM, 1998-2006**

As the HR business partner for the consumer electronics division, Asia Pacific, Middle East and Africa region, TC focused on strategic HR, e.g. talent management, leadership development, organization development and change management. He was an internal coach for more than 10 business managers in China, India and ASEAN countries. TC also conducted coaching, mentoring and change management workshops for business managers and the talent pool in these countries.

Philips Electronics China & Hong Kong, HR Director, 1996-1998

As corporate HR service provider for the 25-business establishment and 25,000 employees in China & Hong Kong, TC focused on building HR competency, infrastructure and processes. He coached many local HR Managers in personal development, strategic thinking and change management process in their businesses.

National Semiconductor Asia Pacific, HR Director, 1986-1996

As HR business partner for the Asia Pacific region businesses, TC focused on designing and executing the 'employer-of-choice' strategy in 14 establishments in the region. He was also a member of the global HR strategic team as well as HR redesign steering committee. TC was part of the regional management team focused on realignment of the Asia Pacific region business organization to the changing market demands.

He was a team member in many due diligence and M&A projects. In this role, he was also coach to several leaders on alignment.

National Semiconductor Singapore, HRM, 1975-1986

As the country HR Manager, TC had to manage all transactions, operations and strategic HR for the Singapore facilities. To support growth, TC focused on developing local talents to replace expatriates sent from California head-office.

Hong Kong Teakwood Works, HRM, 1973-1975

As a pioneer in this green-field manufacturing project, besides setting up all systems and processes in both HRM and office management, TC focused on building a local organization which successfully shipped products out of Singapore within the first year of operations.

Singapore Polymer Corporation, HR Officer, 1971-1973

With a chemical engineering background, it was easy for TC to work with the start-up team to install an organization to manage this round-the-clock chemical process plant.

Education and Professional Affiliations

- Graduate of Corporate Coach U Inc.
 - MA (HRD) in Education, George Washington University
 - BSc, University of Singapore
 - Lecturer, National University of Singapore Chinese EMBA program
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Contact us

Please contact Corporate Coaching Partners with any questions and ideas. We look forward to an interesting dialogue.

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