



*Formerly Steve Morris Associates*



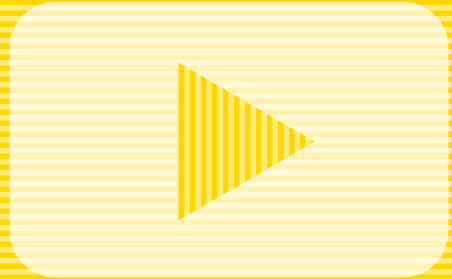
# ALIGN SMA

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BOOK OF COACHES  
& FACILITATORS



## HERE'S A PREVIEW ON GLORIOUS LEADERSHIP



### ABOUT DR. STEVE MORRIS, HEAD COACH

With more than 20 years of experience working with hundreds of organisations and leaders in Asia, Dr Steve Morris has coached and facilitated leadership and transformation of leaders at the highest levels including Fortune 500, Singapore's largest private companies, Ministries and Statutory Boards. He is the author of acclaimed personal leadership development books including *Glorious Leadership!*, *Glorious Living!*, *Sowing the Seeds of Glorious Living!* and *The Boy who Climbed the Mountain*.

Dr Morris holds a MA Economics degrees (1982) and BA International Relations degree (1980) both from George Mason University in Virginia, USA. He holds a PhD, Integral Health, from the California Institute for Human Sciences.

### LEARNING OUTCOMES

Achieve personal mastery  
through a deeper awareness and understanding of  
the Self

Be a Glorious Leader, rooted  
in what you value and stand for

Inspire others through  
an authentic You

Build a values-based culture  
in your organisation

Manage one's Work life; Life Work  
by making a series of deliberate  
and conscious choices and  
decisions

## TESTIMONIALS

*"Steve is always constructive with his coaching tips – he has the ability to look past the multiple layers of a complex situation and to offer a simple 'to-do' list for self help."*

**– Nick Davis, former President, BP Asia Pacific Gas & Power**

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*From my personal contacts with Steve and reading his books, I have no doubt that Steve is a great leader with tremendous passion for what he does, which is to help us become better leaders."*

**– Khoo Boon Hui, former Commissioner of Police, Singapore Police Force**

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*"The Steve Morris Workshop brings energy, enthusiasm and a realization of the gaps and synergies in the organization. The ability to work tangibly on ideas after the workshop is also a valuable product."*

**– Jayant D'Mello, Ex-Head of Retail Business Unit, Orient Networks**

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*"It over-exceeded my expectations, as the format approach is totally different from what I am used to with powerful presentation and visionary leadership... This is not a program for the faint-hearted – you will be challenged and pushed out of your comfort zone."*

**– Senior Executive from Baxter Healthcare Asia, Cambodia**

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*"I enjoyed the content of the Glorious Leadership workshop. It is beyond my expectations. The session was very valuable to me personally and will keep me thinking for a long time! I walked away with a number of key insights and directions for myself. A very thought provoking workshop, invaluable to all who aspire to be an effective manager. This is one of the courses really went into deep to understand and nurture leadership qualities. Very relevant to the changing society with more emotional connection and awareness."*

**– Executive from Rockwell Automation Asia Pacific**

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*"Glorious Leadership – most insightful workshop. Steve has given us the tools to re-look at ourselves and our values and best of all the means to rectify whatever is wrong. A must have for executive and management seeking to set core values and clear follow-up actions. Great reference material."*

**– Executive from ECS Holdings**



Formerly Steve Morris Associates

## Our focus is on developing :



GLORIOUS LEADERS



GLORIOUS TEAMS



GLORIOUS WORKPLACES



GLORIOUS LIVING

## Privacy Statement

Please note that your personal information given to Align SMA will be used for the sole purpose of our workshop(s). Videos and photographs may be taken during our workshop(s) and will be used for the sole purpose of our marketing efforts including the marketing of future leadership workshops.

Rest assured that the Align SMA will protect the confidentiality of your personal data at all times.



# TAN LI LIN, MCC

## QUALIFICATION & CERTIFICATIONS

- Master Certified Coach (MCC)
- International Coach Federation (USA) Recognized Mentor Coach
- International Coach Federation (USA)
- Reiss Motivation Profile –Master (RMP), IDS (USA)
- Bachelor's degree in Business Communication specializing in Management and Market (Double Major), Murdoch University

## COACHING EXPERIENCE & CLIENTS

Lin Tan has over 13 years of experience in Executive Coaching and is 1 of only 6 Master Certified Coaches (ICF) in Singapore. She brings over 3,000 hours of coaching experience across 1,500 individuals into her work with organization and individuals. Her clients include senior and C-suite executives, sales professionals, entrepreneurs, creatives and educators from Asia, Australia, China and Europe. She has served clients in the finance and banking, travel, creative, communication and media, logistics and government sector .

As a registered mentor coach with the ICF, Lin facilitates fellow coaches in becoming exceptional at their game. She has trained 200 individuals in coaching skill sets, in the areas of communication, motivation, leadership and team performance.



### EXECUTIVE COACH

*A coach and communication specialist with strong experience in the financial and technology sector.*

*The fundamental requirement for success in improvisation is a “Yes, and” attitude.*

# TAN LI LIN, MCC

## TYPE & STYLE OF COACHING

- 1-on-1 Executive Coaching
- Team Coaching

### Specialty:

- Leadership Development
- The Coaching Leader
- Business Communication
- Professional Interpersonal Skills
- Team Management & Motivation
- Personal Influence, Attraction & Charisma

### Style:

- Highly relational and versatile, morphing approach and mode of communication that optimises client's learning style
- Dynamic with high energy, infectious excitement and passion
- Fun and authentic

### Approach:

- Challenge limitations and personal beliefs
- Honest and truth-seeking to unleash innate purpose and talent
- Understand self to impact reality and change
- Experiential learning through trial and error, hands-on activities, peer learning and feedback



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# TAN LI LIN, MCC

## PHILOSOPHY – PROFESSIONAL & PERSONAL

Professional: “Presentation & Communication Skills”

Personal: “Live Life With Fierce Courage, Love And Curiosity”

## LIFE STATEMENT / QUOTE

“Since we’re doing what we’re doing, we might as well be the best” - Ayn Rand, Atlas Shrugged



## EXECUTIVE COACH

*A coach and communication specialist with strong experience in the financial and technology sector.*

*The fundamental requirement for success in improvisation is a “Yes, and” attitude.*

# WOON PENG ZIADY, PCC



## EXECUTIVE & TEAM COACH

*"Executive and Team Coach  
with Corporate and  
Entrepreneurial experience in  
international markets"*

*"Be inspired to succeed on  
your own terms."*

## QUALIFICATIONS & CERTIFICATIONS

- 2016 The Enneagram in Business, Advanced Coaching with the Enneagram
- 2013 International Coach Federation, Associate Certified Coach
- 2012 Barrett Values Centre, Cultural Transformation Tools
- 2011 Results Coaching Systems, Intuitive Coaching
- 2011 Results Coaching Systems, Team Coaching
- 2011 Results Coaching Systems, Intensive Coaching Certification
- 2011 Yoga Alliance and Shades of Yoga, certified RYT 200 (Registered Yoga Teacher)
- 2010 Wharton School of Business, Executive Leadership and Change Management Course
- 2010 MTI, Leadership Training
- 1997 Cornell University, College of Arts and Sciences, Ithaca, New York Bachelor of Arts Degree, graduated with Honors Major: Government with concentration in International Relations. Additional Degree: Full Year Japanese Language Concentration Degree
- 1994 De Anza College, Cupertino, California Graduated with Honors with GPA of 3.91, Dean's List every semester President of International Connections Club

# WOON PENG ZIADY, PCC



## EXECUTIVE & TEAM COACH

*“Executive and Team Coach  
with Corporate and  
Entrepreneurial experience in  
international markets”*

*“Be inspired to succeed on  
your own terms.”*

## COACHING EXPERIENCE

Coaching experience includes:

- Effective goal setting and taking actions towards attaining inspiring goals
- Cultural transformation amongst existing team members and new additions
- Change management while growing productivity
- Team cohesiveness with alignment of targets and mutual respect
- Work-Life balance integrating body, heart and mind
- Better relations with family, friends, teams and business associates through active listening
- Building self-confidence through various skills development – presentation skills, strategic planning, project management and thought leadership



# WOON PENG ZIADY, PCC



## EXECUTIVE & TEAM COACH

*“Executive and Team Coach  
with Corporate and  
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international markets”*

*“Be inspired to succeed on  
your own terms.”*

## TYPE & STYLE OF COACHING

Woon is proficient in the Results Coaching System methodology and Brain Based Coaching, which draws from neuroscience, with support from systems theory, change theory, learning theory and positive psychology. Woon's style covers coaching dialogues, sessions and engagement tailored for her client's needs towards facilitating positive change.

With The Enneagram in Business's Advanced Coaching, Woon challenges mental models and assumptions to remove unconscious resistance to change; enabling full use of emotional centers and increasing somatic with learning skills to help clients integrate their heads, hearts, and bodies for deep-level growth and transformation.



# WOON PENG ZIADY, PCC



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# CATHERINE CLAUDEPIERRE, PCC

## QUALIFICATIONS & CERTIFICATIONS

Catherine is a certified trainer, facilitator and coach with a strong international career in the corporate world. She also holds an extensive training and coaching record at senior level in the APAC region.

- Master Degree in International Business (Ecole Supérieure du Commerce Extérieur de Paris)
- Certified trainer (Work and Training Australia and IATA Instructional Techniques)
- ACTA certified (Singapore 2016 V5)
- Accredited trainer by several local and global training service providers and corporations
- Situational Leadership II/SLX Master Trainer, Situational Team Leadership and Situational Frontline Leadership trainer (The Ken Blanchard Companies, USA)
- Facial Expressions certified trainer (Centre for Body Language)
- Professional Certified Coach (PCC) - International Coach Federation
- Certified Erickson Coach (The art and Science of Coaching I-V), an ICF accredited program.
- CMC - Certified Masteries Coach (IAC - International Association of Coaching).
- Accredited Coaching Essentials Trainer (The Ken Blanchard Companies, USA)
- Action Learning Coach foundation program (WIAL)
- MBTI level 1 and 2 accredited consultant (APT, USA), EQi-2.0 AND EQi 360,ed, Emergenetics certified, Strong Inventory certified
- LPI - Kouzes and Posner leadership model and 360
- Accredited on various cross-cultural profilers such as Culture Wizard (RW3 LLC)



**EXECUTIVE COACH,  
TRAINER & FACILITATOR**



Formerly Steve Morris Associates

# CATHERINE CLAUDEPIERRE, PCC

## TRAINING & COACHING EXPERIENCE

Catherine moved to Singapore in 2000. Her training experience includes clients from various industries such as IT, Telecommunications, Pharmaceuticals, Healthcare, Food and Beverage, Transportation, Manufacturing, Banking, Insurance, R&D, Consumer goods, Luxury goods, Government, Non-profit organizations, Education and Chambers of Commerce.

Catherine began coaching in 2008, and has coached mid-level management and senior executives for multinationals and the Singaporean Civil Services since then.

Additionally, she has been facilitating customized individual and group leadership, cross-cultural and soft skills trainings for multinationals and individuals in Singapore and the Asia Pacific region for 16 years.



**EXECUTIVE COACH,  
TRAINER & FACILITATOR**

# CATHERINE CLAUDEPIERRE, PCC

## TYPE & STYLE OF TRAINING & COACHING

Catherine's style of training creates an impactful and positive training experience. Her style is interactive, relaxed and yet highly focused and attuned to the needs and expectations of the audience and the client. She can leverage on her professional experience both in the corporate world and training industry to illustrate the concepts with relevant examples and storytelling. Her trainings include experiential learning, videos, role plays, case studies, games, self reflection, group discussions etc. She has successfully delivered trainings in the corporate environment both to junior participants and senior management in APAC and is comfortable with all audience sizes.

Catherine is also apt with providing face to face and virtual coaching using several technical tools such as Webex, Skype, Adobe Connect. She adjusts her coaching style to the coachee's personality and cultural preferences. Her tool box for coaching is extensive and includes NLP and several coaching models. She ensures that SMART coaching goals are agreed on and that SMART actions are implemented to ensure behavioural change.

Her strong training background combined with action-oriented coaching skills, intuition and empathy have helped more than 800 coachees in the APAC region to achieve their personal, professional and organizational goals.



**EXECUTIVE COACH,  
TRAINER & FACILITATOR**



# CATHERINE CLAUDEPIERRE, PCC

## EXPERTISE

- Intercultural Management and cross-cultural trainings
- Leadership Trainings
- Soft skills trainings (Communication, Emotional intelligence and interpersonal skills, Body language, Conflict management, Presentation Skills, Negotiation Skills, Influencing Skills, Interviewing skills)
- Team building
- Train the Trainer
- Coaching skills trainings
- Individual coaching (Executive coaching and Strategic coaching, coaching for self awareness, for developing leadership skills and increasing personal and team performance), Group coaching, Intact team coaching, Post training coaching
- Personality profiling (MBTI level 1 and 2), EQi-2.0, EQi 360, DISC, Emergenetics)



**EXECUTIVE COACH,  
TRAINER & FACILITATOR**

## LIFE STATEMENT / QUOTE

"IQ + EQ + CQ : A winning formula to achieve peak performance, personal growth and bring value to one self and society. (Note: CQ = Cultural intelligence or ability to work effectively across cultures)"

# LYDIA GOH, PCC

## QUALIFICATIONS & CERTIFICATIONS



### LEADERSHIP / EXECUTIVE COACH

*Leadership / Executive Coach in helping top performers and leaders to sharpen and leverage their strengths and leadership abilities.*

*“Are you ready to invite change to energise your performance, your business and your life?”*

- 2013 Advanced Coaching Skills  
Laws & Ethics of Coaching
- 2012 Fellow Certified Management Consultant (FCMC)  
Certified Coach – Stakeholder Centered Coaching by Marshall Goldsmith  
Positive Psychology & Executive Coaching  
Appreciative Inquiry in Coaching (US)  
Emotional Intelligence & Coaching (US)  
EQi 2 Leadership & 360-degree Assessments in Coaching (US)  
Field Techniques in Executive Coaching (US)
- 2011 Transformational Leadership  
360-degree Certification
- 2010 Coaching Across Cultures Certification (Hong Kong)
- 2008 Bar On EQi
- 2007 Licensed Coaching Clinic  
Facilitator – Corporate Coaching  
Facilitator – Corporate Coach U
- 2006 Associate Certified Coach – ICF US
- 2005 Graduate of Personal Coaching – Coach U (US)
- 2004 Certified Work-life Consultant
- 2003 Graduate of Corporate Coach U (US)  
Certified Behavioural Consultant  
Certified Behavioural Consultant
- 2001 Certified Management Consultant (CMC)
- 1994 Master of Business Administration (UK)
- 1968 Higher National Diploma in Business Studies (UK)



# LYDIA GOH, PCC

## AFFILIATIONS & ACHIEVEMENTS



### LEADERSHIP / EXECUTIVE COACH

*Leadership / Executive Coach in helping top performers and leaders to sharpen and leverage their strengths and leadership abilities.*

*“Are you ready to invite change to energise your performance, your business and your life?”*

- Past President & First vice President of Asia Pacific Alliance of Coaches (APAC) with members from 25 countries in the Asia Pacific region including Japan, China, India, Australia, Europe, UK and USA.
- President of the Institute of Management Consultants (Singapore)
- Past President of the Singapore Business & Professional Women's Association
- Past President of The Rotary Club of Suntec City Singapore
- Member of the Singapore Institute of Directors
- Awarded in 2012 for "Outstanding Contribution to HR 2012" by HRM Asia.
- Awarded "Rotarian of the Year 2009-2010" by RC Suntec City Singapore (for Humanitarian Services)
- Lydia is one of the Judge for past 12 years for Singapore's most prestigious HRM Awards for 24 categories which celebrate, reward and promote Great HR People and Practices
- "Service to Education Award" by Ministry of Education, Singapore 2016

# LYDIA GOH, PCC

## COACHING EXPERIENCE & CLIENTS

Lydia is a Leadership/Executive Coach, and brings with her over 10 years of coaching experience with top performers from C-level to Senior Executives and high potential talent. Her coaching seeks to sharpen, develop, and leverage on her coachees' strengths and leadership abilities to maximise performance and bring greater value to the organisation.

Her assignments include coaching on engaging transformational leadership, performance effectiveness, emotional intelligence, talent and leadership development, intercultural integration and personal transformation for different functions for a wide spectrum of industries.



### LEADERSHIP / EXECUTIVE COACH

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*“Are you ready to invite change to energise your performance, your business and your life?”*

## TYPE & STYLE OF COACHING, COACHING FOCUS & PREFERENCES

Lydia focuses her coaching practice on the following areas:

- Engaging transformational leadership
- Developing and implementing organisational vision, mission and values
- Performance effectiveness
- Emotional intelligence – Leadership and 360-degree
- Talent and leadership development
- Intercultural integration

# LYDIA GOH, PCC

## PREVIOUS CORPORATE EXPERIENCE

Lydia was a former Partner with the Human Resource Consulting practice . Her 25 years of corporate leadership experience in broad areas of management and human resource consulting equips her to clearly understand and anticipate challenges executives face.

- Lydia's professional experience include:
- Change Management
- Organisation Culture Building
- Employee Engagement
- Organisational Development
- Talent Management and Development
- Work-life Strategies
- Executive search for C-level executives

Lydia has extensive experience working with top and senior management teams on a wide range of topics covering strategic, organisation, management and human resource consulting. Her clients include those from multinational corporations to large local conglomerates across a wide spectrum of industries. These include financial institutions, high technology manufacturing and services, healthcare services, hospitality, lifestyle products and services, fast-moving consumer goods, industrial products and services, real estate and construction, chemicals and pharmaceuticals and telecommunications.



## LEADERSHIP / EXECUTIVE COACH

*Leadership / Executive Coach in helping top performers and leaders to sharpen and leverage their strengths and leadership abilities.*

*“Are you ready to invite change to energise your performance, your business and your life?”*

# LYDIA GOH, PCC

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Lydia has worked with multinational corporations, large local group of companies and small medium enterprises for a wide spectrum of industries.

- General management skills
- Engaging leadership skills
- Emotional intelligence
- Achieving work-life balance
- Career development
- Personal transformation
- Transition coaching



## LEADERSHIP / EXECUTIVE COACH

*Leadership / Executive Coach in helping top performers and leaders to sharpen and leverage their strengths and leadership abilities.*

*“Are you ready to invite change to energise your performance, your business and your life?”*



# LYDIA GOH, PCC

## PHILOSOPHY – PROFESSIONAL & PERSONAL

Lydia believes that coaching is about embracing change, awakening the personal and business potential of leaders and optimising performance.

Lydia's key passion is to help clients in facilitating the paradigm shift to new possibilities. This is done by leveraging on their strengths, developing new thinking and behaviours and helping them break through challenges to achieve peak performance.

Lydia travels extensively around the world to understand different cultures and to be part of the global community. She is also actively engaged in community work in Asia, in raising funds for the needy and the less fortunate elders and children. Each year she does humanitarian services in less developed countries like Thailand. She finds that in helping to brighten the lives of others, she in turn brightens her own.

## LIFE STATEMENT / QUOTE

"The greatest good you can do for another is not just to share your riches but to reveal to him his own" – Benjamin Disraeli



**LYDIA GOH**

**Professional Certified Coach**

## LEADERSHIP / EXECUTIVE COACH

*Leadership / Executive Coach in helping top performers and leaders to sharpen and leverage their strengths and leadership abilities.*

*"Are you ready to invite change to energise your performance, your business and your life?"*

# CHAN TZE MENG, PCC



## EXECUTIVE COACH

*A learning partner with an empathetic disposition who incites insights by exhuming dormant perspectives*

*"If it is to be, it is up to me"*

## QUALIFICATIONS & CERTIFICATIONS

- Certified Practitioner NLP
- Certified Hypnotherapist
- MSc Personnel Management
- British Psychological Society Level A and B
- Certified administrator on the following psychometric instruments:
  - Workplace Big5
  - MBTI
  - Hogan
  - 15FQ

## COACHING EXPERIENCE & CLIENTS

Tze Meng has over ten years of coaching experience which he has been acquiring through in-house and consultancy practices. He works with individuals at all levels, in all kinds of industries and with all types of aspirations and issues.

Some of his recent clients include: BHP Billiton, Olswang, the Building and Construction Authority (BCA), the Ministry of Health (MOH), the Ministry of Trade and Industry (MTI), Aditya Birla Group, Philips, Maxis, Sime Darby, Sotheby's, Commonwealth Bank Australia.



# CHAN TZE MENG, PCC



## EXECUTIVE COACH

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## TYPES OF COACHING

Tze Meng comes across and manages a wide ranging coaching situations, some of which have been:

- Trust, communication and relationships issues with colleagues and staff
- Influencing higher management and staff members more effectively
- Controlling temper at work
- Work Life integration
- Handling conflicts and disagreements
- Change management – personal changes, organisational changes
- Strategic resource management
- Debriefing psychometric results
- Career coaching
- Cross cultural awareness and conflicts
- Confidence, presence, poise
- Leadership development

Tze Meng works with the following beliefs and mind-set when coaching:

- When you next go downstairs and get out the door, you can always choose whether to turn left or right after that.
- Our lives are changed by the books we read and people we meet
- We must accept responsibility for all our experiences.
- Change is inevitable, growth is optional
- Often it is not about learning the new but affirming the current.
- Whilst the Ignorant are cocksure, the Enlightened are somewhat doubtful
- Nobody wakes up in the morning planning to be difficult, stupid or annoying

# CHAN TZE MENG, PCC



## EXECUTIVE COACH

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*"If it is to be, it is up to me"*

## PREVIOUS CORPORATE EXPERIENCE

Prior to settling down in Singapore in 2005, Tze Meng was educated, living and working in the UK.

He began his people development portfolio in a German manufacturing firm, where he obtained a grounding in the systematic process training as well as the more nebulous skills and leadership development. Moving from one precision engineering firm to another, he took on a role with an US based global manufacturing organization, where he was the L&D country manager for the plants and the head office in the UK. He then started broadening his industry base by joining a Scottish telecom and call centre company, where he once again headed the L&D function. His in-house experience has provided him with the comprehensive skills set he's continued using, from designing to delivering well targeted and researched materials. Since then, he's been a full-time consultant with a London based organizational development consultancy as well as setting up his own business, operating as an independent consultant. As a consultant, Tze Meng's since acquired exposure and experiences in many more types of industries and people.

# CHAN TZE MENG, PCC



## EXECUTIVE COACH

*A learning partner with an empathetic disposition who incites insights by exhuming dormant perspectives*

*"If it is to be, it is up to me"*

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

With his deep capacity for understanding people and issues, Tze Meng is apt at helping clients understand how a sound foundational relationship is the basis for subsequent successes in all areas of life and work.

He is otherwise a generalist but with his background in manufacturing and his first degree in Human Biology, he is partial towards the manufacturing or pharmaceutical sectors.

## LIFE STATEMENT / QUOTE

Being an Asian who has spent most of his life abroad in Europe, Tze Meng can uniquely contribute insights and understanding on diverse working practices and cultures.

He works most effectively when there is a sound relational base with those he interacts; he would therefore spend time and efforts on building trust and credibility, and on sustaining a climate of openness and integrity. He is personable, light-hearted, appropriately confronting and conscious of quality delivery at all times.

"Two roads diverged in a wood, and I, I took the one less travelled by,

And that has made all the difference." - Robert Frost

# SUSAN SADLER, PCC

## QUALIFICATIONS & CERTIFICATIONS

- Professional Certified Coach (PCC), International Coaching Federation (ICF)
- Bachelor of Arts degree, Communication Studies, University of California at Los Angeles (UCLA)
- Coach U Certified Graduate
- Harrison Assessments accredited
- Certified Benchmark 360 and SKILLSCOPE facilitator, Center for Creative Leadership
- Certified assessor EQi2.0 and EQi2.0 360 instruments
- Certificate IV Assessment and Workplace Training (Australia)
- Certified trainer, DISC Personality Profile System
- Certified NLP Practitioner



**EXECUTIVE COACH**

## COACHING EXPERIENCE & CLIENTS

Susan has 10 years of experience coaching globally, with a focus on southeast Asia. Clients include Cisco, DHL, Goldman Sachs, and the Singapore Civil Service Microsoft, SAP, Johnson & Johnson, Deutsche Bank, Bank of America Merrill Lynch, the NBA (National Basketball Association), and Glaxo Smith Kline.



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# SUSAN SADLER, PCC

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Technology, venture capital, pharmaceuticals, banking/finance, recruitment.

## PHILOSOPHY – PROFESSIONAL & PERSONAL

My approach to coaching is about:

- Challenge – your assumptions, offers different perspectives
- Creativity – brainstorm and co-create solutions
- Commitment – help you progress and be accountable

Wherever you are in your career or your life, you can always lift your game. And coaching can help.

## LIFE STATEMENT / QUOTE

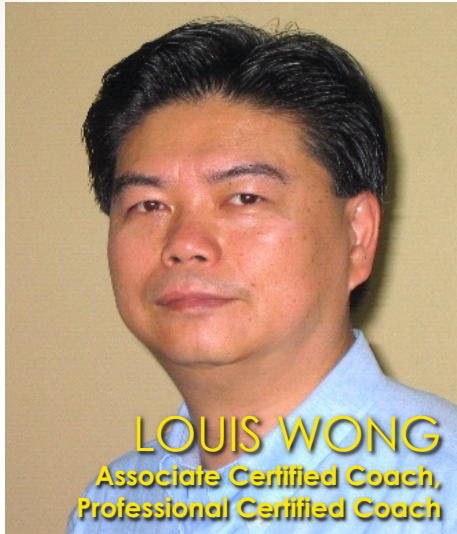
Coaching is my passion! I come from a corporate background, and have been fortunate enough to have reinvented my career... I love what I do every day. I'm married with twin boys (born in Singapore).



**EXECUTIVE COACH**



# LOUIS WONG, PCC



## EXECUTIVE COACH & TRAINER

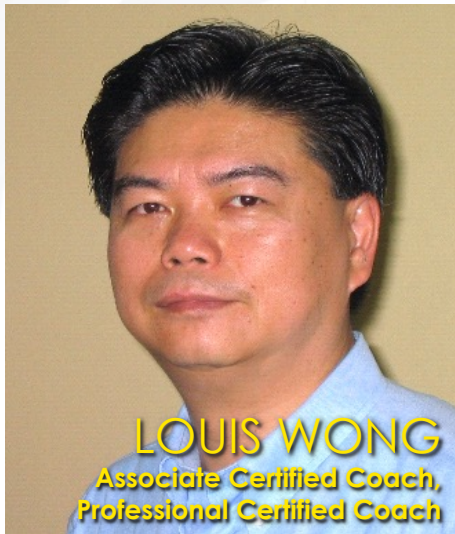
*Louis derives great satisfactions when contributing to their successes through coaching, sharing and practicing transformational leadership.*

*He was the co-author of the book, "Accelerated Project Management" with James P. Lewis, published by McGraw-Hill in 2005.*

## QUALIFICATION & CERTIFICATIONS

- PCC (ICF): Professional Certified Coach (ICF), USA.
- ES CMC (TUV-SUD-PSB): Expert Singapore Certified Management Consultant
- Areas of expertise: Leadership Development, Organisational Culture, Change Management, Quality Management and Project Management.
- Leadership and Business Applications with Enneagram, 2014 and 2015
- MPM, Master of Project Management, University Of Adelaide, 2008.
- MBA, Master of Business Admin, Henley Management College, Brunel University, UK. 1998;
- Soft Skills: Diploma in Psychotherapy, School of Positive Psychology, 2013.
- Soft Skills: MNLP, Certified Master Practitioner of Neuro-Linguistic Programming, NLP

# LOUIS WONG, PCC



## EXECUTIVE COACH & TRAINER

*Louis derives great satisfactions when contributing to their successes through coaching, sharing and practicing transformational leadership.*

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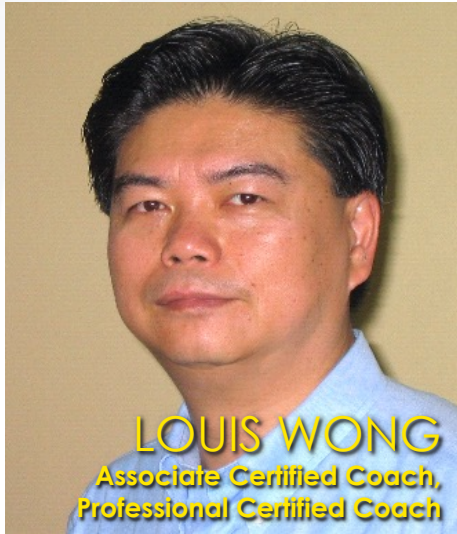
## ACHIEVEMENTS

- Co-author of "Accelerated Project Management" with James P. Lewis, published by McGraw-Hill in 2005.
- Professor of "Project Management Techniques" and "Quality Management" for the Masters in Project Management, MPM for UOA, at the University Of Adelaide, Australia for 5 years (2008 – 2013).
- Organisational Development Certified Professional, ODCP from Institute Of Organisation Development, USA.
- Human Synergetics' Accredited Practitioner, including:
  - For Individuals: Life Styles Inventory™ (LSI&2).
  - For Teams: Group Style Inventory™ (GSI) and full range of simulations.
  - For Organisations: Organisational Culture Inventory® / Organisational Effectiveness Inventory™ (OCI / OEI) and Customer Services Styles™ (CSS).
- Certified Master Practitioner of Neuro-linguistic Programming® (MNLPI) 2006, Mind Transformations, Singapore
- The Enneagram in Business – Bringing Out The Best In Yourself At Work, Leadership and Consulting.

## COACHING EXPERIENCE & CLIENTS

Over 30 years Corporate experiences in Multinational Corporations, including USA, European and Asian companies in Worldwide Quality Management, Corporate Management, Global Project Management.

# LOUIS WONG, PCC



## EXECUTIVE COACH & TRAINER

*Louis derives great satisfactions when contributing to their successes through coaching, sharing and practicing transformational leadership.*

*He was the co-author of the book, "Accelerated Project Management" with James P. Lewis, published by McGraw-Hill in 2005.*

## TYPE & STYLE OF COACHING

Applied Andragogy, Garry Mitchell principles, and Critical Thinking Framework and Context Focused Facilitation.

## PREVIOUS CORPORATE EXPERIENCE

Louis is a passionate, approachable and thought-provoking consultant, coach, author and speaker who has more than 30 years of global corporate experiences. He has held various senior leadership positions in Quality Management, Project Management and Organisational Development. He has been working with clients in senior management positions and supporting them in transforming and enhancing their personal and organisational effectiveness.

He derives great satisfaction from contributing to teams' successes through leading and practising transformational leadership, coaching and sharing experiences and competencies.

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Facilitated Workshop on Leadership Development, High Performance Teams, Problem Solving, etc.

# JOERG KUEHN, ACC

## QUALIFICATIONS & CERTIFICATIONS

Joerg holds a Mechanical Engineering degree with the Technical University in Chemnitz / Germany and has been trained as a Strengths Performance Coach with Gallup. He graduated from the Coach-U-Institute, has attended programs with the Solution Focus Coaching Academy and is a Certified Coach with the International Coaching Federation (ICF). Joerg recently got accredited as a Harrison Assessor and is a member of the ICF Executive Committee co-leading the "Coaching-For-Community" work in Singapore.



## COACHING EXPERIENCE & CLIENTS

Joerg is a Leadership Development Coach who works with senior executives and managers, business owners and teams to implement sustainable change and enable his clients to achieve their personal best. He brings more than 15 years of experience as internal and external coach working successfully with a vast variety of industries, cultures, nationalities and corporations.

## EXECUTIVE & PEAK PERFORMANCE COACH

*"Mens sana in corpore sano  
– A sound mind in a healthy  
body." – Thales*





Formerly Steve Morris Associates

# JOERG KUEHN, ACC

## TYPE & STYLE OF COACHING

Joerg has a proven track record in helping individuals and teams to reach peak performance based on the ability to identify personal strengths and deliver stretch goals by leveraging the unique contributions of each individual. He enhances the performance of his clients through improved personal productivity, up-graded collaboration and coaches them to deliver results through operational excellence and efficient work systems. Joerg leverages his proven 3-stage executive coaching program with individuals and successfully uses the solution focus coaching methodology with teams.



## EXECUTIVE & PEAK PERFORMANCE COACH

*“Mens sana in corpore sano  
– A sound mind in a healthy  
body.” – Thales*

## PREVIOUS CORPORATE EXPERIENCE

During his nearly 20-year career working in senior leadership roles at large MNC's across Europe and Asia Joerg has been leading complex mergers, FMCG supply chain operations as well as extensive organizational training & development programs.





Formerly Steve Morris Associates

# JOERG KUEHN, ACC

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Joerg covers a broad variety of industries as he works with clients in the insurance industry, FMCG, telecommunications, education, engineering as well as the commerce and trading business.

Besides his core expertise as an executive coach Joerg offers his clients proven best practices from his nearly 20 years of working experience in global corporations. Joerg is able to identify the needs of his clients and offer tailored solutions to the specific client requirements.



## PHILOSOPHY – PROFESSIONAL & PERSONAL

It was May 18, 2012. Joerg had walked nearly 400 km on the Camino De Santiago in Spain ... with 400 km yet to go! His blisters grew bigger, and he was physically exhausted. His body was wracked with pain, and he battled anxiety attacks afraid he wouldn't reach his goal. He was facing the fear of failure head-on. It was the days thereafter, which changed his life. They not only enabled him to keep going and reach his destination but they gave him the courage to leave his successful career and follow his passion to become a leadership development coach. He now lives his dream by helping his clients to improve their lives and reach their personal best.

## EXECUTIVE & PEAK PERFORMANCE COACH

*“Mens sana in corpore sano  
– A sound mind in a healthy  
body.” – Thales*

## LIFE STATEMENT / QUOTE

Don't count the days – make the days count.

# FIONA WONG-KAUTZ, ACC



## EXECUTIVE COACH & TRAINER

*Passion for helping others to  
discover and develop  
themselves.....*

*“The heart of my practice is  
about self re-discovery and the  
enrichment of the human  
spirit.”*

## QUALIFICATIONS & CERTIFICATIONS

2013	Harrison Assessment -Basic Accreditation for Employee Development & Recruitment
2014	Associate Certified Coach (Certification by ICF)
2013	Advanced Creativity Coaching Training (by Eric Maisel)
2013	Creativity Coaching Training (by Eric Maisel)
2012	Driving Innovation & Systems Thinking Certification (Linkage Inc.)
2012	Coach Certification Program (ACN Academy of Coaching & NLP)
2011	The Hogan Assessment Certification (Atlanta)
2010	Foundational Coach Training (Institute for Life Coaching)
2009	Certified NLP Practitioner (Mind Transformation)
2006	Assertiveness Skills for Managers
2012 – 2013	Consultant in Leadership Development & Organization Change (Linkage Asia)
2011	Head of Desk, Derivatives Sales (EFG Financial Products AG)
1999 – 2010	Derivatives Sales & Structurer
1995 -1998	Bachelor of Sciences in Environmental Sciences (2nd Upper Honours)

# FIONA WONG-KAUTZ, ACC



## EXECUTIVE COACH & TRAINER

*Passion for helping others to discover and develop themselves.....*

*“The heart of my practice is about self re-discovery and the enrichment of the human spirit.”*

## COACHING EXPERIENCE & CLIENTS

Fiona has been leading teams since 2005 and in the last 5 years, she made a career switch to human capital development. After more than 10 years in capital markets, she took on the role as Consultant focusing in executive coaching, organization change and leadership development.

She has coached executives and professionals in multiple countries in Asia, Middle East, Europe and the USA. She has also done numerous sales excellence training workshops in Asia.

## TYPE & STYLE OF COACHING

Fiona is an Executive Coach and Trainer. Her primary areas of interest include executive coaching, leadership development and developing sales excellence. She also takes a special interest in women leadership, young women leaders and empowerment issues. She is also a life coach to individuals wanting personal coaching in areas such as Wellness and Money Management. She continues to develop her interest in the area of Creativity & Innovation.

# FIONA WONG-KAUTZ, ACC



## EXECUTIVE COACH & TRAINER

*Passion for helping others to discover and develop themselves.....*

*“The heart of my practice is about self re-discovery and the enrichment of the human spirit.”*

## PREVIOUS CORPORATE EXPERIENCE

Fiona has more than 10 years of international banking experience. She began her career in Consumer Banking and Private Banking and spent the last eight years in Capital Markets. Fiona is born in Singapore and graduated with a Bachelor of Environmental Sciences (2nd Upper Honour) from Queen Mary & Westfield College, University of London.

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Fiona has been working within the Banking, Asset Management, Insurance industry and MNCs. She is keen to expand her expertise into other private and public industries.



# FIONA WONG-KAUTZ, ACC



## EXECUTIVE COACH & TRAINER

*Passion for helping others to  
discover and develop  
themselves.....*

*“The heart of my practice is  
about self re-discovery and the  
enrichment of the human  
spirit.”*

## PHILOSOPHY – PROFESSIONAL & PERSONAL

I believe in the power of change and in taking informed action to create the future you want.

## LIFE STATEMENT / QUOTE

Coaching is a manifestation of my personal vision.

I'll like to see my practice as an inspirational and empowering hub, first borne out of the curiosity of life and second, the passion for helping others to discover and develop themselves. The essence of creating a truly long lasting learning experience, is for people to walk away with "aha" moments and use these revelations to chart paths towards positive changes that are supportive of what they want for themselves.

“The heart of my practice is about self re-discovery and the enrichment of the human spirit.”



# SUMAN BALANI, PCC

## QUALIFICATIONS & CERTIFICATIONS

- Executive Masters in Coaching and Consulting for Change (Clinical Organisational Psychology) from INSEAD Business School
- Bachelors of Science (Computer Science/Information Systems) from the National University of Singapore

### Credentials:

- ICF Professional Certified Coach (PCC)
- ICF Associate Certified Coach (ACC)
- Erickson Professional Coach
- Certified Gallup Strengths Coach
- Accredited Boss Whisperer (ABW)
- Mastery in Deep Facilitation
- Certified MBTI Step I and Step II Practitioner
- Certified Harrisons Assessments Practitioner
- Certified DISC Personality Profile Practitioner
- Certified Behavioural and Career Consultant
- Advanced Certificate in Training & Assessment
- Advance of the Spirit (Deep Coaching)



### EXECUTIVE COACH

## COACHING EXPERIENCE & CLIENTS

Suman is a Senior Executive Leadership Coach and Facilitator who creates and delivers developmental programs for individuals, groups and organisations. Suman brings together a unique blend of coaching/facilitation skills with a strong business-building background to help senior executives, managers, and teams uncover their natural talents to become the best at who they are -- authentic leaders and high performing teams focused on exceptional organizational performance.

Clients: Agency for Integrated Care Allergan, American Association of, Singapore Attorney Generals Chambers, Autism Association of Singapore.

# SUMAN BALANI, PCC

## TYPE & STYLE OF COACHING

Suman is a Boss Whisperer-a coaching specialization designed to turn around valuable, task- oriented senior executives/ professionals who may be perceived as abrasive. She helps these individuals face their behavioural challenges and gain new competencies to balance their high performance with emotionally intelligent conduct, whilst recreating a sense of focus, productivity, and vibrancy in the people around them and their organization.

Suman adopts a strengths-based philosophy in her work. She believes that each person has extraordinary capabilities and when personal development starts from a place of strength, the impact of the change is exponentially greater. In addition, she works with corporations seeking organizational development solutions from building a systemic coaching or strengths-based culture, revitalizing team performance, and managing conflicts to interpersonal behavioural change.



**EXECUTIVE COACH**

# SUMAN BALANI, PCC

## PREVIOUS CORPORATE EXPERIENCE

Prior to her coaching career, Suman has over 20 years in leadership experience in payments, technology and healthcare services, including positions in corporate strategy development, business operations, strategic marketing, product development and technology innovation. Her corporate experience in diverse industries and roles enables her to relate to the issues and challenges faced by her clients at their own level, and to help expand their perspectives while guiding them through a process of self-discovery, making conscious choices and taking inspired actions for their personal and professional success.



## EXECUTIVE COACH

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

- Executive Coaching
- Boss Whispering®
- Strengths-Based Coaching & Consulting
- Leadership Development & Change Workshops
- Mindfulness & Reflective Practice
- Group Facilitation

## PHILOSOPHY – PROFESSIONAL & PERSONAL, LIFE STATEMENT / QUOTE

"The meeting of two individuals is like the contact of two chemical substances; if there is a reaction both are transformed" – Carl Jung

"It is not the strongest of species that survives nor the most intelligent...but the one most responsive to change." – Charles Darwin

# DAVID NG, ACC

## QUALIFICATIONS & CERTIFICATIONS

1999	Masters of Business Administration, MGSM Macquarie University
1990	Masters of Economics / Professional Accounting), Macquarie University
1986	Bachelor of Economics, University Of Sydney
Since 2010	International Coaching Federation, Affiliate member

## COACHING EXPERIENCE & CLIENTS

Since 2009 David has coached C-level and senior executives at MNCs across a diverse range of industries in Asia based out of Singapore. He has also mentored in the start-up community in the healthcare and software sectors.



### EXECUTIVE COACH

*A progress based performance coaching outlook sees David distil and amplify on a Coachee's strengths.*

*"Every situation is a learning opportunity"*



# DAVID NG, ACC

## TYPE & STYLE OF COACHING

A process based performance coaching outlook sees David distill and amplify on a Coachee's strengths. Strengths are linked authentically to company, team and individual goals with a clear action orientation.

## PREVIOUS CORPORATE EXPERIENCE

David had started CFO & consulting roles at MNCs and start-ups since 1999, based out of Singapore and London. Investment banking in Singapore and Hong Kong covering Asia for 3.5 years. David has also done Auditing and advisory work at an international professional accounting firm in Hong Kong, UK, Australia for 9 years.

## SPECIALISED INDUSTRY FOCUS & EXPERIENCE

With 30 years' experience, David's focus has included notable industry stints in software; bio-technology & pharmaceuticals, Media & Advertising: consumer goods, banking and professional accounting.



## EXECUTIVE COACH

*A progress based performance coaching outlook sees David distil and amplify on a Coachee's strengths.*

*"Every situation is a learning opportunity"*

# DAVID NG, ACC

## PHILOSOPHY – PROFESSIONAL & PERSONAL

Coaching establishes goals and actions that are authentic to the individual. Through authentic goals and actions, potential can be realized and challenged.

“With ever increasing complexity in the business environment through increased availability of data, executives are challenged to learn more, faster and deeper. I believe coaching has a role to fill in providing a process and resource that allows coaches to develop, corroborate and be challenged in a safe environment. My corporate experience adds a professional financial and strategic context sessions to ensure commercial relevance .

## LIFE STATEMENT / QUOTE

“ Every situation is a learning opportunity.”



**DAVID NG**  
**Associate Certified Coach**  
International Coaching  
Federation-Affiliate Member

## EXECUTIVE COACH

*A progress based performance coaching outlook sees David distil and amplify on a Coachee's strengths.*

*“Every situation is a learning opportunity”*

# LIM HAN EE, ACC



## TRAINER & FACILITATOR

*An Engaging Trainer and  
Facilitator*

## QUALIFICATIONS & CERTIFICATIONS

- Bachelor's in Electrical Engineering, Queen's University (Canada)
- Masters in Sports & Performance Psychology from John F. Kennedy University (USA)
- Coaching Certification (ACC) from International Coach Federation
- Advanced Certificate in Training and Assessment (ACTA)
- Certified practitioner in EQ-i 2.0
- Foundations in Problem-Based Facilitation
- Action Learning (WIAL) & Agility, (Certification training completed)

## TRAINING & FACILITATION & CLIENTS

Institute of Adult Learning, Republic Polytechnic, Ministry of Education, Infocomm Development Authority, Singapore Tourism Board, Singapore Armed Forces, Cerebos, IFF, Mars, Thye Hua Kwan Hospital, University of San Francisco, Singapore Technologies – Centre for Management Development, Yale-NUS, University of San Francisco, California State University (East Bay)

# LIM HAN EE, ACC



## TRAINER & FACILITATOR

*An Engaging Trainer and  
Facilitator*

## TYPE & STYLE OF TRAINING / FACILITATION - METHODOLOGY

Both content & process facilitation, e.g. Problem-based learning, world café, open-space, etc...

## PREVIOUS CORPORATE EXPERIENCE

Naval Assistant to Chief of Navy, Republic of Singapore Navy  
Lead Combat Performance Trainer, Republic of Singapore Navy  
Head Protocol, Republic of Singapore Navy  
Associate Trainer – Wei Forward  
Associate Trainer – Singapore Technologies  
Associate Trainer – NS Formulas  
2nd Vice President, ICF Singapore  
Senior Associate, Diane Foster & Associates  
Principal Consultant – Emerge Performance Pte Ltd



# LIM HAN EE, ACC



## TRAINER & FACILITATOR

*An Engaging Trainer and  
Facilitator*

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

- IT, FMCG, Government, Statutory Boards, Non-Profits, Academic, Military
- One-to-One Coaching
- Group Coaching (3-5 pax)
- Action Learning Projects
- Training & Facilitation
- Team-building
- Biofeedback-Based Interventions
- Mindfulness-Based Interventions
- Workplace Gamification Projects
- FlowLab™ training program

## LIFE STATEMENT / QUOTE

"Bringing the best out of people."

Han Ee is a Peak Performance Coach & Trainer who works with his clients to nurture both flow experiences and a championship mindset that enhance bottom-line results. His clients come from leadership, corporate spaces and other high performance domains. Han Ee believes that peak performance or being in the flow is underpinned by intelligence agility, mindfulness, and a growth mindset.

# TAN HONG WEE, ACC

## QUALIFICATIONS & CERTIFICATIONS

2013	Associate Certified Coach (ACC), International Coach Federation (ICF)
2012	Certified TETRA Map Facilitator
2011 – 2012	Master Facilitation Class (Roffey Park)
2011	Erickson College – the Art and Science of Coaching
2010	Systems Thinking workshop (Boston)
2010	Facilitative Leadership Workshop
2010	Foundational Facilitator Workshop
2007 – 2008	Coaching and Facilitation Programme
2000	Masters of Science (Sys Engrg), NPS, USA
1990	Masters of Arts (Mathematics), Cambridge University, UK



### TRAINER & FACILITATOR

*An entertaining trainer & facilitator with strong facilitation skills.*

*“Honour the potential in people, and help them fully realise that potential.”*

# TAN HONG WEE, ACC

## TRAINING & FACILITATION EXPERIENCE & CLIENTS

Hong Wee has over 15 years' experience in training and facilitation. He has always had a strong interest in learning and sharing to inspire others. Throughout his command tours (including that of a missile corvette and of the Navy's largest squadron), Hong Wee has always empowered others to take action to better the organisation.

As such, he was invited to join the Singapore Armed Forces Centre for Leadership Development, where he specialised in Systems Thinking, Coaching and Facilitation skills.

He provides consultancy and conducts training in Systems Thinking, Coaching and Facilitation skills for middle and senior managers. His clients include: ABB Singapore, AVA Singapore, Defence Science Organisation – National Laboratories, Jitterbugs Singapore, Khoo Teck Puat Hospital, (the former) Ministry of Community Development, Youth and Sports, Ren Ci Community Hospital, Singapore Armed Forces (Army, Air Force, Navy), Singapore Institute of Management, ST Electronics and Urban Redevelopment Authority.



### TRAINER & FACILITATOR

*An entertaining trainer & facilitator with strong facilitation skills.*

*“Honour the potential in people, and help them fully realise that potential.”*

# TAN HONG WEE, ACC

## TYPE & STYLE OF TRAINING / FACILITATION - METHODOLOGY

Hong Wee firmly believes in applicability for the participants. Apart from leading edge knowledge, his workshops always include 2 features – 1) that participants bring their own case study and, 2) participants get plenty of practice on issues real to them.

Here are what some participants say about his workshops:

- “Hong Wee has done a terrific job on this topic, very engaging. Systems thinking should be a course to educate all engineers!” (Senior Manager, ST Electronics)
- “Thank you for a very engaging and insightful day. This will probably be one of my greatest takeaways from DMSC.” (Defence Management Science Course participant)
- “Mr Tan opened our awareness to Systems Thinking – through this, we learned to appreciate each department as part of a system and align our action towards an organization goal.” (Nursing Staff, KTP Hospital)
- “Very likeable! Very engaging! Successful in imparting Systems Thinking knowledge/theory without 'downloading'. Well done! Thank you.” (Senior Manager, Defence Science Technology Agency)



### TRAINER & FACILITATOR

*An entertaining trainer & facilitator with strong facilitation skills.*

*“Honour the potential in people, and help them fully realise that potential.”*



# TAN HONG WEE, ACC

## PREVIOUS CORPORATE EXPERIENCE

26 years in the civil service, Hong Wee is well versed with various governmental functions. He has served tours of duty in operations, planning, procurement, R&D and leadership development. He pioneered the use of Systems Thinking, Coaching and Facilitation in the military, designing a series of principles and workshops that are still in use today.

He is author of a book 'Leader As Coach, Leader As Facilitator', which focuses on coaching and facilitation skills for leaders in the Asian workplace. He is planning for a book to simplify the application of Systems Thinking at the workplace.



**TRAINER &  
FACILITATOR**

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Hong Wee focuses on senior and middle managers who seek to balance short and long term imperatives: taking action to solve immediate problems as well as building capacity for strategic needs. His previous experience with the civil service made him conversant with the concept of whole-of-government approach, thereby spawning the interest in Systems Thinking. He also believes in coaching and facilitation skills as necessities for the leader to get the most out of, and into, their staff.

*An entertaining trainer &  
facilitator with strong  
facilitation skills.*

*“Honour the potential in  
people, and help them fully  
realise that potential.”*

# TAN HONG WEE, ACC

## PHILOSOPHY – PROFESSIONAL & PERSONAL

Hong Wee's life purpose is to "honour the potential in those that he touch, and help them fully realise that potential."

## LIFE STATEMENT / QUOTE

"Everything should be made as simple as possible, but not any simpler." – Albert Einstein

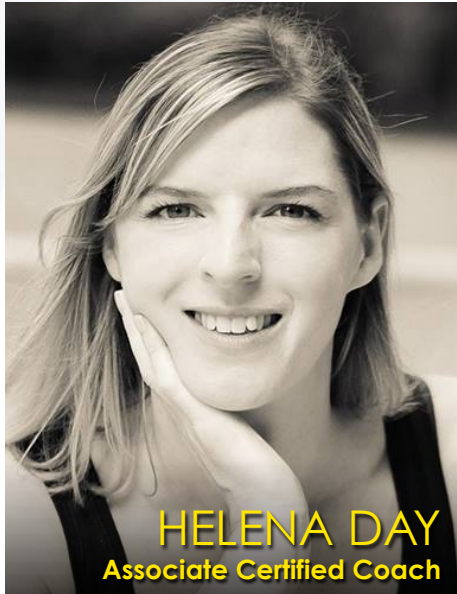


## TRAINER & FACILITATOR

*An entertaining trainer &  
facilitator with strong  
facilitation skills.*

*"Honour the potential in  
people, and help them fully  
realise that potential."*

# HELENA DAY, ACC



## EXECUTIVE COACH

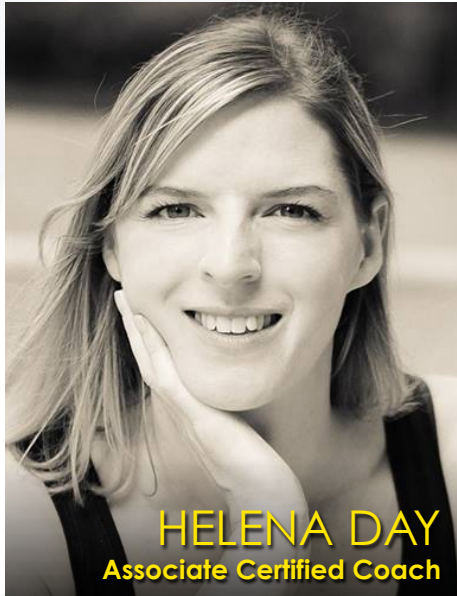
## QUALIFICATIONS & CERTIFICATIONS

- BA in Business from University of Sheffield
- ICF ACTP requirements complete
- International Coach Federation (ICF) Associate Certified Coach (ACC)
- Certified in C-IQ: Conversational Intelligence
- NLP Practitioner

## COACHING EXPERIENCE

- CSR Asia, Singapore based consultancy. Focus on leadership skills, public speaking and developing confidence.
- Talent Trust, Singapore based NGO. Focus on adopting a more inspirational leadership style and creating a shared vision for the charity as well as generating more powerful conversations.
- Global Eye, Financial planning company. VP coaching. Focus on conflict management, difficult conversations and intention vs impact.

# HELENA DAY, ACC



## COACHING APPROACH

Helena's incessant curiosity about people, ability to listen really deeply to them and focus on interaction dynamics, supports clients to reveal their own deep awareness where real transformation occurs. Helena's coaching stands out because of the space she creates for her clients where growth, innovation and inspiration flow. Neuroscience underpins her approach and she uses conversational intelligence tools and techniques to enable her clients to see situations with a new lens. Helena's commitment to deep inner work is constantly expanding the power and subtlety of her coaching.

## EXECUTIVE COACH

## PREVIOUS CORPORATE EXPERIENCE

Helena has worked for 13 years in the field of marketing and communications for multi-national corporates and leading non-profits across Europe, Australasia and Asia. She has a breadth of experience across various sectors: media, finance, non-profit and sustainability. Helena's most recent role was leading the communications for a global sustainability consultancy. She now runs her own business coaching and facilitating conversational workshops for MNC's across Asia.

Helena's skill and experience in creating and driving effective communications provide a strong foundation to her coaching expertise. She works well with clients in a broad range of business environments and enjoys using creative approaches to help clients overcome complex challenges in a business context.

## PROFESSIONAL ASSOCIATIONS

Helena is a member of the Executive Committee for ICF Singapore.



# SUGANTHI SHIVKUMAR

## QUALIFICATIONS & CERTIFICATIONS

- Bachelor of Accountancy (National University of Singapore – 1989)
- Chartered Accountant, Institute of Chartered Accountants of Singapore
- Certified Marshall Goldsmith Stakeholder Centred Coach (2015)
- Certified Marshall Goldsmith Global Leader of the Future and 360 Assessment Coach and Facilitator (2015)
- Certified SPRING Skills Future Mentor ( 2016)



### EXECUTIVE COACH & TRAINER

*An effective and experienced catalyst, enabler, motivator and accelerator of individual and team collaboration, trust, leadership, behavioural change and sustainable high performance and optimal productivity.*

# SUGANTHI SHIVKUMAR

## COACHING EXPERIENCE & CLIENTS

Some notable training and workshops/seminars and coaching assignments include :

- Customer Services for a pharmaceutical giant
- Leading and Managing Change for Institute of Singapore Chartered Accountants
- Building a sustainable pipe for sales – Krawler Technologies and Deskera
- Mock Interviews for Graduating Students – Post Graduate Institute of Higher Learning
- Women in the Workplace – JDA Software and Hyperion Software
- Providing Exemplary Customer Service - Singapore Turf Club ( 20 sessions)
- Proactive Telephone Services and Etiquette – Singapore Power
- Productivity and Sales Effectiveness - Marketing Institute of Singapore
- Leadership Fundamentals – Technology Client
- Rapport Building - European Instrumentation Company
- Value Based Selling - European Electronics Company
- Coaching for Women in Women Interest Groups in Hyperion, Informatica and JDA
- Coaching for High Performers and Achievers – German Electronics Company
- 360 Analysis and Coachability Assessments – several
- Sales Acceleration Program – Bosch SI
- Persuasive Inquiry – Sales and Presales team Atlas Copco
- Sales Enablement – Japanese technology company



### EXECUTIVE COACH & TRAINER

*An effective and experienced catalyst, enabler, motivator and accelerator of individual and team collaboration, trust, leadership, behavioural change and sustainable high performance and optimal productivity.*

# SUGANTHI SHIVKUMAR

## TYPE & STYLE OF COACHING

The types of coaching:

- Assertiveness at the Workplace
- Communication Skills and Business Communication
- Effective Presentation Skills
- Women at the Workplace
- Women in Leadership
- Problem-Solving, Decision Making & Delegation
- Team Building & Effective Communication
- Coaching and Feedback
- Career Guidance



**EXECUTIVE COACH &  
TRAINER**

*An effective and experienced catalyst, enabler, motivator and accelerator of individual and team collaboration, trust, leadership, behavioural change and sustainable high performance and optimal productivity.*

# SUGANTHI SHIVKUMAR

## PREVIOUS CORPORATE EXPERIENCE

Suganthi Shivkumar is a Chartered Accountant of Singapore, CA (Singapore) under the Institute of Singapore Chartered Accountants (ICSA). She has extensive experience in Auditing with KPMG Peat Marwick (as it was then called) and then running the Accounting and Finance department of a rig and shipbuilding arm of SembCorp. Suganthi has exemplary feedback as a Lecturer in the School of Business Management at Nanyang Polytechnic where she taught Financial and Cost Accounting to Business and Engineering students as well as Business Communication and Business Etiquette to graduating students.

Interestingly, she then steered her career towards enterprise software. Given her strong training background, she started off as a software trainer and trained internal staff, clients and business partners to use financial consolidation, strategic and operational planning, and analytics software to resolve complex business challenges. She was an award winning regional trainer for Hyperion Software Asia and helped start up the business in Australia, Hong Kong, India, Japan and South East Asia. She enjoyed a very fast and progressive career with Hyperion where she grew into Asia's Top Sales Person, Asia's Top Regional Sales Director and Top Regional Managing Director.



## EXECUTIVE COACH & TRAINER

*An effective and experienced catalyst, enabler, motivator and accelerator of individual and team collaboration, trust, leadership, behavioural change and sustainable high performance and optimal productivity.*



# SUGANTHI SHIVKUMAR

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

- IT Hardware and Software and Service Industry
- Financial Services
- Public Sector
- Telecommunication & Media
- Consumer Goods

## LIFE STATEMENT / QUOTE

Personally, I strongly believe that Courage is not the absence of fear but the strong desire to achieve something so important to us regardless of the uncertainties surrounding us. On the other side of our fears lie our fortunes. We can overcome these fears, uncertainties and doubts through enlightenment of sorts – effective training, mentorship, coaching and sincere encouragement and feedback from experienced people who have been there and done that and deeply believe in helping others realize their fullest potentials.

Professionally, I am passionate about enabling and assisting individuals, teams and leaders through my industry experience to walk the walk. It often helps when I step back < take a slightly detached view of business challenges and help others question, discover and arrive at optimal solutions for themselves. I enjoy being an effective catalyst, the real solutions and execution come from my clients. It is a powerful combination and relationship that build the trust bank between us and helps us both achieve a lot more collectively.



## EXECUTIVE COACH & TRAINER

*An effective and experienced catalyst, enabler, motivator and accelerator of individual and team collaboration, trust, leadership, behavioural change and sustainable high performance and optimal productivity.*

# MONICA JERATH



**EXECUTIVE COACH &  
TRAINER**

## QUALIFICATIONS

Graduate in Computer Science, Delhi University, India  
Specialization in Computer Science, National Institute of  
Information Technology, India

## PROFESSIONAL CERTIFICATIONS

- Certified Neuro Linguistic Programming(NLP) Practitioner and Coach from American Board of NLP
- Certified Soft Skill Trainer and Executive Coach from DOOR International (Netherlands)
- Certified by Personal Strength, USA to run (Strength Development Inventory) programs.
- Certified professional to run Psychometric tools like MBTI,SDI, DISC
- Certified by George Washington School of Business on Negotiating Skill
- Certified by Vervago Inc., USA to run Precision Questioning & Answering workshops.
- Certified trainer to run Microsoft POC(People and Organization Capability) Employee Readiness programs
- Certified trainer by McGhee Productivity, USA to run Personal Productivity program

# MONICA JERATH



**EXECUTIVE COACH &  
TRAINER**

## COACHING EXPERIENCE & CLIENTS

### **Canon, India**

Took executives and managers through a coaching journey to enable them to get ISO certification in 2004-2005

### **Morgan Stanley, Japan**

Helped department heads to set up their workflow management systems and also took them through a personal effectiveness journey to work with stakeholders from different groups encouraging cross group collaboration.

### **British American Tobacco, Singapore**

Supply Chain Execs on 1:1 coaching enabling them to streamline processes and manage different stakeholders

### **HP, APJ**

Senior Business Leaders to enable to drive Sales Enablement and increase employee motivation in their teams

### **Microsoft, Singapore**

Senior Leaders to manage their talent pool effectively and drive performance based career development and transition plans

# MONICA JERATH



**EXECUTIVE COACH &  
TRAINER**

## **TYPE & STYLE OF COACHING (INCLUDING COACHING FOCUS & PREFERENCES)**

She has led many leadership Interventions at Exec, Senior and Middle management level. She is an executive coach and has provided 1:1 executive coaching to Senior Executives and has helped many executives reach their maximum potential. As a coach, she works with her clients in a very subtle manner and brings out their best by helping them focus and prioritize, break down their priorities into actionable tasks and clarify their values. She has also done talent development projects ranging from top talent development to succession planning for senior execs.

The focus has always been Business, Career and Self Development Coaching. I don't deal in personal or therapeutic coaching.



# MONICA JERATH



## EXECUTIVE COACH & TRAINER

### PREVIOUS CORPORATE EXPERIENCE

Monica has worked as a consultant, trainer and coach since 2000. She has consulted, facilitated and delivered training and coaching programmes to a variety of multinational clients across Asia. She has also led APJ L&D and Sales Enablement function for HP from 2013-2016.

She has provided training, consulting and coaching solutions to clients like Microsoft, HP, Cisco, Intel, Nokia, Firmenich, GE and Fidelity Investments. She has very strong business acumen and can engage and work with C-level execs and customize her solutions to meet specific business needs.

She has designed and delivered sales, leadership and soft skills development programmes in India, Singapore, Japan, Korea, China, Thailand, Philippines, Malaysia and Vietnam. She has been invited as a guest key-note speaker at Sales Kick-Offs, Channel Engagements and High performance talent development initiatives.

# MONICA JERATH



**EXECUTIVE COACH &  
TRAINER**

## **SPECIALISED INDUSTRY FOCUS & EXPERTISE**

She has extensive experience in the Information Technology sector and has also worked across FMCG, Insurance, Banking , BPO and manufacturing industries.

## **PROFESSIONAL AWARDS:**

Global Leadership and Development Award by World HRD Congress

## **PHILOSOPHY – PROFESSIONAL AND PERSONAL:**

Passion Performs...If you are passionate about something, you will find a way to make it happen..

# PANG SIEW YUN

## QUALIFICATIONS & CERTIFICATIONS

- Advanced Certificate in Training and Assessment (ACTA)
- Erickson Professional Coach (Certification by Erickson College)
- Associate Certified Coach (Certification by ICF)
- Certified Trainer Points of You (Certification by Points of You)
- Certified GlobeSmart Profile (Certification by Aperian Global)
- PERMAH Workplace Flourishing Survey
- Values in Action (VIA) Survey
- Bachelor of Law (National University of Singapore)
- Masters of Management (Macquarie University Graduate School of Management)
- Certificate in Applied Positive Psychology (Wilfrid Laurier University)



PANG SIEW YUN

**EXECUTIVE COACH &  
FACILITATOR**

*“What matters is that you keep moving forward in the right direction.”*

# PANG SIEW YUN

## COACHING EXPERIENCE & CLIENTS

Ms Pang Siew Yun is the founder of Positif Growth Coaching Consultancy with the mission to empower and sustain the high performance of executives, teams and organisations.

Siew Yun has coached executives of different levels, ranging from managers to C-level leadership teams. Some of her notable projects include: leadership coaching for senior executives on the ESSEC Executive MBA programme, SMU Executive Coach Panel and Talent Acceleration Programme with IMD.

She also provides consultation to companies on developing coaching cultures and has completed a 6 month project with the largest petrochemical company in Vietnam to develop coaching style communication skills across 3 levels of management.

Siew Yun is an accredited ICF coach. She is certified in GlobeSmart cross-cultural profile and a certified trainer of Points of You, VIA Strengths Profile and PERMAH workplace flourishing assessment.

She is also an accredited ACTA trainer and delivers workshops on Coaching for Performance and Coaching for Team Performance.

She holds a Masters in Management from Macquarie Graduate School of Management and a Certificate in Applied Positive Psychology from Wilfrid Laurier University.

Her career had spanned 3 continents: Asia, Australia and Europe but she is happy to be back in Singapore, her hometown, to continue her work to help people, teams and companies flourish through coaching and mentoring.



**PANG SIEW YUN**

**EXECUTIVE COACH &  
FACILITATOR**

*“What matters is that you keep  
moving forward in the right  
direction.”*

# PANG SIEW YUN

## TYPE & STYLE OF COACHING (INCLUDING COACHING FOCUS & PREFERENCES)

Siew Yun has developed customized programmes and coaching frameworks in the areas of:

- Coaching for Performance
- Coaching for Feedback and Review
- Coaching for Engagement
- Coaching for Change and Transformation
- Coaching for Team Collaboration
- Coaching for Cross-Cultural Effectiveness



**PANG SIEW YUN**

**EXECUTIVE COACH &  
FACILITATOR**

*“What matters is that you keep  
moving forward in the right  
direction.”*



# PANG SIEW YUN

## PREVIOUS CORPORATE EXPERIENCE

Prior to going into coaching and facilitation in 2012, Siew Yun has a long career in sales and business development in the Information Technology and Higher Education sectors. As a sales manager, Siew Yun led her team of sales representatives from different regions to achieve their targets consistently over the years. Her career spanned 3 continents from Asia to Australia to Europe.

2012 to date	Positif Growth Coaching Consultancy – Executive Coach and Facilitator
2014 – 2015	ESSEC – Associate Director, EMBA
2013 – 2014	INSEAD – Associate Director, Executive Education
2008 – 2010	VMware Inc – Territory Manager
2006 – 2007	Microsoft Australia – Business Development Manager, Mid-Market Inside Sales
2003 – 2005	Cisco Systems – Business Development Manager, Global Learning Alliance
2001 – 2003	IContaq – Regional Account Manager
2000 – 2001	Intracomm – Account Manager
1997 – 2000	Singapore Government Service – Foreign Service Officer



PANG SIEW YUN

**EXECUTIVE COACH &  
FACILITATOR**

*“What matters is that you keep  
moving forward in the right  
direction.”*

# PANG SIEW YUN

## SPECIALISED INDUSTRY FOCUS & EXPERTISE

Siew Yun has in depth understanding of the IT and higher education industries and also in the subject matter of leading teams for performance and effective collaboration. Having also worked in the higher education sector, she also acquired on-the-job experience on content design and programme development for adult learning.

## PHILOSOPHY – PROFESSIONAL & PERSONAL

At the heart of effective coaching is effective conversation.

A conversation based on trust and empathy goes a long way to invoking insights and creating transformations.

## LIFE STATEMENT / QUOTE

“What matters is that you keep moving forward in the right direction.”



PANG SIEW YUN

**EXECUTIVE COACH &  
FACILITATOR**

*“What matters is that you keep moving forward in the right direction.”*

# JOHN LA ROCCA



**EXECUTIVE COACH &  
PSYCHOLOGIST**

## QUALIFICATIONS

Bachelor of Behavioural Science

Master in Clinical Psychology

Master of Business Administration

## PROFILE

As a consultant Clinical Psychologist and Organizational Psychologist I have over 25 years experience in coaching individuals from Board Member and CEOs to those occupying key positions within their organization.

## OFFERINGS

If you are looking for easy superficial answers I'm probably not the person for you nor would I be the person for you if realizing the truth threatens you. However if you are genuinely eager to explore blind spots hindering your performance potential then you have my total commitment. Within a trusting, confidential environment we will examine your needs, worries, vulnerabilities, weaknesses, strengths, capabilities and competencies. Only in this way can you confidently grow and self-actualize both in work and in life. I give emphasise to the latter because work is not just a job or role you perform but part of a lifestyle that you need to balance, manage and nurture.

# JOHN LA ROCCA



## EXECUTIVE COACH & PSYCHOLOGIST

### BACKGROUND

As an Organizational Psychologist I have worked in many countries including Singapore where I was based for two years as a government employed consultant in Organization and Individual Development. As a Clinical Psychologist I worked predominately in Australia and the UK both in private practice and with the National Health Service. I have been privileged to present papers at international conferences on stress and counselling in the work place. I have also held university positions in London as a lecturer, supervisor and mentor for PhD students and post-graduate Master level psychology students.

I am now semi-retired based in France (Bordeaux) and only focus on project specific work. Currently my brief is assisting owners of world-renowned family run wineries better project themselves on the world stage when presenting their wines. The emphasis is on displaying a degree of cultured sophistication combined with confidence and humility. At the individual level, my brief is to help develop more professional managerial and leadership styles as well as helping resolve family disputes.



# MONICA SNG, PCC

## QUALIFICATIONS & CERTIFICATIONS

- Corporate Coach U Certified Graduate (CCUCG), Coach Inc.
- Master in Counselling, Monash University (Australia)
- Bachelor of Science (Honors) in Business Management, University of Bradford UK
- Professional Certified Coach (PCC) with International Coach Federation (ICF)
- Board Certified Coach (BCC), Center for Credentialing & Education, Inc. (CCE)
- Marshall Goldsmith Stakeholder Centered Coaching (MGSCC) Certified Coach
- Professional Member of American Counseling Association (ACA)
- Center for Creative Leadership (CCL) Assessment Suite: Benchmarks, 360 By Design, Executive Dimensions, Prospector, Skillscope, Campbell Leadership Descriptor, KEYS to Creativity
- Hogan Assessment Certification
- Conflict Dynamics Profile®
- Influence Style Indicator (ISI)
- MBTI Step I & Step II Certification®
- WorkPlace Big Five®
- WAVE Professional Styles
- Change Style Indicator
- California Psychological Inventory (CPI)
- Global Leader of the Future by Marshall Goldsmith - Leadership Assessment (360) - Certified Professional
- VOICES



## EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*



# MONICA SNG, PCC

## COACHING EXPERIENCE & CLIENTS & SPECIALISED INDUSTRY FOCUS & EXPERTISE

Monica explores with successful leaders in C-Suite and Senior Management levels to create greater sense of self-awareness and courage to challenge their journey of growth in their professional and personal endeavours. She establishes strong trusting partnerships and coaching relationships with leaders to support them to develop capabilities and lead through complex business challenges to drive results. Monica facilitates coaching experiences that inspire and encourage her clients to achieve positive and measurable outcome in their highly competitive business environments with confidence. Her coaching presence allows her clients to experience an empowering journey towards measurable growth and sustainable change.

Monica brings along her coaching experience working with management executives, senior and C-Suite leaders in high-profile multinational and global organizations and public and civil sectors for more than 20 years. She is also instrumental in aligning and unleashing the collective potential of leadership teams to achieve business, organizational and team effectiveness that creates a favourable impact on performance and results.



### EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*

## MONICA SNG, PCC

Besides working with senior executives and C-Suite leaders in her own coaching business, Monica is an Executive Coach with the Center for Creative Leadership (CCL) for more than 10 years. She is involved in the Leaders at the Peak Program (LAP) working closely with C-Suite executives. Monica also has other strategic partnerships with Leadership and Talent Management companies. The organizations that she currently works with as an Executive Coach are Mannaz, (headquartered in Denmark), Kenexa (U.K., an IBM Company), Rock The Boat Consulting (U.K.), and BeamPines Inc. (headquartered in U.S.).

Monica works with senior executives and C-Suite leaders in Asia Pacific, Australasia, U.S.A., U.K., and EMEA. The major industry besides public and civil sectors, include Advertising, Aerospace & Defense, Automobile, Banking & Finance, Biotechnology, Chemicals, Civil & Government Agencies, IT, Construction, Education, Electronics, Energy, Fashion, FMCG, Food & Beverage, Healthcare, Hospitality & Leisure, Insurance, Legal, Logistics & Supply Chain, Luxury Goods & Jewelry, Manufacturing, Media, Metal Mining & Resources, Oil & Gas, Pharmaceuticals, Retail, Semiconductors, Textiles, Telecommunications, Transportation and Utilities.



### EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*

# MONICA SNG, PCC

## TYPES & STYLE OF COACHING (INCLUDING COACHING FOCUS & PREFERENCES)

Monica is passionate about coaching and the transformation it does to challenge and inspire high performing senior executives and C-Suite leaders in their organizations and support them to achieve their professional and personal goals. She creates an empowering journey for her clients by encouraging self-reflection and awareness, and harnessing their strengths and capabilities to result in transformational change.

She is an advocate of strong coaching partnerships and works closely with her clients to explore their challenges and opportunities in depth. She uses psychometric instruments and 360-degree assessment suites to create waves of awareness for her clients and support them to adapt to changes to their leadership behaviours in the coaching partnership.

Her coaching focus includes: Senior and C-Level Executive Coaching, Career Transition Coaching, Leadership Coaching, Team and Group Coaching, 360 Degree Feedback Coaching.



### EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*



Formerly Steve Morris Associates

# MONICA SNG, PCC

## PREVIOUS CORPORATE EXPERIENCE

Prior to her coaching career of over 20 years, Monica has worked in one of the largest global technology company, Hewlett Packard. Monica works very well with clients from a wide spectrum of cultural and diverse backgrounds, and varied global business environments. Many of her clients are from the Fortune Global 500 Companies.

Her skills and experience in leadership and organizational development, team facilitation, financial and business management provide a strong foundation to her coaching expertise. She works well with clients in a wide spectrum of cultural and business environments and has demonstrated the aptitude to coach them to develop strong capabilities to lead through complex challenges in their business goals.



## EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*





Formerly Steve Morris Associates

# MONICA SNG, PCC

## PHILOSOPHY – PROFESSIONAL & PERSONAL

Monica believes that every individual has the resources within them to create possibilities that work for them. She supports her clients through strong coaching partnerships of trust to deliver lasting results, and achieve a higher level of achievements and success in their professional, leadership and personal journey of growth.

## LIFE STATEMENT / QUOTE

"Success comes when you pursue your dreams with confidence, competence and character."

Monica passionately champions the belief that every individual has the power to make things happen. It greatly lies on three things: the ability to envision the future, the delicate grasp of the purpose of change, and the swift execution toward the direction of that desired destination.



## EXECUTIVE COACH

*Accomplished Global Executive Coach partnering Senior and C-Suite Leaders of MNCs, Conglomerates and Global Industries driving measurable growth.*



# LAUREN HOUGHTON, PCC



**LEADERSHIP  
PERFORMANCE STRATEGIC  
& EXECUTIVE COACH**

## QUALIFICATION

- PCC: Professional Certified Coach
- Masters Degree (Psychology in Education)
- Bachelor of Education (Adult Education) (Honors 1st Class)
- Bachelor of Physical Education
- Asia Pacific Alliance of Coaches
- Marshall Goldsmith Coach Practitioner
- International Federation for Action Learning
- Certified NLP Practitioner
- Market Responsiveness Index MRI™
- Accredited Practitioner Human Synergistics International LSI™/LI/LSI™/ME/GSI/OCI/OEI/CSS
- Academy of Solutions Focused Training Coach
- Bar-On EQ 360™ and EQ-i™ Certifications
- FEBI
- Neuro-Linguistic Practitioner Certification
- FIRO-B and Workplace Big5

# LAUREN HOUGHTON, PCC



**LEADERSHIP  
PERFORMANCE STRATEGIC  
& EXECUTIVE COACH**

## PROFESSIONAL CERTIFICATIONS

- Professional Certified Coaching, International Coaching Federation (PCC)
- Customer Centric Consultant: Market Culture Strategies (MRIT™)
- Certified Coach, Marshall Goldsmith Stakeholder Centered Coaching, Asia (MGSCC)
- Coach, Centre for Creative Leadership (CCL)
- Certified Solutions Focused Coach (CCFC) Canadian Council of Professional Certification
- Member of Asia Pacific Alliance of Coaches (APAC)
- Human Synergistics International – Accredited Practitioner

## PROFESSIONAL AWARDS

Global Leadership and Development Award by World HRD Congress

## PHILOSOPHY – PROFESSIONAL AND PERSONAL

"Passion Performs...If you are passionate about something, you will find a way to make it happen.."

# LAUREN HOUGHTON, PCC



## LEADERSHIP PERFORMANCE STRATEGIC & EXECUTIVE COACH

### COACHING EXPERIENCE & CLIENTS

Lauren is an accomplished leadership, change strategist, executive coach and skilled facilitator to CEO, C Suite executives, managers and their teams. With 22+ years of expertise in driving Organisational Effectiveness, building Customer Centric Leadership and culture, and enhancing Talent Management for business performance and growth. Lauren has solid commercial experience, proven executive leadership and corporate governance exposure combined with 11 years of living and working in Singapore and across Asia.

- Microsoft
- Pacnet
- Alcon
- NOL
- Experian Hitwise
- Rio Tinto
- Sandoz
- Unilever
- IAG
- Prudential
- Wolters Kluwer
- BHP Billiton

# LAUREN HOUGHTON, PCC



**LEADERSHIP  
PERFORMANCE STRATEGIC  
& EXECUTIVE COACH**

## TYPE & STYLE OF COACHING

Together with her clients, she strategises and co creates innovative, pragmatic and holistic solutions to build effective and healthier organisations through enhancing leaders at all levels to be mindful-body centred, strategic and skilful in overcoming adaptive challenges.

Lauren's core purpose to her coaching, is "helping leaders reach their full potential and achieving "breakthrough" results that make a difference.

## CORPORATE FRAMEWORK

Lauren has held several senior leadership positions including, Associate Director for a Human Resource Consulting corporation, and as Director, People and Organisational Development, Microsoft and as the Regional Head of IT Institute for Credit Suisse Asia Pacific. As the single point of contact and strategic advisor on organisational capability and effectiveness to the regional Executive leadership team and their management teams, she led her team to successfully drive the people development agenda across 13 countries across Asia, and in Australia and New Zealand. Lauren also partners with other global leadership development organisations, as an associate on their panel of leadership practitioners and coaches. She is founding Director, of Breakthru Leadership Pte Ltd, an international Human Capital Development organisation, operating across Asia Pacific. She is a Founding Board member Peter Senge's Society for Organizational Learning (Singapore) where she engages in working with various education, NFP and social community entities.



Formerly Steve Morris Associates

# LAUREN HOUGHTON, PCC



**LEADERSHIP  
PERFORMANCE STRATEGIC  
& EXECUTIVE COACH**

## **SPECIALISED INDUSTRY FOCUS & EXPERTISE**

Market Responsive Culture Transformation , Business Performance Management, Strategic Scenario Planning, Leadership Coaching and Development, Management and Employee Development, Organizational Effectiveness, Culture and Change Management, Succession Planning & Talent Management, Team Development and Team Facilitation.



# MALGORZATA GRABARCZYK, ACC

## QUALIFICATIONS & CERTIFICATIONS

- Certified Leadership & Executive Coach of Marshal Goldsmith Stakeholder Centered Coaching
- ACC, International Coach Federation
- Applied Neuroscience for Coaches - Neurobehavioural Modeling
- Certified Business Trainer
- The Leadership Maturity Framework Coach – in progress
- MSc Banking
- MSc Organizational and Business Psychology – in progress
- Certified administrator on the following psychometric instruments:
  - DISC
  - EQ-i 2.0 and EQ 360
  - Harrison Assessment
  - 360 “Global Leader of the Future, Marshall Goldsmith Stakeholder Centered Coaching

## COACHING EXPERIENCE & CLIENTS

Malgorzata has over five years of formal professional coaching experience with international private clients and leaders from international corporation, government companies, non-profit, universities, and start-ups.

Some of her recent clients include: EPF Malaysia, Garden by the Bay, University of Malaya, Technip, World-Vision, and Blippar.



### CERTIFIED LEADERSHIP & EXECUTIVE COACH

*A learning facilitator who accepts a client as a whole, explores with client's reality and choices, improve well-being, performance, as well as raises client's self-awareness.*

*“It's not what happens to you, but how you react to it that matters”  
-Epictetus*

# MALGORZATA GRABARCZYK, ACC

## TYPE AND STYLE OF COACHING

As a widely trained coach, Malgorzata uses different coaching methodologies and approaches depending on clients' needs, so can be results-oriented, solution-focused, positive psychology or self-awareness oriented. Some of the coaching situations included:

- Leadership and management development
- Self-effectiveness as a leader, strengthen skills, performance improvement
- Cross cultural awareness
- Handling conflicts and disagreements
- Influencing higher management and staff members effectively
- Improving communication skills
- Improving Emotional Intelligence (e.g., assertiveness, temper control, self-actualization, showing emotions)
- Change management – personal changes, organisational changes
- Debriefing psychometric results
- Career coaching
- Work-Life Balance
- Self-Confidence



## CERTIFIED LEADERSHIP & EXECUTIVE COACH

*A learning facilitator who accepts a client as a whole, explores with client's reality and choices, improve well-being, performance, as well as raises client's self-awareness.*

*"It's not what happens to you, but how you react to it that matters"*  
-Epictetus



Formerly Steve Morris Associates

# MALGORZATA GRABARCZYK, ACC

## PREVIOUS CORPORATE EXPERIENCE

Małgorzata has over 20 years of professional experience. She worked 17 years in international companies in the banking sector in Europe. As an Operation Director, she led people, teams, organizational changes (migrations, mergers), projects (implementation new systems, and products), and operational processes including customer experience and quality assurance.

## SPECIALISED INDUSTRY FOCUS AND EXPERTISE AREAS

Leadership and management development, performance, change management and emotional intelligence are areas of Malgorzata's passion.



## CERTIFIED LEADERSHIP & EXECUTIVE COACH

*A learning facilitator who accepts a client as a whole, explores with client's reality and choices, improve well-being, performance, as well as raises client's self-awareness.*

*"It's not what happens to you, but how you react to it that matters"*  
-Epictetus



Formerly Steve Morris Associates

# MALGORZATA GRABARCZYK, ACC

## FINAL STATEMENT

Malgorzata is Polish and has been living and working in Asia since 2012. She is energetic, enthusiastic and positive, what has a good impact on her clients and helps to build trust in coaching relationship. Except her professional work she uses her skills as a volunteer in the Cherie Blair Foundation for Women as a mentor, as a facilitator in UN Women Singapore, where she encourage more girls to pursue careers in Science, Technology, Engineering and Mathematics (STEM). She also serves as a coach and accessor in Non-Profit Leadership, where she works with non-profit leaders.



## CERTIFIED LEADERSHIP & EXECUTIVE COACH

*A learning facilitator who accepts a client as a whole, explores with client's reality and choices, improve well-being, performance, as well as raises client's self-awareness.*

*"It's not what happens to you, but how you react to it that matters"*  
*-Epictetus*





Formerly Steve Morris Associates

# STEVEN SEEK, PCC

## SUMMARY

Passionate to help people achieve success in different seasons of their personal and professional lives! Believes everyone has talents and can be the best who they are. Wants to help people achieve extraordinary results in their lives, career, and business. Everyone needs a coach!

Proven successful professional with over 20 years of experience in people, leadership, and business management. Dedicated to more than 10 years of coaching and training. Substantiate working experience with people has deepened my understanding of the many challenges faced by them in their career journey. Support clients to navigate through their world and finding the key moments when they are most open to learning and growth

Great fulfillment as managing and regional director of a successful job portal in Asia Responsible for the group investment in digital start-up companies. Coached and mentored founders of start-up companies and their management teams. Pioneered a career program for PMETs in collaboration with a government agency from 2009 to 2012, reaching out to thousands of job seekers.



## STEVEN SEEK

*Career Coach | Gallup  
Strengths Coach | Certified  
EQ Practitioner and  
Facilitator | Certified to  
Lead the CliftonStrengths  
Discovery | Marshall  
Goldsmith Stakeholder  
Centered Leadership  
Coaching | PCC, CPC,  
ACTA, KAH*





Formerly Steve Morris Associates

# STEVEN SEEK, PCC

## EXPERIENCE

The Advocate Coach

Principal Coach, PCC

November 2020 - Present (8 months)

Pyller Training & Development Pte Ltd Consultant and Executive

Coach, PCC January 2020 - Present (1 year 6 months)

Seek Consultant Pte Ltd

Business and Executive Coach, PCC

August 2012 - Present (8 years 11 months)

JDB Holding Limited

Associate Director

March 2013 - Present (8 years 4 months) Singapore

FISH 4 TALENTS PTE LTD

Certified Coach | Director

January 2017 - March 2020 (3 years 3 months) Singapore

Recruitment; Executive Search and Coaching

Jobs DB Singapore

Managing Director

January 2000 - July 2012 (12 years 7 months)

JDB Holding Limited

11 years 11 months

Regional Director

January 2000 - January 2011 (11 years 1 month) Singapore

Director

March 1999 - December 2004 (5 years 10 months) Singapore



## STEVEN SEEK

*Career Coach | Gallup  
Strengths Coach | Certified  
EQ Practitioner and  
Facilitator | Certified to  
Lead the CliftonStrengths  
Discovery | Marshall  
Goldsmith Stakeholder  
Centered Leadership  
Coaching | PCC, CPC,  
ACTA, KAH*



Formerly Steve Morris Associates

# STEVEN SEEK, PCC

## EDUCATION

**University of London**

Bachelor's degree, Business/Managerial Economics

## TOP SKILLS

Executive Coaching

Training & Development

Career Development Coaching

## CERTIFICATIONS

Gallup's Coaching Builder Talents PCC (Professional Certified Coach)

Certified Coach for Marshall Goldsmith Stakeholder Centered Coaching

Gallup Certified Strengths Coach

Train-The -Trainer Certification -What Type of Leader Are You



## STEVEN SEEK

*Career Coach | Gallup  
Strengths Coach | Certified  
EQ Practitioner and  
Facilitator | Certified to  
Lead the CliftonStrengths  
Discovery |Marshall  
Goldsmith Stakeholder  
Centered Leadership  
Coaching |PCC, CPC,  
ACTA, KAH*



Formerly Steve Morris Associates

# OLIVER LOVE

## BACKGROUND & EXPERIENCE

Oliver has been an accredited Everything DiSC® Authorized Partner since 2013. Delivering training in Asia for over 18 years, Oliver uses all his experience to help participants understand how they can make the most of their DiSC® Certification. As a qualified executive coach and facilitator, Oliver works with clients to achieve shifts in career and leadership development. His personal conviction is to “control the controllable”, making sure what can get done, does.

A major focus has been on coaching leaders through career transition, working with people progressing to more senior positions. He collaborates with clients to help them manage the challenges they encounter as they take on new responsibilities. This is done through cultivating a deeper self-awareness of individual strengths and resourcefulness in the face of change.

Oliver has delivered over 500 workshops to more than 5,000 participants ranging from Executive and Director levels, Partners, Trade Commissioners and SME Business Owners to Graduates. Industries that he has worked with include Accounting, Banking, Charities, Engineering, Finance, Government, Health, Law, Logistics, Manufacturing, Procurement, Recruitment and Retail.



## OLIVER LOVE

*Executive Coach &  
Training Facilitator,  
Everything DiSC Certified*

# ROB BIER

Thanks to a 25-year career in business that spanned general management, entrepreneurship, private equity and strategy consulting, Rob's coaching is rooted in a deep and practical understanding of the challenges of leading and building businesses. He has lived and worked in six countries, which helps him to see multiple perspectives on issues.



## ROB BIER

*Team Coaching | Leadership  
| Major Transitions | Offsite  
Design and Facilitation*

### Coaching Experience

Rob has coached full-time for five years and has trained in a number of methods to develop his skills. His clients include Apple, Allianz, Credit Suisse, Edelman, Goldman Sachs, Microsoft and P&G, as well as several high-growth SMEs.

### Coaching Approach

Rob is equally comfortable working with the soft and the hard sides of business and people challenges. He believes coaching is most effective when there is a balance between exploring the client's underlying patterns of thought and belief, and applying these insights to practical and challenging situations. A deep listener, he asks lots of questions, and develops creative ways for his clients to move forward.

### Coach Training

Rob has studied coaching with Professor Chris Argyris of the Harvard Business School, at the Coaches Training Institute, and with Nancy Kline of Time to Think.

### Life Before Coaching

Rob's many years of experience include founding and leading two private equity backed companies, a consumer finance business acquired by Citigroup and a venture capital firm. Prior to that Rob was a senior partner with Monitor Group, the global strategy consulting firm. Rob has worked in Asia for 6 years and in Europe for 22 years. He originally comes from the US.

Rob also serves on the Management Advisory Board at TowerBrook Capital Partners, an \$8B billion private equity firm, and as the non-executive chairman of two companies.

### More About Rob

Rob loves being "Papa" to his two kids, ages 12 and 9. Together they love rock climbing, travel, and learning new things.

Rob is currently writing his first book, "The Big RideE: How Leaders are Actually Created".

### Education

Harvard Business School, MBA  
Stanford University, BS Engineering

# AKIYO YAMAMOTO, PCC

## SUMMARY

Japanese Native with Singapore Permanent Residency and a Certified Professional Coach (PCC) by International Coaching Federation.

Strong in organisational leadership development for middle-Senior management with international responsibilities. Using several coaching methodologies to facilitate:

- Navigate changes in the organization
- By supporting their decision making process in complex situations
- Transition smoothly into the new roles / organisations
- Close gaps between local and international work culture and practices, to become better leaders internationally
- Create teams that work more effectively with less supervision
- Manage multi-cultural & diversified teams remotely
- Improve communication with Asian offices

Prior to the coaching career:

Worked in multi-cultural MNC environments in the Asia Pacific region, in functions of Sales, Operations, Business Development and Customer / Channel Relationship Management.

Speaks: English(fluent), Japanese (Native), Mandarin(fully conversational)



**AKIYO YAMAMOTO**

*Executive Coach  
& Leadership*





Formerly Steve Morris Associates

# KEVIN COTTAM

Kevin Cottam, PCC, ASC  
Inspiring Nomadic Evolution  
Global Nomad  
Leadership Coach, TEDx Professional Speaker, Author

'We are migrating. Where we were is not where we are.  
We are Evolving.'  
Benson Muntere, Massai Warrior, Kenya

Mesmerizing . Inspiring . Authentic . Engaging . Refreshing .  
Unique

For over 40 years, Kevin has choreographed, inspired, coached, and guided, world and Olympic figure skating champions and directed the 1988 Olympic Closing Ceremonies. He has shared his fresh knowledge and methods with global leaders and organisations like Novartis, Club Med, Givaudan, Mediacorp, the European Union Institutions and Agencies and more. Now their executives and teams have the wisdom they need to successfully lead, be resilient in the face of adversity, to expand and evolve their mindsets, and executive presence to create the cultural transformation necessary to tackle the next evolution with courage, confidence, and a commitment to sustainable growth. He dares you to evolve.

His nomadic nature has taken him to study and research nomadic cultures in Mongolia, Kenya, Morocco and Namibia to look for the ancient wisdom we can adapt, evolve and apply to our modern leadership and lives which is extremely timely for current times. Who better to learn from regards behaviours, strategies and direction about living and working remotely and much more than nomads themselves. This he leverages along with his elite sports and entertainment history to work with the elite leaders of the world to evolve to greater holistic awareness and consciousness.

People say, Kevin, Author of The Nomadic Mindset: Never Settle...for Too Long, is 'not a business as usual' coach or speaker. His authentic quiet supportive authority, powerful and inspiring presence, and refreshing unique ability to dare and draw out the best performances in people plus coming from outside your industry is why clients seek him out to work with them.

#Let's Go Nomading Together.





Formerly Steve Morris Associates

# CARMEN LEE

CARMENLEE, PCC, MBA, MSC, CPA

PROFESSIONAL COACH PRACTITIONER

To inspire and empower positive sustainable change to maximize one's full potential from within. Practical corporate architect with experience to partner with leaders and managers to develop themselves and their teams. A passionate and enthusiastic coach, adopting gently aggressive style, able to relate to her clients with empathy and inspire with her authenticity.



## EDUCATION / CREDENTIALS

Carmen holds Dual Master Degrees in Master of Business Administration (MBA) and Master of Science in Financial Analysis from The Hong Kong University of Science and Technology (HKUST), as well as Certified Public Accountant (HKICPA) qualification in Hong Kong.

Carmen is an International Coach Federation (ICF) member and Professional Certified Coach (PCC).

Carmen completed 145 hours 2nd Level Advanced Training for Mastery Coaching (ACTP) – "Transformative Coaching - A Revolutionary Approach to enable Sustainable Change" offered by Coach Masters Academy (CMA), course approved by ICF.

Carmen completed the Health Insurance Portability and Accountability Act (HIPAA) Training on HIPAA Awareness for Business Associates, certificate of Completion issued on 13 November 2019. This course includes Texas House Bill 300 and California CMIA (Confidentiality of Medical Information Act).

## SUCCESS STORIES

- Country COO and country managers of sales teams in one of the top Fortune 50 MNCs, coached nine country leaders to transform their coaching mindsets and skills in their leadership roles.
- General Manager of energy company in Singapore, coached him in finding his confidence and voice among his professional and personal networks, found his identity and role in various social setting.
- Head of Internal Audit, corporate bank in Hong Kong, coached the executive in her transition into her new role, supported her in successfully making her first 90 days of transition into a key leadership position.
- Senior Recruitment Consultant, coached her in upward management among all the demanding objectives. She fulfilled her key performance objectives and achieved personal fulfillment.
- Entrepreneur, chiropractic business in Hong Kong, coached the individual in managing her business needs and staff development priorities. She developed plans for critical business executions by focusing on her top priorities.
- Professional pen journalist in Japan, coached the individual on career and relationship challenges.



Formerly Steve Morris Associates

REGISTRATION FORM : EXECUTIVE COACHING FOR 360 EXERCISE

Name			
Designation			
Email			
Phone	Office:	Mobile:	
Location / Base Country			
No. Of Years With Organisation			

Prior Coaching Experience	Yes <input type="checkbox"/>	If yes, who was your coach: _____	
	No <input type="checkbox"/>		
	No. of sessions held:		
	Date(s):		
Your Top 3 Preferred Coaches (all 3 to be filled)	1: _____		
	2: _____		
	3: _____		
Preferred Time in Singapore Time-zone (UTC+8)	<input type="checkbox"/> Morning	<input type="checkbox"/> Afternoon	<input type="checkbox"/> Evening
	Others:		
Preferred Medium Of Coaching	<input type="checkbox"/> Physical Coaching	<input type="checkbox"/> eCoaching	
	<input type="checkbox"/> eCoaching		
Any specific requirement from a coach?			
Any other information we should be aware of?			

Kindly save a copy of your registration form and click the "SUBMIT" button below.

SUBMIT

Alternatively, you may wish to manually send your saved registration form as an email attachment to: [coaching@alignsma.com](mailto:coaching@alignsma.com)