



### Legend:

- **CCF: Certified Competent Facilitator**
- **CMF: Certified Master Facilitator**
- **CPF: Certified Professional Facilitator**

- ❖ Masters in Organisational Behaviour (UoL - Birkbeck College, UK).
- ❖ Twenty years of MNC experience (1980-1999) with Philips, AT&T and Compaq.
- ❖ Spanned diverse functions in Engineering, Materials, Project Management, TQM, HRD, Managing Change and Supply Chain Re-Engineering.
- ❖ Set the foundation for current fifteen years (2000-2014) of training, facilitation and consulting work in organisational development.
- ❖ Designed and delivered numerous OD interventions for MNCs, SMEs, Government departments & not-for-profit organisations in Singapore and regionally for MNEs & SMEs.
- ❖ IAF Certified Professional Facilitator (CPF) and an INIFAC Certified Master Facilitator (CMF).
- ❖ Master trainer of Strength Deployment Inventory® (SDI).
- ❖ Board member of INIFAC to develop facilitation in the Asian region.
- ❖ Co-founded the Facilitators Network in 2004 to upscale the competencies of facilitators in Singapore and the region. His lectures at professional institutions are always well received by the students as all his lectures are very engaging and facilitative.
- ❖ Co-authored SPOT on Facilitation in 2011.

- **IAF: International Association of Facilitators**
- **INIFAC: International Institute for Facilitation**
- **PBM: Singapore Public Service Medal (Pingat Bakti Masyarakat)**