Singapore Facilitation Conference 2025

Theme: Facilitation in Action: Partnering for Transformation and a Sustainable Future

Dates: 5-7 November 2025 Time: 9:00am to 6:00pm Venue: SUSS Campus.

Past conferences were organised in 2016, 2013, 2012, 2011, 2010, 2009, 2008, 2006, 2004.

Time	DAY 1 AGENDA: PLANET TRACK **5 November 2025, Wednesday** The Planet track is for anyone, including decision-makers such as Board Members and C-Suite interested in discussing and learning about Macro Eco System topics.
9:00am	Arrivals & Networking over Coffee/Refreshments.
9:30am Concurrent Workshop Sessions	**1.1: Planetary Health: Advancing the Health of People and Planet.** **Renzo R. Guinto.** MD DrPH. Duke-NUS Medical School. **1.2: SDG Board Game.** **Gregory Kalabekov,** MSc. **1.3: The Mentoring Advantage – Unlocking Your Superpower. FULL HOUSE & CLOSED.** **Juanita Mega.** Fractional Learning Advisor & Managing Director, The Academy by Intuition.
10:30am	Networking Break.
11:00am	Workshop Sessions Continue.
12:30pm	Lunch & Engagement Activities.
2:00pm Concurrent Workshop Sessions	**1.4: Cultivating Inner Development for a Sustainable Future.** **Lim Peng Hun** & **Vanisa Lee.** Co-founders of Inner Development Goals Singapore Community Hub (IDGSG). **1.5: SDG Board Game.** **Gregory Kalabekov,** MSc. **1.6: AI technologies in driving sustainable revenue growth for business.** **Han Ngi Juan.** General Manager & Training Evangelist - Yokogawa Electric International.
3:30pm	Networking Break.
4:00pm	Workshop Sessions Continue.
5:00pm	Reflection & Insights.
6:00pm	End.

RESERVE YOUR SPOT TODAY!

To register, please go to: https://www.eventbrite.sg/e/1347363052159.

Once registered, we will contact you to select your breakout workshops.

For organisations requiring an Invoice, please email ccf@fns.sg.

Time	DAY 2 AGENDA: PEOPLE TRACK **6 November 2025, Thursday** The People track is targeted at Leaders and Teams at all levels.
9:00am	Arrivals & Networking over Coffee/Refreshments.
9:30am Concurrent Workshop Sessions	**2.1: ANDlightenment: The Joy of Seeing and Leveraging Polarities.** **FULL HOUSE & CLOSED.** **Douglas O'Loughlin.** PhD. The Dao of Thriving, Associate Consultant, Civil Service College (CSC). **2.2: The International Institute for Facilitation (INIFAC) Certified Facilitative Leader (CFL).** **Eileen Dowse** *(online)***.** Human Dynamics. Chair Emeritus and current Director of Assessments and Certification Development at INIFAC. **Prabu Naidu.** Co-Founder, Facilitators Network Singapore (FNS). **2.3: My Real-World AI Toolkit & Vibe Coding: What I Use, What Stuck, What Didn't.** **Shawn Hoon.** PhD. Chief Scientific Officer at Automera, developing autophagy-targeting medicines.
10:30am	Networking Break.
11:00am	Workshop Sessions Continue.
12:30pm	Lunch & Engagement Activities.
2:00pm Concurrent Workshop Sessions	**2.4: Facilitating Wellbeing Conversations & Creating a Flourishing Culture.** **Tan Heng Yang and Claire Ong.** The Positive Movement. **2.5: Leader as a Generative Coach: Facilitating for Sustainable Transformation.** **Dialah H. Hutabalian.** S.T., M.T., M.M., ACTC, PCC. **2.6: Team Facilitation in a Quantum World.** **Dr Philip Merry.** Owner/CEO TeamSynchronicity.
3:30pm	Networking Break.
4:00pm	Workshop Sessions Continue.
5:00pm	Reflection & Insights.
6:00pm	End.

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Time	DAY 3 AGENDA: PERFORMANCE TRACK **7 November 2025, Friday** The Performance track is targeted at individuals (especially facilitators) interested in learning facilitation methods, tools & techniques.
9:00am	Arrivals & Networking over Coffee/Refreshments.
9:30am Concurrent Workshop sessions	**3.1: Participatory Engagement Techniques (PETs) for Teachers & Trainers (FiT).** **Tham Fun Yuen & Sabarudin Hashim.** **3.2: INIFAC Certified Learning Facilitator (CLF) & INIFAC Certified Master Learning Facilitator (CMLF) Competencies & Certification.** **Sasi Kumar.** Focus Adventure. **3.3: Large Group Facilitation: The Search Conference. FULL HOUSE & CLOSED.** **Janice Lua.** Co-Founder, Facilitators Network Singapore (FNS).
10:30am	Networking Break.
11:00am	Workshop Sessions Continue.
12:30pm	Lunch & Engagement Activities.
2:00pm Concurrent Workshop Sessions	**3.4: Unlocking Creativity: Design Thinking with LEGO Serious Play.** **Sasi Kumar.** Focus Adventure. & **Philbert Braat**. PB Media & More Pte Ltd. **3.5: The Symbiosis of Improv Theatre and Facilitation.** **Curt Mabry.** Founder/Senior Facilitator. Zmack Improv Family Global. **3.6: Facilitation Case Studies from the Field.** **Sabarudin Hashim.** Facilitators Network Singapore (FNS).
3:30pm	Networking Break.
4:00pm	Workshop Sessions Continue.
5:00pm	Reflection & Insights.
6:00pm	End.

RESERVE YOUR SPOT TODAY!

To register please go to: https://www.eventbrite.sg/e/1347363052159.

Once registered, we will contact you to select your breakout workshops.

You may book any day(s) of the three-day conference.

RATES	1-DAY PASS	2-DAY PASS	3-DAY PASS*
Register by **31 Oct 2025**	SGD 490.00	SGD 590.00	SGD 690.00
All rates exclude prevailing 9% GST			

*Group Discount: 10% for 6 pax or more in SINGLE invoice for 3-day passes.

For organisations requiring an Invoice, please email ccf@fns.sg.

DAY 1 Workshops: PLANET TRACK

5 November 2025, Wednesday

1.1 Planetary Health: Advancing the Health of People and Planet.

Synopsis:

In the 21st century, as we face existential threats such as pandemics and climate change, we realize that our health is deeply intertwined with the health of planet Earth. This workshop will introduce new concepts such as "planetary health" and "doughnut economy," engage participants in interactive exercises that help diagnose today's challenges at the nexus of human health and ecosystem wellbeing and enable the co-creation of solutions that will advance the future of humanity and planet Earth, our one and only home.

Outline:

- Opening: Why Am I Here? Participant Introductions.
- What is Planetary Health? A Quick Interactive Introduction.
- The Doughnut Economy: Promoting Wellbeing within the Planet's Boundaries.
- How Does Climate Change Affect Our Health?
- Co-Creating Solutions for Planetary Health.
- Closing: Becoming a Good Ancestor-My Commitment for Planetary Health.



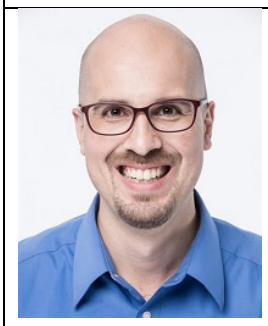
Renzo R. Guinto, MD DrPH is Associate Professor of Global and Planetary Health at the SingHealth Duke-NUS Global Health Institute (SDGHI), Duke-NUS Medical School. One of the world's pioneers of the new field of planetary health and Southeast Asia's leading voices for climate and health, Renzo works on diverse aspects of the climate and health nexus. Holding visiting appointments at the St. Luke's Medical Center in the Philippines and the University of Cambridge, Renzo is currently a member of the National Panel of Technical Experts of the Philippine Climate Change Commission; World Health Organization's Technical Advisory Group on the ethics of climate and health; editorial boards of several journals including The Lancet Planetary Health; and several Lancet Commissions, most notably the Lancet Commission on Sustainable Healthcare and the O'Neill-Lancet Commission on Racism, Structural Discrimination, and Global Health. An Obama Foundation Asia-Pacific Leader and Aspen Institute New Voices Fellow, he has served as consultant for various organizations including the WHO, World Bank, USAID, and Wellcome. At present, Renzo serves as member of the board of Health Systems Global (HSG) and co-lead of HSG's Thematic Working Group on Climate Resilient and Sustainable Health Systems, chair of the Committee on Environmental Health and Ecology of the Philippine Medical Association, and convener of Planetary Health Philippines. He obtained his Doctor of Public Health from Harvard University and Doctor of Medicine from the University of the Philippines Manila, and received further training from Oxford, LSHTM, Copenhagen, Western Cape, Institute of Tropical Medicine-Antwerp, Karolinska Institutet, Stockholm School of Economics, and East-West Center in Hawaii. He has travelled to and lectured in nearly 70 countries and 100 universities across the world; published more than 200 reports and articles in scientific journals, books, and popular media; and directed and produced short films that communicate the message of planetary healing to the world. In 2020, Renzo was included by Tatler Magazine in its Gen.T List of 400 leaders of tomorrow who are shaping Asia's future. In 2022, he was named one of The Outstanding Young Men (TOYM) and Women of the Philippines for pioneering the field of planetary health in the Philippines and Southeast Asia. In 2025, Renzo is awarded the inaugural Kiyoshi Kurokawa Award by Japan's Health and Global Policy Institute for "extraordinary contributions to health policy and innovation in the Asia-Pacific region."

1.2 & 1.5 SDG Board Game.

Synopsis:
The 2030 SDGs Game is a powerful and engaging experiential workshop that simulates potential scenarios for our world in 2030. This game-based simulation highlights the critical importance of balancing the three pillars of sustainability: People, Planet, and Profits.
Participants are invited to explore the mindsets and actions necessary to advance sustainability as they take on roles and make decisions that impact the simulated world.

2030 SDGs Game was designed in Japan in 2016. This experience has become a powerful and impactful social phenomenon, earning extensive media coverage and reaching over 350,000 participants globally.
It serves as an effective tool for team building, fostering collaboration, and developing big-picture thinking skills. Ultimately, the game aims to inspire participants to take ownership of their role in creating a sustainable future and recognize the impact of their actions on the world.

Outline:
- Breaking the ICE.
- Introducing UN Sustainable Development Goals.
- 2030 SDGs Game experience – Co-Creating Possibilities Between Now & 2030.
- Reflections & Next Steps.



Gregory Kalabekov has designed and facilitated games-based learning experiences for companies like Google, Apple, Amazon and number of Singapore Government bodies.

With, a MSc in Organizational Psychology and HRM from City University of New York (USA), a BA in Economics and Sociology, and a stack of certificates that's growing thicker by the year, Gregory's a true advocate of lifelong learning.

And he's put that knowledge to good use. An innovator and entrepreneur, he's worked in a variety of industries from marketing research to real estate, water purification and training. Successfully transitioning from concept to tangible products on the shelf, he's now the proud owner of two patents for his original inventions.

And he's certainly no wallflower. Thanks to a wealth of stage experience, he's able to effortlessly break the ice and engage with participants from all walks of life. A musician and entertainer, he's various TV credits to his name, appearing on stage with celebrities like Fann Wong, Mark Lee and Flying Dutchman.

Armenian born in Russia; he's called Singapore home since 2005. When not delivering training experiences, he can be found organizing art projects with his wife, a professional artist, and exploring outdoors with his two daughters.

1.3: The Mentoring Advantage – Unlocking Your Superpower.

Synopsis:

In today's competitive business environment, characterized by the rise of AI, and its agents; the ability to guide, inspire, and develop talent is a "superpower." This interactive workshop is designed to equip leaders, managers, and aspiring mentors with the essential knowledge and practice to strategically leverage mentoring for individual and team success.

Discover the critical differences between mentoring and coaching, master the art of building rapport and active listening to understand challenges mentees may face as well as asking powerful questions that unlock potential. Learn to deliver impactful constructive feedback that fuels performance. Through engaging activities and real-world scenarios, you'll leave with a personalized action plan to cultivate a mentoring mindset and ignite the "superpower" within you, your teams and your organization! Hopefully this will also make a difference to the community and wider eco-system.

Outline:

- Welcome, Introduction
- Ice Breaker Activity: Mentoring Moments
- What Mentoring Is, Qualities of an Effective Mentor
- Mentoring vs Coaching: Mentoring/Coaching Continuum Activity
- Developing Mentoring Skills: Key Skills & Group Activity, Debrief
- Building an Action Plan
- Q&A, wrap up & course summary



Juanita Mega is a passionate and results-driven learning and development professional with over 25 years of experience empowering individuals and businesses across Asia. She partners with business leaders to create tailored solutions that address unique business challenges. She believes in adapting training to diverse learning styles, ensuring that every learner gains practical skills and actionable insights. Her innovative mindset, combined with years of industry experience, makes her a trusted partner in driving business transformation through people development.

At various junctures in her career, Juanita has led training and facilitation for international organizations and highly accomplished brands, as well as lectured in a local business school. Juanita is a Mentor with the Nanyang Technological University Career Attachment Office and a Career Mentor with NTUC U PME.

She holds the WSQ Advanced Certificate in Learning and Performance (ACLP), is a Certified Scrum Master and a certified Life & Business Coach from Mindvalley Evercoach. She is also an Accredited Director of the Singapore Institute of Directors and holds a Bachelor of Business Administration from the National University of Singapore.

1.4: Cultivating Inner Development for a Sustainable Future.

Synopsis:
The urgent need to address climate change, biodiversity loss, and resource depletion demands more than just strategic planning and collaborative action.

While facilitation empowers us to guide groups towards impactful outcomes, the Inner Development Goals (IDGs) recognize that our inner capacities – our mindset, skills, and qualities – are fundamental to tackling complex global challenges, especially those impacting our planet, which ultimately impacts us.

The IDG is a framework developed by a team of thought leaders to help accelerate the achievement of Sustainable Development Goals (SDGs). It aims to foster inner development to achieve more sustainable futures and meeting Sustainable Development Goals (SDGs). In short, 'Inner Growth for Outer Change'.

Globally, leaders, businesses, educators, activists, communities and individuals have found the framework to be flexible and highly applicable to the challenges they face, beyond the SDGs. This is an opportunity to add to your repertoire of tools and contribute to a more sustainable and thriving future for all.

Outline:
- The Origin & Development of IDG Movement.
- The IDGSG Community Hub.
- The IDG Framework, Dimensions & Skills.
- Spark, Generate & Co-Create Ideas On IDG That Can Be Incorporated Into Your Facilitation Work.



Lim Peng Hun is a retired academic leader with a passion for helping others develop and flourish. Peng Hun last served as Deputy Principal at Singapore Polytechnic, where he played a pivotal role in shaping educational policies and driving technological and educational innovations. He was also instrumental in introducing pioneering pedagogical practices in his career and spent time nurturing staff and students.

Peng Hun is a certified coach for Immunity to Change methodology developed by Prof Lisa Lahey and Robert Kegan (Harvard University).

He continues to contribute towards preparing adults and students to meet the inner development challenges needed for a sustainable future.



Vanisa Lee's lifelong passion is in enabling the growth and development of individuals and organisations to meet the changing demands of life and the workplace.

Vanisa has extensive experience in designing and delivering learning programs in the areas of Train-The-Trainer, service excellence, facilitating teams and personal development for diverse audiences across public, private and non-profit organisations. Vanisa was also associate trainer with Singapore's Civil Service College for more than 2 decades.

1.6: AI technologies in driving sustainable revenue growth for business.

Synopsis:
Have you noticed an increase in competition out there? Companies are fighting harder for market share.
Technology is changing the way we go to market.
Products and services are cloned by competitors and appear to be commodities to the customer.

The more generic your product, the more important the salesperson become in the sales process. The first decision the customer makes is whether they "buy" the salesperson. Customers subconsciously ask themselves, "Do I want this person to contact me again?"

If salespeople are ineffective at selling themselves, everything else such as company, product and price becomes more difficult to sell.

The margin of victory in selling is incredibly small. To compete in today's market, professional salespeople must continually sharpen their relationship and selling skills. You can't leave anything to chance.

The question is 'How we can leverage on technology particularly on AI to sharpen the selling skills and how this can be self-sustaining"?

Outline:
- Overview of AI technologies relevant to business (e.g., NLP, sentiment analysis, voice analytics).
- AI as a co-worker in enhancing productivity and benchmarking sales competencies.
- AI-driven role-playing and real-time sales coaching.
- Next step in cloud-based AI to enhance sustainable sales skills practice outcomes.



Han Ngi Juan is deeply committed to creating clarity in customer-focused strategies and empowering others to enhance their sales competencies. His extensive experience spans various domains, including marketing, territorial business development, product and solutions selling, engineering, and service.

Currently, he serves as a Global Sales Training Evangelist at Yokogawa, where he focuses on developing salesperson competencies and exploring sustainable practices that leverage technology for improved outcomes.

In addition to leading sales workshops, Han facilitates organizational discussions centered on inspiration and innovation as key drivers of business growth. His expertise has been featured in respected media outlets like Singapore News Radio FM938, Miller Heiman, and Microsoft APAC.

Han is also a sought-after speaker at numerous prestigious seminars and summits, including the Industrial Transformation Asia Pacific and the Advanced Manufacturing Summit.

DAY 2 Workshops: PEOPLE TRACK

6 November 2025, Thursday

2.1: ANDlightenment: The Joy of Seeing and Leveraging Polarities.

Synopsis:

This session is to explore polarity thinking, to help us better manage complexity, think more expansively, make better decisions, and reduce conflict. That is a lot of benefits for one tool, which guides us to a way of thinking and a way of being.

Polarities exist at every level of the system, from self to society, which is why understanding them is so useful for our personal lives and our work. Individually and collectively, we are more effective when we dance with the polarities that show up in all areas of life, and in these times of increased polarisation it is more important than ever.

As facilitators, when we see and name polarities for a group, we support them to be more effective, and they are able to disagree in a healthier way and find a higher purpose for the polarities that are dealing with.

Outline:

- ❖ Understand the Power and Practicality of Polarity Thinking.
- ❖ Learn And Experience a 5-Step Process for Mapping Polarities.
- ❖ Explore Polarities at Organisation & Society Levels.
- ❖ Learn Tips on How to Manage Differences with Others.
- ❖ Get Access to Lots of Resources on Polarity Thinking.



Dr. Douglas O'Loughlin. PhD. is the Principal of The Dao of Thriving and an Associate Consultant with Civil Service College (CSC) Singapore after working there as a Senior Principal Consultant. Originally from New York, through a series of serendipitous events he ended up living in Singapore in 1993 and has worked across all sectors and in more than 20 countries. His passion is to support impactful and joyful organisations and communities, where each and all can flourish, and he has written numerous articles, spoken at conferences around the world, and has authored a book and edited another on facilitation.

In the polarity space, he has facilitated workshops in many countries and contexts, did a TEDx Singapore talk (you can look it up on ted.com) and has written ANDlightenment: Polarity Thinking from Self to Society.

Each participant will receive a copy of Dr Douglas's book ***ANDlightenment: Polarity Thinking from Self to Society.***

2.2: INIFAC Certified Facilitative Leader (CFL).

Synopsis:

In the current era of technological advancement and complex talent in the workforce; the old way of leading may not suffice. This workshop will unpack what it takes to be a facilitative leader who encourages collaboration, active participation, shared responsibility, and dialogue among team members. It is a process-oriented approach to leadership in which the leader acts as a facilitator to help their diverse team members reach their collective goals.

During facilitative leadership training, leaders will learn how to create an environment that encourages productive conversations, open dialogue, and the importance of listening to others and helping resolve conflicts.

Outline:

- Traits of a Facilitative Leader.
- Why Facilitative Leaders are Needed in the New World Order.
- Benefits of Using a Facilitative Leadership Approach for the Organization, Team and the Facilitative Leader.
- INIFAC Leadership Competencies & The Certified Facilitative Leader (CFL).
- Personal Action Plan to be a Facilitative Leader.



Eileen Dowse Ph.D. is a recognized global leadership consultant and organizational psychologist specializing in organizational health and effectiveness through education, consulting, facilitation and executive coaching. She has extensive practical experience in the field of global communications, global leadership and cultural competency development. throughout North America, Europe, Australia, Africa, and Asia.

Eileen fosters productive relationships for organizations and strengthens employee commitment to ensure greater levels of collective impact. As a recognized professional speaker, corporate educator, executive coach, and award-winning author of "The Naked Manager, how to build open relationships at work", her programs are thought-provoking, results-oriented, entertaining, and inspirational. She has also written, "The Agile Business Leader, The Four Roles of Successful Leaders" (translated into Chinese) and “Where Noah Went Wrong, seven sink or swim lessons for leaders.” All of her books focus on being responsive, adaptive, and inclusive in an era filled with confusion, contradictions, and corruption.

Clients seek out Eileen because she has mastered the art of identifying the root of organizational issues and has implemented strategies that allow leaders, teams, and entire organizations to become more effective. Eileen is widely regarded as one of the thought leaders in international facilitation, as well as being a co-founder and Chair Emeritus of the International Institute for Facilitation.



Prabu Naidu holds a Master in Organisational Behaviour. He co-founded the Facilitators Network in 2004 to upscale the competencies of facilitators in Singapore and the region. He co-authored SPOT on Facilitation book in 2011.

He was a Past board member of INIFAC to develop facilitation in the Asian region. He is an associate trainer with the Civil Service College and Adjunct Faculty with Singapore University of Social Sciences (SUSS).

He has 20 years of corporate experience at top MNCs including 25 years as an independent Facilitator-Trainer-Coach. He has designed and conducted numerous OD interventions for MNCs, SMEs, Government agencies & not-for-profit organisations in Singapore and regionally for MNEs & SMEs.

His lectures at professional institutions are always well received by the students as all his lectures are very engaging and facilitative. He volunteers with four Patient Advocacy & Support groups in Singapore Healthcare sector. His hobbies include DIY Electronics, Forest bathing, Hiking & Camping.

2.3: My Real-World AI Toolkit & Vibe Coding: What I Use, What Stuck, What Didn't

Synopsis:

A candid walkthrough of how I use GenAI in my day job and in hobby projects—what works, what breaks, and where it actually saves time. I'll introduce vibe coding (turning a good example into a reusable prompt + short checklist), show a few workflows I rely on, and assemble a simple mini-app live using off-the-shelf tools. No heavy slides, no coding required for attendees. Expect practical tips on accuracy, privacy, and costs, plus open Q&A.

Outline:

- ❖ Intro: Tools I Use, Constraints
- ❖ Demos: 3–4 Everyday Workflows (Wins & Failures)
- ❖ Vibe Coding: Exemplar → Template → Checklist (Quick Live Build)
- ❖ Live Mini-App Build (Assemble a Simple Workflow End-to-End)
- ❖ Hot-Seat Q&A / Adapt a Template To a Volunteer's Task
- ❖ Wrap & Links to Templates



Shawn Hoon. Ph.D. is Chief Scientific Officer at Automera, developing autophagy-targeting medicines. He co-founded Proteona, a single-cell genomics company acquired by Singleron Biotechnologies in 2022. Earlier, with the late Dr. Sydney Brenner, he established and led Singapore's Molecular Engineering Laboratory. Shawn holds a Ph.D. in Genetics (chemical genetics) from Stanford University and a B.Sc. in Electrical Engineering from the University of Virginia, supported by the A*STAR National Science Scholarship. Shawn Hoon is Chief Scientific Officer at Automera, developing autophagy-targeting medicines. He co-founded Proteona, a single-cell genomics company acquired by Singleron Biotechnologies in 2022. Earlier, with the late Dr. Sydney Brenner, he established and led Singapore's Molecular Engineering Laboratory. Shawn holds a Ph.D. in Genetics (chemical genetics) from Stanford University and a B.Sc. in Electrical Engineering from the University of Virginia, supported by the A*STAR National Science Scholarship.

2.4: Facilitating Wellbeing Conversations & Creating a Flourishing Culture

Synopsis:

What does it take for individuals and teams to thrive in the workplace? Can we realistically achieve a balance between managing performance and encouraging wellbeing? Grounded in positive psychology, this workshop aims to facilitate discussion around these critical questions for leaders in organisations and teams, while providing participants with practical strategies and evidence-based tools to foster a thriving and supportive team environment. Whether you are leading, collaborating with, or contributing individually as part of a team, this experiential workshop offers actionable insights and encourages meaningful conversations about building a workplace where everyone can flourish together.

Outline:

- ❖ Why Wellbeing?
- ❖ Understanding the Science of Wellbeing.
- ❖ Organisation Development & Wellbeing.
- ❖ Creating a Culture of Wellbeing.
    - Embodying Care.
    - Embodying Connection.
    - Embodying Psychological Safety & Trust.

	**Claire Ong** is passionate about learning and growth. She finds joy and meaning in helping people become better versions of themselves, and in supporting teams create deeper connection and creating a more positive working culture. She is the co-founder and lead trainer of The Positive Movement, an organisation that focuses on equipping individuals and organizations with skills for greater well-being. Claire specializes in designing and delivering programs in Mental Health and Wellbeing, Psychological Safety, Change Management, Social-Emotional Learning (SEL), and Coaching. She holds a Masters of Applied Positive Psychology (MAPP) from the University of Pennsylvania (UPenn) and is an associate faculty and fellow at the Singapore University of Social Sciences (SUSS). Claire enjoys working globally, and has conducted workshops in China, Taiwan, Indonesia, Malaysia and in the United States.
	**Tan Heng Yang** is always interested in learning best ways to help people and communities create and sustain positive change. He holds a Master in Public Administration (MPA) from the Lee Kuan Yew School of Public Policy, and is a certified ontological coach with the Newfield Network. Heng Yang is also an Associate Faculty and Fellow with the Singapore University of Social Sciences. He specialises in designing and delivering workshops in Adaptive Leadership and Change Management. Heng Yang is effectively bilingual in English and Mandarin and works with clients across Southeast Asia and in China.

2.5: Leader as a Generative Coach: Facilitating for Sustainable Transformation.

Synopsis:
This interactive session equips leaders with generative coaching skills to facilitate sustainable transformation. It focuses on empowering individuals and teams to access creative resources, overcome systemic obstacles, and drive lasting, positive change within organizations. Leaders learn to spark insights, expand possibilities, and foster a culture of resilience and continuous improvement.

Outline:

- Introduction: Generative Coaching & Sustainability.
- Cultivating a Transformative Mindset.
- Facilitating Sustainable Solutions.
- Action Planning for Sustainability.



Dialah H. Hutabalian, S.T., M.T., M.M., ACTC, PCC: As an ICF-credentialed Professional Certified Coach, Dialah approaches his work with a deep sense of responsibility and a commitment to serving the growth of others. His academic journey through Geodesy, Geology, and Management has provided a diverse lens through which to understand the complexities of individuals and organizations. His time at ANTAM offered a valuable space to learn and contribute, leading to the development of the "Leader as Generative Coach" approach – an ongoing exploration rooted in the belief that leadership potential resides within each person.

Participation in programs such as National Leadership Making Indonesia 4.0 at LEMHANNAS RI (with Dr. Otto Scharmer and Dr. Peter Senge), the ASEAN Leaders Program (Common Purpose), and the Asia Pacific Ecosystem Leadership Program (with Dr. Otto Scharmer) has been a privilege, offering opportunities for learning and reflection. Similarly, the Master Class in Facilitation with Dr. Simon Priest provided invaluable insights into the art of guiding collective understanding.

The recognition as one of Indonesia's Most Influential Coaching Leaders (World HRD Congress, 2023) is received with gratitude and a continued dedication to the craft of coaching. His current involvement in green productivity initiatives, including the recent representation of Indonesia in an international study on sustainable development policy held by Asian Productivity Organization in New Delhi - India, reflects a desire to contribute to a larger purpose.

With experience in designing and facilitating learning programs, Dialah seeks to partner with individuals and teams across various sectors, humbly offering his skills to support their journey towards greater understanding and effectiveness. His Advanced Certification in Team Coaching underscores a commitment to fostering collaborative growth. For Dialah, the work of coaching is ultimately about empowering others to discover and realize their own unique potential.

2.6: Team Facilitation in a Quantum World

The Power of Team Psychological Safety, Synchronicity, Intuition & Flow.
For facilitators, coaches & team leaders ready to facilitate in the quantum age.

Session Description:
In today's fast-evolving, complex environments, high-performing teams don't just collaborate—they work with emerging flow and synchronicity. This groundbreaking session explores the intersection of psychological safety and synchronicity through the lens of quantum team dynamics. Drawing on cutting-edge research and practical facilitation methods, we will explore a powerful framework for fostering team environments where members feel safe, seen, and aligned with a deeper sense of shared synchronistic purpose. When team psychological safety is present, synchronicity - the meaningful coincidences that spark innovation and deep connection - naturally follows.

Session Highlights:

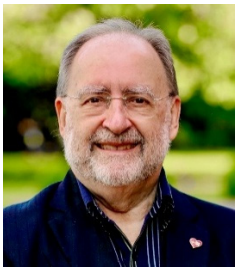
- ❖ A dynamic exploration of how quantum thinking transforms team facilitation
- ❖ Tools to assess and enhance psychological safety in teams
- ❖ Practices to cultivate synchronicity and unlock moments of collective insight
- ❖ Quantum vs. Linear: Facilitating in uncertain, non-linear environments
- ❖ The Science of Safety: Why psychological safety enables deeper synchronicity
- ❖ Real Stories of Team Breakthroughs
- ❖ Reflect on the role of facilitators in enabling a "quantum field" of co-creation.

Why It Matters:
As we enter a "quantum age", linear models of team performance are no longer enough. This session equips facilitators, coaches, and leaders with a powerful paradigm shift, where emergence, intuition, and synchronicity alignment become essential tools in your facilitation toolkit.

Outcomes for Participants:

- ❖ Increased confidence in creating psychologically safe team environments
- ❖ Practical tools for recognizing and using synchronicity in facilitation
- ❖ Greater clarity on your unique presence and energy as a facilitator
- ❖ New models for navigating uncertainty and complexity in teams

Step Into the Future of Team Facilitation:
Move beyond models. Embrace the emerging. Facilitate with heart, science, and synchronicity.
Join us to explore how psychological safety and meaningful coincidences work together to create deeply connected, high-impact teams, through the lens of quantum facilitation.



Dr Philip Merry is a global thought leader in synchronicity, team coherence and leadership; helping people work with complexity and quantum emergence. He is the only person in the world with a grounded theory PhD in Leadership & Synchronicity and his book The 9 Keys of Synchronicity was published in June 2022. A global master cross-cultural team facilitator/coach Philip conducts Team Psychological Safety and Belbin Team Coaching Accreditation workshops and has accredited over 400 team coaches. British by birth he has lived in Singapore since 1990 and has designed and conducted educational events for over 40 years in 63 countries with leading private, public and government organisations. He is a senior United Nations trainer having conducted 45 events with the UN in the last 15 years.

Each participant will receive a copy of Dr Merry's book ***The 9 Keys of Synchronicity.***

DAY 3 Workshops: PERFORMANCE TRACK

7 November 2025, Friday

3.1: Participatory Engagement Techniques (PETs) for Teachers & Trainers (FiT).

Synopsis:

Tired of blank stares and silent classrooms? Engagement is at the heart of meaningful learning. This workshop introduces Participatory Engagement Techniques (PETs) – practical methods that transform passive listeners into active participants.

In just three hours, you will experience these techniques firsthand, explore their real-world applications, and learn how to adapt them to your teaching or training context. Whether you are an educator or corporate trainers, you will gain inclusive, learner-driven strategies that bring your sessions to life. Walk away with a ready-to-use set of techniques that make learning more interactive, memorable, and impactful.

Outline:

- Part 1: Setting the Stage. Lay the Foundation for Participatory Learning Through Reflection, Connection, and Shared Purpose.
- Part 2: Hands-On Engagement Techniques. Experience a Variety of PETs that Foster Active Participation, Collaboration, and Energy in any Session.
- Part 3: Applying PETs to Your Context. Translate Insights into Action by Exploring How to Adapt PETs to your Unique Classroom or Training Environment.
- Part 4: Next Steps. Reflect, Commit, and Leave with Concrete Actions to Enhance your Facilitation Practice.



Fun Yuen, a Certified Competent Facilitator® (CCF®) and the founder of Engage in Clarity, supports individuals and teams in developing awareness, clarity, and deep engagement. He also works as an associate facilitator with Facilitators Network Singapore (FNS) and an associate trainer with the Civil Service College. Fun holds a Master of Business Administration from the National University of Singapore.

His professional background includes over 16 years in the aviation, banking, and telecommunications sectors, working with European, American, and Asian companies. During this time, his responsibilities covered sales, international business development, and partnership management. A five-year posting in China and Hong Kong involved leading cross-cultural teams and managing regional initiatives across the Asia-Pacific.

For the past 18 years, Fun has focused on facilitation, coaching, and training, applying his corporate experience to support human and organisational development. He facilitates processes for strategy development, organisational alignment, and cultural transformation, and leads multi-stakeholder engagements such as retreats, values exploration, and dialogue-based sessions.

Fun has a keen interest in consciousness, metaphysics, and the evolving relationship between AI and awareness. In his spare time, he enjoys leisurely walks, sailing, music, and exploring how technology can support personal and collective growth.



Please refer to **Sabarudin Hashim**'s bio at session 3.6

3.2: INIFAC Certified Learning Facilitator (CLF) & INIFAC Certified Master Learning Facilitator (CMLF) Competencies & Certification.

Outline:

- ❖ Traits of a Facilitative Trainer (Learning Facilitator).
- ❖ Why Facilitative Trainers are Needed in the New World Order.
- ❖ Benefits of Using a Facilitative Training Approach for the Organizations & Learners.
- ❖ INIFAC CLF & CMLF Competencies.
- ❖ Personal Action Plan to be a Learning Facilitator.



Sasi KUMAR started his journey in Adventure Facilitation in 2009 as a student in Republic Polytechnic's Diploma in Outdoor & Adventure Learning. He has gained much exposure from both youth development and corporate organisations. His passion for facilitation grew during his internship with CAMP CHALLENGE – FOCUS Adventure's sister company, which allowed him to apply the theories and concepts he had learned from school and relate them to the outdoor and Adventure Learning setting.

Sasi's commitment to continuous learning and passion for the adventure facilitation industry led him to pursue his Bachelor of Arts in Business Administration. This dedication has allowed him to expand his portfolio and take on organisational leadership roles, demonstrating his adaptability and growth mindset. He has also received the Advanced Certificate in Learning and Performance (ACLP) from IAL to further his reach to government organisations and to help individuals through WSQ courses.
He has worked with various organisations ranging from schools, private and public institutes, MNCs and SMEs, some of which include MINDEF, MOM, Hewlett Packard, NUS, Kellogg, Alcon Ciba Vision, Borough and ANZ.

Sasi oversees the overall operations of FOCUS Adventure as its Chief Operating Officer. He is also a board member of the International Institution for Facilitation (INIFAC), representing Asia. He sits on the Outdoor Learning and Adventure Education Association – OLAE board for water-related activities. Sasi holds many certifications to help his clients achieve their objectives. Name a few: DISC, MBTI, Emergenetics and Team Management Profile Facilitator. LEGO Serious Play Facilitator, SCRUM Master, Instructional Designer and LEGO Robotics Facilitator.

Notable Achievements: Panel speakers in India for topics on Franchising and Licensing. Created new products in the organisation, which helped beef up the revenue. Became a voice for the sustainability movement in the facilitation industry. Founded a non-profit organisation called SeaOPS to bring water-based activities to everyone.

3.3: Large Group Facilitation: The Search Conference.

Synopsis:
The Search Conference is a powerful method for planning organisational change and community action collaboratively. The Search Conference was designed by Professor Frederick Edmund Emery, a social scientist and psychologist, in 1959 for values-based participative planning by groups wanting or requiring organisational change.

In this workshop, Janice will provide you with a taster experience of The Search Conference based on her interpretation and adaptation of the book "The Search Conference, A powerful method for Planning organisational change and community action" by Merrelyn Emery and Ronald E. Purser. If you are interested to pre-read the history of The Search Conference, you may refer to https://www.breadtagsagas.com/the-search-conference-fred-emery/.

Note: This workshop is NOT about the Future Search planning method although there are similarities.

Outline:
Understand the purpose of The Search Conference, which is to enable a group to collaboratively define a desired future and create a plan to achieve it.

Experience the process, involving a series of steps where participants explore their environment, identify issues, and develop strategies for change. The process is highly participative, structured and future oriented. Have first-hand taster experience of how such a process foster communication, empower individuals, and help create a shared vision and plan for the future.

Appreciate the principles at work in The Search conference, covering:
- Open Systems Thinking.
- Democratic Design Principle.
- Conditions for Open Dialogue.
- Conditions for Ideal Seeking, Seeking Common Ground.
- Rationalisation of Conflict.



"This is the best training/workshop that I have attended!" Unsolicited client's testimonial like this is what made it rewarding for **Janice Lua** in her facilitation practice.

For the past 20 years, she has helped teams in private, public and social sectors have open and constructive discussions in their organisation transformation journey. She has facilitated numerous focus group discussions, multi-stakeholder engagement sessions and strategic planning, corporate planning sessions in private, public and people/social sectors, locally and internationally.

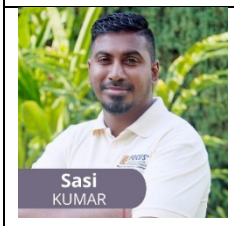
She is a Certified Management Consultant and has facilitated companies in Singapore for the Service Industry Transformation programme as an associate consultant with Singapore Productivity Centre. She is an associate trainer with Civil Service College for Facilitation Skills & Design for OD Practitioners. She is an adjunct lecturer with Singapore University of Social Sciences for a minor in Leadership.

Janice is a Certified Professional Facilitator-Emeritus (IAF), Certified Master Facilitator and assessor (INIFAC). She co-founded the Facilitators Network Singapore in 2004 to upscale facilitators' competencies in Asia and co-authored the book SPOT on Facilitation: Engaging People, Empowering Teams, Exceeding Goals in 2011.

3.4: Unlocking Creativity: Design Thinking with LEGO Serious Play.

Synopsis & Outline:
Through small group activities, exercises, discussions and reflections, participants will gain practical insights into how to foster creativity, empathy, and innovation in their facilitation practice.

- Participants will explore the fundamentals of Design Thinking, widely recognized for being extremely useful when tackling complex problems because it serves to understand the human needs involved, to reframe the problem in human-centric ways, create numerous ideas in brainstorming sessions and to adopt a hands-on approach to prototyping and testing.
- The workshop follows the five steps of Design Thinking (an iterative, solution-focused process):
  - Empathize
  - Define
  - Ideate
  - Prototype
  - Test
- Using the famous LEGO bricks, participants build representations of the user's experiences, needs, and challenges, as well as building solutions to a given design problem using LEGO.
- At the end of the workshop participants will reflect and share When & How to apply Design Thinking with LEGO Serious Play in their own sessions.

	**Sasi Kumar is a passionate facilitator at FOCUS Adventure**, where he ignites learning and sparks creativity through engaging experiences. He is a certified LEGO Serious Play facilitator, using the power of play to unlock deeper understanding. Sasi's workshops empower individuals to explore their thought processes and gain valuable self-awareness. He also partners with organisations to utilise LEGO Serious Play for strategic initiatives, facilitating workshops that generate vision statements, pinpoint strategic gaps, and drive impactful results.
	**Philbert Braat (Certified Competent Facilitator) Founder PB Media & More Pte Ltd.** is an energetic facilitator with 25 years of local and international work experience in media and content creation. He is curious by nature and firmly believes in the power of Creative Thinking, Emotional Intelligence, and Growth Mindsets, resulting in a collaborative, outcome-focused, and strengths-based approach in his workshops. Philbert is also an ICF Professional Certified Coach (PCC), a qualified trainer (ACTA), a certified EI Assessment practitioner with Genos International, as well as an Associate Facilitator and Facilitative Consultant with Facilitators Network Singapore (FNS).

3.5 The Symbiosis of Improv Theatre and Facilitation.

Synopsis:
Improvisational Theatre uses no scripts nor preparation, yet improv actors create fully realized scenes onstage from just a simple suggestion from the audience. Teaching and coaching improv actors requires facilitation skills, as the actors must find and develop their own solutions – and even be prepared to embrace failure. Conversely, the tools of improvisational theatre lend themselves well to facilitation contexts, providing a fun and engaging approach to pure process facilitation.

Outline:
Improv: Stage & Life.
- ❖ Introduction to Improvisational Theatre & Basic Principles.
- ❖ Basic Improv Theatre Exercises for Performance.
- ❖ Applied Improvisation: Improv Off the Stage and Into Life & Work.

Facilitation Skills in Improv.
- ❖ Teaching & Training Beginners.
- ❖ Coaching Experienced Performers.
- ❖ Audience Interaction.

Improv Skills for Facilitation.
- ❖ Learner Interaction & Management.
- ❖ Reframing & Redirecting.
- ❖ Facilitated Discussion Exercises & Tools.



Curt Mabry (USA/China/Thailand) is a Senior Organizational Learning and Development Consultant, Facilitator, Coach, and Program Designer with over 16 years of experience training and coaching teams across the Asia-Pacific region. Based in Bangkok and Shanghai, Curt specializes in designing and delivering high-impact leadership and team development programs for multinational organizations.
Drawing from his background in improvisational theatre, media, and education, Curt brings a uniquely engaging and experiential approach to change leadership, collaboration, and innovation. His career spans television, radio, and film production, professional theatre coaching, and leadership training, equipping him with dynamic tools to help organizations navigate complexity and uncertainty with agility.

Curt is the Founding Director of Zmack Improv Family, which has been performing and teaching improvisational theatre in Shanghai since 2009, with expansion bases in Bangkok and La Rioja, Argentina. His Zmack Improv Training Center (ZITC) Intercultural Improvisation curriculum has been adopted by improv troupes worldwide and was recently selected as the primary curriculum for the United Nations Theater Group in New York City.

As a pioneer of Applied Improvisation in organizational learning and development, Curt has designed and led programs for hundreds of multinational and local corporations, empowering leaders and teams to embrace change, foster collaboration, and drive innovation. His SANDBOX show development system has guided professional and hobbyist actors alike in creating impactful performances across China, Southeast Asia, and beyond.

3.6: Facilitation Case Studies from the Field.

Synopsis:
What really happens in the room when stakes are high, tensions are real, and outcomes are uncertain? This interactive session takes you behind the scenes of three facilitation case studies drawn from real-world engagements — across corporate strategy, community visioning, and system-wide dialogue.

Instead of presenting case studies as polished success stories, Sabarudin Hashim invites participants into an experiential exploration of what it actually means to facilitate under pressure — when plans unravel, group dynamics shift, and process becomes the product. Each case study is unpacked through structured reflection, peer dialogue, and live decision-making moments where the room responds as co-facilitators.

Together, we will surface insights about navigating power, adapting process in real time, and connecting the work we do to something larger — whether it is people, processes, or the planet. Expect to leave with practical takeaways, renewed clarity, and a deeper appreciation of the courage it takes to hold space when the outcome truly matters.

This session is designed for facilitators who want to sharpen their thinking, deepen their practice, and walk away with stories and strategies that resonate far beyond the conference.

Outline:
- Welcome & Framing.
- Case 1 – People. "The Disruptor & the Invisible Voice". Tool Spotlight #1.
- Case 2 – Process. "When Strategy Became Personal". Tool Spotlight #2.
- Case 3 – Planet. "Facilitating Without Footprints". Tool Spotlight #3.
- Try It Now – Personal Design Sprint.
- Harvest Wall.
- Closing Circle.



Sabarudin (Saba) Hashim is a facilitator and trainer with more than 20 years of field experience as a trainer and 14-years as a process facilitator and panel moderator. He holds a Masters in Training and Development and is an INIFAC-certified facilitator since 2018. He is Asia's first INIFAC-Certified Virtual Facilitator (2020), and a Certified Master Facilitator (2022).

He is an assessor of trainers at Social Service Institute (SSI), the training arm of National Council of Social Services (NCSS). He actively coaches trainers, academics and course-designers on how to apply engagement strategies and techniques for virtual synchronous (live) learning environments.

He is an active volunteer with OnePeople.SG – a non-governmental organisation, lending his expertise in facilitating difficult and sensitive conversations surrounding race, ethnicity and religion; to foster deeper understanding of race relations.

He enjoys spontaneous food hunts around Johor Bahru, sharing his home with two cats, Chester and Camden. He has a curious streak for tinkering with tech and gadgets, always refining his workstation setup for fun.

Community Hall at the Singapore Facilitation Conference 2025

5 to 7 November 2025

Welcome to the Community Hall—an interactive and dynamic space where service providers, facilitators, and attendees come together to connect, share, and discover new tools and practices.

What to Expect:

- ❖ Showcase & Share: Explore Booths and Displays from Fellow Practitioners Offering Facilitation Tools, Techniques, and Resources.
- ❖ Engage & Interact: Participate in Hands-On Demonstrations, Mini-Workshops, and Experience Real-World Applications of Facilitation Methods.
- ❖ Connect & Collaborate: Network with Fellow Facilitators and Experts, Exchanging Insights and Building Connections Within the Facilitation Community.
- ❖ Learn & Grow: Discover New Ideas and Approaches to Enhance your Facilitation Skills and Bring Fresh Energy to your Practice.

The Community Hall is designed as a vibrant hub of inspiration and exchange—where ideas flow freely, and new collaborations are born. Join us to immerse yourself in a lively environment that celebrates the spirit of facilitation!

A Needs & Offers Communications Board will be set-up.

Please email admin@fns.sg if you wish to secure a complimentary table space & participate.

Logistics:

1) All meals at SFC 2025 will be from Halal certified caterers.
2) Dress code is smart casual.
3) Transport shuttle bus will be provided from/to the nearest MRT station to the venue SUSS Campus at Clementi Road.
4) Chargeable parking is available at the campus.

RESERVE YOUR SPOT TODAY!

To register please go to: https://www.eventbrite.sg/e/1347363052159.

Once registered, we will contact you to select your breakout workshops.

You may book any day(s) of the three-day conference.

EARLY RATES	1-DAY PASS	2-DAY PASS	3-DAY PASS*
Register by **31 Oct 2025**	SGD 490.00	SGD 590.00	SGD 690.00
All rates exclude prevailing 9% GST			

*Group Discount: 10% for 6 pax or more in SINGLE invoice for 3-day passes.

For organisations requiring an Invoice, please email ccf@fns.sg.