

WHO IS WHO?
CEO ASIA ROUND TABLE
2014

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Participants A-Z

Amanda Pe, Spring Associate, Business Innovation Culture

Andrew Jones, Executive Coach, Accadence Pte Ltd

Anne de Cuyper, General Manager, SouthEast Asia, VWR

Andy Soh, Founder and Director, Tocco Studios Pte Ltd (*Bio TBC*)

Avital Carmon, Executive Coach, Impact from Insight

Bibiche Booi, Head of Events, Business Innovation Culture

Christian Geissendoerfer, CEO and Founder, YOOSE

Clark Harris, Head of Marketing, Interface

Cynthia Zhai, Executive Voice Coach, Connecting2Success

Daniel Choo, Partner, ASCIO Partners

Donald Huse, Executive Coach, The Coaching Hub

Ellen Verfaillie, Executive & Leadership Development Coach, Serious About Change

Fiona Gordon, Group Chairman, Ogilvy & Mather Singapore

Gary Tan, Executive Coach, R2D2D

Helen Brownell, Network Manager, Business Innovation Culture

Isay Lifshitz, Managing Director (Head of Operations), UBS (*Bio TBC*)

Jerry Lim, Head of Strategic Marketing, A*STAR

Kathleen McGuire Urquhart, Executive Coach and Facilitator, Kathleen Urquhart and Partners

Dr. Kirpal Singh, Faculty Director & Creative Guru, Wee Kim Wee Centre, Singapore Management University

Kristine Oustrup, CEO & Creative Director, Business Innovation Culture

Lum Hon Fye, General Manager, NTUC Fairprice Co-operative Limited

Martijn Thijsen, Director, TNT Express Indonesia

Marieke van der Heijden, MD, Business Innovation Culture

Mike Leney, Vice President Sales and Marketing, Interface

Nancy Hughes, Executive Coach, The Coaching Hub

Pratap Nambiar, Executive Coach, Thought Perfect

Ronald Tay, Executive Director, Talent & Leadership, UBS

Tan Sze Wee, Deputy Executive Director, Biomedical Research Council, A*STAR

Thomas Nielsen, Country Director, Viking Life-saving Equipment

Tong Yee, Founding Partner, The Thought Collective

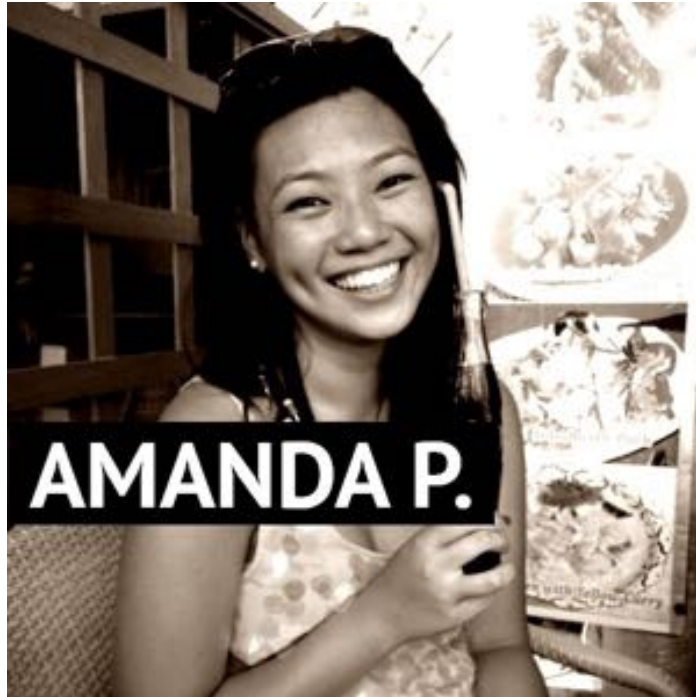
Tricia Huang, Deputy Executive Director, A*STAR

Victor Kuo, Senior Director, Kordant Philanthropy Advisors (Mentor)

Vincent Lai, Founder and Director, Tocco Studios Pte Ltd



AMANDA PE
Spring Associate
Business Innovation Culture (BIC)



Amanda is fresh out of a junior college in Singapore and is waiting to be admitted into university. She aspires to be an educator and loves to work with young children. Amanda may explore her interest in education in the field of speech therapy. As the President of the debate club in her college, she is very comfortable with public speaking and engaging an audience.

Coming from a family with three siblings, Amanda has learnt to work with different personalities and is not afraid to voice her opinions. Her awareness of cross cultural communications has been developed through serving in Cambodia for the past five years. Amanda's family background and variety of experiences have taught her to love even in difficult times. Her family lives in Singapore but she lives in the moment.



ANDREW JONES

Executive Coach, Accadence Pte Ltd

Andrew Jones is an Executive Coach and Entrepreneur. He coaches professionals at all levels, is an MBA Career Counselor at Insead and mentors entrepreneurs. Andrew builds a close and trusting relationship with his Client. He keeps the Client's perspectives central and strives for new insights by exploring what is going on, both in the material the Client offers and in the conversation itself as it unfolds. Andrew facilitates the Client to solve their own problems.

Andrew is a passionate developer and leader of people, with 20+ years of global leadership experience. Andrew started his career in the UK at Exxon Chemical followed by IT & HR consulting roles, which he continued in the Middle East from 1992 to 1998. Andrew moved to Singapore and Deutsche Bank in 1998, where he became Managing Director in the Human Resources function covering diverse roles including COO of HR in Asia-Pacific, building a service centre in Bangalore, leading global HR operations outside of Germany, and leading large global teams, sourcing initiatives and transformation programs.



ANNE DE CUYPER

General Manager - Singapore & South East Asia, VWR Singapore



Ms. Anne De Cuyper has 30 years of professional experience, having recently become a general manager of Singapore & South East Asia for VWR Int. As a networking expert, she has demonstrated the ability to get people aboard on project environments. In the course of her duties, she is responsible for handling client and business relations.

She attributes her success to hard work, having the ability to work with people and bringing results in revenue and margins. She became involved in her profession because she has a background in chemical engineering and wanted to use her biochemistry background effectively. Ms. Anne worked in a pharmaceutical company utilizing her skills and that company had a distribution department, where she was able to hone her ability. It was a natural progression from that point.

Ms. Anne received a Ph.D, equivalent in chemical engineering from the University of Ghent. In 2009, her company honored her with the prestigious President Award, the highest award that the company offers. To benefit others, she contributes to various local charities. In years to come, she will acquire a larger percentage of the market share in Singapore.



AVITAL CARMON

Executive Coach, The Coaching Hub

Avital is a results-driven accredited executive coach who helps her clients maximize their professional effectiveness and growth. She creates powerful partnerships with clients, helping them reconnect with and truly leverage their strengths, be more aware of their impact on others, make conscious choices, and set and actively pursue ambitious goals. Avital's area of expertise is leadership with a particular focus on presence and impact, transition and change, and effective communications.

Avital specializes in working with senior and high-potential executives and teams and has worked with clients in around the world. She has worked extensively with leaders in a variety of multinational organizations.

Having spent over 15 years working in related fields and living/working in the US, France and Israel, Avital has a rich understanding of cultures, people and organizations. Avital earned an MBA from INSEAD, and a degree in Architecture from the Technion. She trained as a professional coach with The Coaches Training Institute (CTI), and holds professional coach certifications from CTI and from the International Coach Federation (ICF). She is also a graduate of CTI's yearlong Leadership Program. Avital has served on the Executive Committee of the International Coach Federation (ICF) Singapore since 2010, including two terms as the President in 2012-14.



With many years of experience within the events industry, Bibiche Booi recently joined Business Innovation Culture as Head of Events being main responsible for the project execution. More than 30 years ago she was born and raised in a small city in the Netherlands. When she was young she always dreamt of becoming a Hotel Manager of a nice boutique hotel somewhere in the world. In order to realize her dream, Bibiche decided to follow a four-years Bachelor Program at the Hotel Management School in Maastricht. As part of this Bachelor Program she has worked at the Sofitel Hotel in The Hague. Unfortunately, during that internship she realized that an hotel environment is definitely not as exciting as expected.

After her graduation from the Hotel Management School, Bibiche felt that she was not ready for a serious working life yet and moved to the other side of the country where she followed a Masters program in Economics and Business at the University of Groningen.

Bibiche was still dreaming of living and working abroad and in 2007, she moved to Singapore. It was not easy to find a job that was meeting all her requirements but after a couple of months she joined a UK-based event organizer. Bibiche has worked as Operations Manager and organized many events in South-East. She has a passion for organising events, varying from small-scale workshops to big-scale exhibitions.



CHRISTIAN GEISSENDOERFER

Founder & CEO, YOOSE

Christian Geissendoerfer's career began in the IT and software industry where he held a variety of sales and marketing positions for leading companies such as Lotus Development Corporation, Deutsche Bank and IBM.

At IBM, Christian successfully developed new 'routes to market' strategies and managed brands and customer sets across the EMEA (Europe, Middle East, Africa) region.

In 2008 Christian became founder and CEO of his own venture, YOOSE: the hyper-local mobile ad network. YOOSE has since launched its services in Germany, Singapore and India and is gaining industry-wide recognition for innovation and expertise in consumer engagement through mobile hyper-local targeting.

Christian is fluent in English, German, Spanish and French and is based in Singapore.



CLARK HARRIS

Head of Marketing, Interface

Clark was born in the North East of England in 1968 and his grandfather was a mechanic and worked on the docks in Hull. His parents, a chef in the merchant navy and a secretary got married and ran their own pub and restaurant together. Clark's younger brother and himself learned from an early age that in order to have shoes and holidays you had to work hard and your customers must keep coming back.

At 19 years old, Clark left for college and spent another 19 years working with some of the most successful retailers in England, selling everything from fresh pasta, to wheel barrows and diamond rings.

Along the way, he picked up a degree in Retail Marketing and qualified with the Chartered Institute of Marketing. He met Sarah through their shared passion for motorcycling and have happily married for 17 years. They moved to Singapore just under 8 years ago after Sarah was offered a role here with her previous employer. He worked in a word of mouth marketing agency for two years before joining a family owned, US manufacturing business where he spent 5 years building their Asia Marketing function. Clark joined Interface as Head of Marketing for Asia in August 2013 and truly believes we can change the world.



CYNTHIA ZHAI

Executive Voice Coach, Connecting2Success

Cynthia is an Executive Voice & Speech Coach, Speaker and Trainer. She has helped Executives and Senior Managers from MNCs, Government bodies and new start-ups to develop their influential voice that speaks with impact and conviction, engages and inspires people to embrace change and take action.

Cynthia has been a professional trainer, speaker and coach for the past 10 years and her engagement spans Singapore, Malaysia, Hong Kong, Macau, mainland China, India & Brunei. She has appeared in Singapore Radio Program 938Live 3 times and Hong Kong Radio 3 as a guest speaker on Developing an Influential & Convincing Voice.

Cynthia has spoken to more than 3,000 audience members across industries, from the world's top MNCs as Google Asia Pacific, HSBC Singapore, Procter & Gamble International Operations Southeast Asia Singapore Branch, to Government bodies as British High Commission Singapore, Singapore Air Force.



DANIEL CHOO

Partner, ASCIO Partners Pte Ltd



Daniel is a self-made entrepreneur with 3 diverse businesses. He also advises budding entrepreneurs and business owners in his current role as a Business Management Consultant.

Prior to this, Daniel dabbled in various industries throughout his professional career and has held positions in companies of all sizes, from startups to SMEs and MNCs—including Singapore Technologies Telemedia and Fuji Xerox Singapore. Equipped with this accumulated wealth of knowledge, skill and experience, Daniel went on to help business owners start and manage their companies, and successfully developed 8 different brands in the local market.

Daniel is a firm believer of offering opportunities to those with a positive attitude, self-belief, and who are committed to doing better. As such, he is always looking out for potential candidates to mentor and groom for the future.

His latest venture, The Medical Concierge Group (TMCG) a one stop service provider in the healthcare industry. A new system to provide the best in healthcare.



DONALD HUSE

Executive Coach, THE Coaching Hub

Don is an experienced executive and leadership coach, working with individuals from business and government organizations in support of their leadership, management development and career objectives. He has coached numerous executives from a range of Asian nations in strengthening their individual management and leadership skills. Don is also an experienced facilitator having led numerous workshops and seminars during his career on such subjects as performance management, leadership skills, and risk management.

Don comes to coaching as a successful business leader with over 30 years of hands-on management in international banking throughout Asia-Pacific, including such centers as Tokyo, Seoul, and Singapore.

He earned his Bachelor's degree from Stanford University in political science. He then earned a Master's degree in international relations from Johns Hopkins. In the course of his business career, Don has also attended various management programs at INSEAD, Stanford, CCL, and the University of Chicago GSB. In addition to this, he has been certified as an executive coach by the Corporate Coach University in the USA, and ACC by the International Coach Federation. Don is an officer in the Singapore Chapter of the International Coach Federation (ICF); and he is an active member of the Singapore Institute of Management's Organizational Development Interest Group

ELLEN VERFAILLIE

Executive Coach, Serious About Change



Ellen is an executive coach with a background in international business and in learning & development. Her own transformative coaching experience as a senior leader fuels her passion to make her clients reach their potential. Ellen coaches executives from leading global organizations to build leadership mindsets and competencies and to successfully navigate major career and life transitions. She acts in the context of corporate and business school leadership development programs as well as in individual executive coaching engagements. Based in Singapore, Ellen has coached leaders from all over the world and fluently practices in Dutch, French, English and German.

Ellen's career has brought her to the US, Europe & Asia, sharpening her intercultural sensitivity and making her well-versed in collaborating virtually across time zones. Part of INSEAD's senior management team, Ellen led the European Executive Education Corporate Programs unit responsible for the design and delivery of innovative talent development programs for Fortune 500 clients together with INSEAD faculty and C-suite leaders.

Ellen holds an MBA and an Executive Masters' Degree in Consulting and Coaching for Change (organizational psychology) from INSEAD and a Master in Applied Economics from the University of Leuven. She is a certified practitioner of the MBTI (Type I & II), the BarOn EQ-i suite, the INSEAD Global Executive Leadership Inquiry (GELI) and the Leadership Circle Profile (TLC).



FIONA GORDON

Group Chairman, Ogilvy & Mather Singapore

Fiona Gordon is the Group Chairman of Ogilvy & Mather Singapore, the largest communications group in Singapore. Fiona has spent her whole career with Ogilvy, starting as an account executive in London and working in New York, Hong Kong and Singapore on fantastic brands such as American Express, BP, UPS, SingTel and Unilever.

Fiona moved to Singapore at the end of 2011 to run the Ogilvy office, which is a large hub for Asia with over 500 employees across all disciplines from PR to advertising and digital. Ogilvy & Mather Singapore was recognised by Campaign as South East Asia 2013 digital network of the year.

Fiona is on the council of the Institute of Advertising in Singapore. She is a keen advocate of training for the industry and a speaker at marketing and women's mentoring events. Originally from Scotland, she loves exploring new destinations with friends and family in her time off.



GARY TAN

Consultant & Executive Coach, R2D2D

Gary has a passion for life and enjoys taking on challenges. He pushes himself beyond his goals, both in a personal and professional capacity. He has been to many countries across the world in different capacities, from hiking the Inca trail in Peru to being involved in three Habitat for Humanity trips to Cambodia, Jordan and Portugal to running 18 full marathons in various countries in the last three years to working across various locations over the last 19 years.

Gary finds it important to keep connected and give back to the community by volunteering for various meaningful causes and getting involved in larger community and social groups.

Professionally, Gary has 19 years of Banking experience. Other than having a career in Banking, Gary is a certified coach and has a coaching business of his own which he set up during his sabbatical. Gary understands first hand the dedication and drive required in the corporate world, but more importantly he has come to understand the need for balance in work and life.

Gary passionately believes that we have to 'make a difference' in what we do, in any capacity available to us. He strives to help each individual in finding what their own personal goals are and helping them to understand and achieve their potential.



HELEN BROWNELL
Network Manager
Business Innovation Culture (BIC)



Helen is currently working in the position of Network Manager at Business Innovation Culture (BIC). A true global citizen, Helen has worked in places as diverse as Morocco and Myanmar, and has spent the majority of her life outside of her native California. Helen was honoured to visit the United Nations in New York City as a young diplomat in 2005. From 2007-2008, Helen served in East Africa as a Refugee Resettlement Officer, working to build and process relocation cases for some of the world's most needy.

Helen recently completed her Master's with high honours in International Development and Diplomacy at the Patterson School of Diplomacy and International Commerce; she plans to use her skills to work in the fields of national development and sustainable living.



JERRY LIM

Head of Strategic Marketing, A*STAR



Jerry Lim has close to ten years of experience in management consulting, solutions management and technology management across the Asia Pacific region. He started his career with McKinsey before moving on to Accenture to work on Risk Management projects for the Finance Industry and Thomson Reuters to champion solutions management and consulting in Asia. He is passionate about growing the open innovation culture and represented Asia Pacific in Thomson Reuter's global innovation taskforce. In his current role with the Institute for Infocomm Research, he spearheads the organisation in market research, market intelligence, brand and tactical marketing as well as corporate communications with the aim of creating capabilities to power a vibrant and strong infocomm ecosystem for Singapore. Jerry is driven by curiosity and passion to determine what makes the customer "tick" and is focused on developing solutions based on in depth knowledge of a wide variety of commercial environments and industries that includes Government, Academic, Transport, Building and Construction, Oil and Gas, Healthcare, Pharmaceutical, Corporate R&D, Intellectual Property, Manufacturing and IT, providing an ability to quickly comprehend technical complexities of business operations.

Jerry graduated with a Bachelor of Mechanical Engineering (Honors) from the Nanyang Technological University and Masters of Industrial Engineering from the Massachusetts Institute of Technology. He is currently pursuing his Masters of Business Administration with the UCLA-NUS Executive MBA Program and is expecting to graduate in August 2014

KATHLEEN MCGUIRE URQUHART

Executive Coach, Thought Perfect Ptd Ltd



Kathleen runs her own leadership development practice in S.E. Asia, including executive coaching, team facilitation, and bespoke training. She has worked with individuals and groups from multinationals, regional SMEs, the government sector and non-profits, as well as entrepreneurs.

Kathleen's executive coaching work includes: exploring diversity, utilizing customized 360 feedback tools, working with high potential individuals on performance related goals, managing change in the workplace to achieve business results and increasing capacity for effective communication.

In addition to being a professionally trained executive coach, Kathleen has more than 20 years of senior management and operational experience in Hospitality and Retail. Kathleen worked at The American Club Singapore for 11 years, most recently as General Manager. Overseeing more than 400 employees, she had a direct impact on Member satisfaction and bottom-line results, including strategic planning, new business development, internal training, revenue generation and cost management, etc.

Kathleen hails from Massachusetts and holds a Bachelors of Business Administration from the Eisenburg School of Management at the University of Massachusetts, Amherst. She is a graduate of the Newfield Network coach-training program and is a member of the International Coaching Federation. Kathleen is certified to facilitate MBTI.



DR. KIRPAL SINGH

**Faculty Director, Wee Kim Wee Centre,
Singapore Management University**

Since the publication of his thought-provoking book *THINKING HATS & COLOURED TURBANS: Creativity Across Cultures* (2004) Singh has been inundated with invitations to speak all over the globe and has been giving lectures, seminars, talks and readings from his works (he is also an internationally reputed poet and fiction writer) at some of the best-known universities and events.

Dr Singh sits on the Editorial & Advisory Boards of top journals and his advice is sought by many—from governments to non-government organisations. He is an integral part of the AI (Asia Innovation Initiative) and a Board Member of the IRFD (Int Research Foundation for Research)—a UN registered NGO. He is the first non-American to be elected to the prestigious Board of Directors of the ACA (American Creativity Association) of which he is now the Vice-President.

In 2008 Dr Singh returned to being Director of the Wee Kim Wee Centre at the Singapore Management University—a Centre he had found in 1999 when SMU was being established.



KRISTINE OUSTRUP

CEO & Creative Director, Business Innovation Culture
Honorary Goodwill Ambassador of Copenhagen

Kristine is the CEO & Creative Director of Business Innovation Culture (BIC). A graduate in International Business & Marketing, Kristine originally joined the fashion group St Martins and later went to Hong Kong as Head of Special Projects for global lifestyle brand DIESEL. Her next adventure, as co-founder of the French trend agency Style-Vision in 2001, involved working with luxury brands and the Style-Vision Round Table events supported by the Financial Times.

In 2009 Kristine arrived in Singapore to establish Qi GLOBAL, a global network of innovators. In 2011 she founded the pioneering research company BIC, specialized in creating management tools for driving business innovation culture. As a sign of recognition from her country of birth, Kristine is appointed “Goodwill Ambassador of Copenhagen” (but she would rather be: a Global Ambassador of Courage).



LUM HON FYE

**General Manager
NTUC Fairprice Co-operative Limited**

Mr Lum Hon Fye oversees three portfolios in FairPrice. He is responsible for corporate planning and organizational development, hypermarket operations and overseeing FairPrice Foundation's support for charitable causes.

Mr Lum has 30 years of experience working and leading in diverse work environments such as the public sector, the private sector, non-profit organisations and overseas markets.



MARIEKE VAN DER HEIJDEN

Managing Director, Business Innovation Culture (BIC)

Marieke started her career within TNT N.V. in the Netherlands where she worked in international logistics, business development, change management, and corporate communications. With her special interest in cross-cultural differences and her enthusiasm for CSR, Marieke jumped at the opportunity to be sent out as a project manager for the United Nations in 2010, undertaking the WFP school feeding programme in rural areas of Malawi. Back in the Netherlands she then took on the challenge to create new career opportunities for postmen that had their job at risk by building successful and innovative collaborations with educational institutions and employers.

Marieke has also been an active member of the international organisation AIESEC where she sat on the National Board of AIESEC the Netherlands (2004-2005), and later served on the Board of Directors for three years. In the beginning of 2012 she moved to Singapore and her curiosity for innovation, positive energy and entrepreneurial drive led her to Business Innovation Culture (BIC).

She holds a Master's degree in Business Communication Studies from the Radboud University Nijmegen, the Netherlands and studied additional Business Management courses at Manchester Metropolitan University (UK) and Erasmus University Rotterdam (NL). On the personal front she likes tennis, running, and travelling around the globe.



MARTIJN THIJSEN

Operations Director, TNT Express Indonesia



Martijn Thijssen took on his current role as Operations Director for TNT Express in Indonesia in September 2013, after being responsible for Process Development in the ASPAC region for 2 years.

Before moving to Singapore, Martijn held different positions in TNT Mail & TNT Parcel Service in the Netherlands, always in a combination of supply chain development & functional management. The first 2 years he spent his time on restructuring teams & processes in the declining mail business, after which he moved to the fast growing parcel service business. This demanded a different approach of both processes and people and added to his experience on adjusting his style of management to changing business demands.

As an Operations manager with strong background in project management, his biggest strength is driving business results through people, enabling his team to grow and develop while staying close the core business processes. This involves a strong focus on change management and drive for innovation and entrepreneurship. Martijn holds Master's Degree in International Relations, propadeutics in Law and is certified Lean Black Belt.

Growing up in different countries, he soon developed a passion for travelling the world and exploring new countries & cultures. The little time that is left he spends on a variety of active sports, including competitive sailing, golf, field hockey and running.



MIKE LENEY

Vice President, Interface



In his role as Vice President, Mike re-located to Singapore in January 2012 to head up the sales and marketing groups in Asia. His teams enjoy building market leadership across the diverse markets from India through to Japan.

Mike has been with Interface for more than 30 years and has worked extensively across most of Interface's regions. After early years in a leadership position in the \$100 Million Interface UK business, Mike took on the task of establishing a global account unit which he led for 15 years. He also spent 4 years located in Dubai, setting up an emerging market unit for Interface which had great success in India, Middle East and Africa. In addition to being praised for his strategic business decisions, Mike has also become somewhat of a specialist in multi-cultural team development.

A close family that includes 2 daughters and 2 grand daughters is important to Mike who also enjoys participating in sports including sailing, skiing and scuba diving.

"Once the game is over, the king and the pawn go back into the same box."



NANCY HUGHES

Partner & Executive Coach, The Coaching Hub

Nancy Hughes, MCC is an executive coach and partner at The C-Hub with over 20 years of experience in leadership development, including coaching and creating executive education programs. Known for her authentic, open, honest, and flexible approach, she enjoys challenging her clients to maximize growth. She works with senior to middle managers within large, multinational, and government related companies. When clients partner with Nancy they benefit from her significant international experience and cross-cultural awareness. Fluent in English and French, she has lived and worked in the United States, France, and Taiwan before settling in Singapore.

Nancy earned her bachelor's degree in French and international economics from Swarthmore College, and her master's degree in European studies from the Centre Europeen. She is professionally trained as a coach from Corporate Coach University and Newfield Network and is certified with the International Coaching Federation (ICF) where she holds the designation of Professional Certified Coach (MCC). Nancy is a member of the International Coaching Federation; one of the founding members of the ICF Singapore chapter and was President of the Executive Board of the ICF Singapore Chapter from 2006-2008.



PRATAP NAMBIAR

Executive Coach, Thought Perfect Ptd Ltd

Pratap is the founder and Chairman of Thought Perfect Pte Ltd a Singapore based firm providing coaching and mentoring services to CEOs. He is also the Director of The Leadership Circle which is the world's leading process of evaluating leadership effectiveness. He was with Heidrick & Struggles as a Partner in their Leadership Consulting Practice in Asia Pacific. He works closely with clients to achieve greater levels of business impact from their leadership teams and top talent by identifying and developing specific leadership competencies to enable them to make a targeted and purposeful change. He has over 40 years of international work experience across all continents and approx 5000 hours of coaching senior leaders.

Pratap is an honours graduate in economics and statistics and a gold medal winner in his postgraduate studies in advertising and public relations. He is also a Fellow of The Chartered Institute of Marketing (CIM UK) with a MBA from the National University of Singapore. He was the Founder President (1996) of the Singapore branch of The Chartered Institute of Marketing and was conferred the CIM President's Award.

RONALD TAY

Executive Director, Talent & Leadership, UBS



Using the vast experience he has gained over 15 years as a leadership, talent and learning professional spanning diverse industries, Ronald is well positioned to leverage his skills and networks to consult, design, manage and facilitate the full spectrum of learning and organizational development initiatives.

Rooted in a personal philosophy that "life is too short to live on mediocrity", Ronald derives passion managing the UBS Business University in the APAC region as Talent Partner overseeing talent initiatives in the APAC region across the main business areas of Wealth Management, Investment Bank, Global Asset Management and Corporate Center. Under his leadership, UBS won HRM's "Best Training, Learning & Development" awards consecutively from 2012-2014. Outside of work, Ronald serves as an adjunct professor with the Singapore Management University teaching Career Management and Organizational Behavior modules and is an alumni mentor to undergraduates at National University of Singapore (NUS).

Ronald most recently spoke as plenary/session speaker at "Learning World 2013", "Attract & Retain Asia 2012" and "Global Learning Summit 2012" conferences. Effectively bilingual in English & Mandarin (Chinese), Ronald facilitates leadership training in China and Taiwan regularly. He has also been interviewed in HRM magazine, Straits Times & 早安你好 programs to share subject matter expertise in the areas of human resource and development. In 2014, Ronald published his first book entitled "Career Conversations" which explores the career experiences and advice from professionals across major industries. The book is now a bestseller at major bookstores.



TAN SZE WEE

Deputy Executive Director, A*STAR

Professor Tan is currently the Deputy Executive Director, Biomedical Research Council (BMRC) of A*STAR. He is also the Programme Director of A*STAR's Healthcare and Lifestyle Programme Office and Chairman of the Singapore Stanford Bio-design Steering Committee. A/Prof Tan is the Treasurer of the Singapore Medical Association, as well as SMA Charity Private Limited.

A/Prof Tan is currently the Chairman of the Advertising Standards Authority of Singapore's Executive Committee, a member of the Broadcasting Appeals Advisory Committee and the Ministry of Information, Communications and the Arts. A/Prof Tan is also the Treasurer of the YMCA, an advisory member to the Food Innovation Resource Centre, and a member to CASE Central Committee as well as a member of AVA's Food Manufacturer's Business Cluster

A/Prof Tan was a former Nominated Member of Parliament of Singapore, and was on the Board of Governors of the IP Academy of Singapore.

A/Prof Tan graduated with a Bachelor of Medicine and a Bachelor of Surgery from the National University of Singapore, and attained his Masters of Business Administration from Warwick University, UK. He attended the Stanford Executive Program at the Stanford Graduate School Business. He is an affiliate member of the Faculty of Pharmaceutical Medicine, Royal College of Physicians, UK.



THOMAS NIELSEN

Country Director, Singapore, Viking Life-Saving Equipment

Thomas started his professional career as an auditor in Denmark, but 10 years ago his adventurous spirit took over and at the age of 25, he decided to move to Asia to try his luck. Since then, he has lived and worked in Thailand, Malaysia, China and now Singapore, with shorter stays in Germany and back in Denmark in between.

He is currently a Country Director, Singapore for Viking Life-Saving Equipment, a manufacturer and market leader within maritime safety equipment, their core product is Liferrafts, and their main activity in Singapore is servicing of life rafts as well as supplying lifesaving appliances to shipyards, ship-owners and ship chandlers etc.

In his spare time, he is a keen golfer and a world traveller and love learning about new cultures and local habits. His most recent endeavour was a trip to Yangon, Myanmar for the Labour Day holiday.



**Director and Founder, Thought Collective Pte Ltd**

Tong Yee started out teaching General Paper at Nanyang Junior College. In 2007, after setting up a community outreach programme to provide tuition for repeat students in Singapore, he co-founded School of Thought to continue to promote innovation in education and civic learning in both the private and public sectors. Tong Yee dreams of driving social innovation through civic learning to nurture the next generation of thought leaders and youth change-makers. School of Thought has since evolved to become The Thought Collective.

Having struggled with academic failures when he was a student, Tong Yee has developed much empathy for people who have experienced setbacks in their lives, and channels this compassion to connecting and inspiring others. A champion of social emotional learning and ontological coaching, Tong Yee is a highly sought-after motivational speaker and trainer in various sectors. He has spoken at national and local events such as the National University of Singapore Lead Programme for future business and social leaders, ASIA NGO Innovation Summit and TEDX. He is also a well-known trainer among schools and universities. As a social innovator, Tong Yee provided consultancy services for national agencies such as the National Council of Social Service and NEXUS, the outreach division of Singapore's Ministry of Defence.

Tong Yee also sits on a number of national committees. He is a council member of the National Youth Council, the Singapore Memory Project, S50 Committee (Youth and Education) and Advisory Committee for Youth Corps Singapore.



TRICIA HUANG

Deputy Executive Director, A*STAR



Ms Huang received her Bachelor degree with Honours in Natural Sciences (Biological) from the University of Cambridge, United Kingdom in 1995. Her education was sponsored by the Singapore Economic Development Board (EDB) under the GlaxoSmithKline-EDB Scholarship.

In her role as Deputy Executive Director in the A*STAR Graduate Academy, she manages A*STAR's scholarship and collaborative programmes with both local and overseas universities, which are aimed at augmenting Singapore's scientific workforce. The Academy also carries out a variety of science outreach activities with schools and the Singapore Science Centre to enhance public awareness of research and its value to the economy and society.

Prior to joining A*STAR in 2006, Ms Huang worked at the Singapore Economic Development Board (EDB) for 11 years, spending the majority of her time in the Biomedical Sciences cluster where she did investment promotion for the biotechnology sector and developed policies and plans for Singapore's Biomedical Sciences initiative which was launched in 2000. She also spent one year on secondment to the Ministry of Trade & Industry.



VICTOR KUO

Founder, VK Global Advertising



Dr. Victor Kuo is a researcher, evaluator, and educator who has spent a decade helping philanthropic foundations measure their social impact. He is currently the founder of VK Global Advising - a philanthropic advisory firm focused on strategy and evaluation.

Dr. Kuo has worked with some of the world's largest foundations design and implement evaluation projects. He has managed evaluation projects addressing school reform in the US, microfinance in Ethiopia, and energy policy change in China. Dr. Kuo serves on the Board of Directors of the American Evaluation Association and Youth Leadership America. In 2009, he was sponsored by British Airways to explore the growth of philanthropy in Singapore and greater China.

Dr. Kuo started his career as a public school teacher near Los Angeles California where he taught biology and math. He won teaching awards from Disney, Toshiba America, and Earthwatch for creative curriculum and instruction.

Dr. Kuo earned his PhD in Education Administration and Policy Analysis from Stanford University, a MA in Sociology from Stanford, a MA in Secondary Science Education from Teachers College Columbia University, and a BA in Biology from Pomona College. He is a native of Anaheim, California, USA.



VINCENT LAI

Founder, Tocco Studios Pte Ltd



Vincent Lai is the co-founder of Tocco Studios, a six-year-old multi-touch solution business. Tocco Studios is an interactive media company specializing in touch screen solutions. He works with banks to provide personalized banking experience and deliver Banking 2.0 solutions. As technology is advancing so rapidly, the banks are constantly innovating to find ways to interact and engage with existing and potential customers. He and his partner, Andy Soh started out as students in SMU, grew in Singapore and ventured into the Middle East and has worked with the Royal Family.

Tocco Studios is currently working with the largest bank in Sultanate of Oman. Tocco Studios is funded by the Media Development Authority (MDA), Singapore.

"Schools teach finance and accounting. But they don't teach you how to plan your finances, how to do negotiations, how to invest in properties, which is what makes you real money. That's what I hope to change, by working with banks to educate people to be more financially savvy."

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