



Tan Swee Heng

Senior Consultant & Facilitator

Singapore

Swee Heng has excellent experience working with senior leaders and HR teams in Asia to successfully drive key leadership, talent, and organizational development initiatives. Swee Heng trains and coaches in China, Hong Kong, India, Thailand, Philippines, Malaysia, Singapore and Indonesia for clients such as Reed Exhibitions, Elsevier, Lexis Nexis, British Sugar, PPG Industries, Grohe, Givaudan and the Jebsen & Jessen Group. His experiences include:

- Raising the quality of leadership in organizations by designing and delivering operational and strategic development programs organizational levels.
- Growing and supporting high potentials for leadership roles as part of the clients' leadership pipeline.
- Helping organizations sustain high performance through cultural, systems and performance improvements.

Prior to becoming a professional trainer, coach and consultant with his own practice in Feb. 2010, Swee Heng had been a senior leader and manager in both the private and the public sectors for 30 years. From 2000 to 2010, he was the regional Human Resource Director for Reed Business in Asia Pacific (Reed Business is a division of Reed Elsevier plc) and was the Head of HR for Deloitte Singapore from 1997-2000. Swee Heng had also held key leadership positions in the Singapore military force where he started his management career. His many achievements included the following:

- Designed and conducted leadership development and talent management in Asia Pacific.
- Conducted due diligence and implemented M&A, including the subsequent functional integration.
- Carried out major change management initiatives to overcome complex management, organizational and financial challenges.

Areas of Expertise

- Building High Performance Teams
- Developing High Potential Leaders Interaction Versatility
- Leadership Skills Development
- Organization Culture Building
- Systems and Performance Improvements
- Team Coaching

Professional Experience

- Director - Centre of Integral Leadership Asia
- Director HR - Reed Business Asia, Pacific Division of Reed Elsevier Group plc
- Head of HR - Deloitte Singapore
- Battalion Commander - The Republic of Singapore Air Force

Education & Honors


- Bachelor of Commerce - Management & Marketing*
Murdoch University; Awarded Top 5 Grads Medal
 - MBA - International Management
Royal Melbourne Institute of Technology
 - Diploma of Applied Psychology
Singapore Human Resource Institute
 - Diploma of Management Studies
Singapore Institute of Management; Awarded Silver Medal
- *Graduated with Honors

Certifications & Affiliations

- Certified Professional Trainer by IPMA, UK
- Learning Coach Using Action Reflecting Learning Principles - Awarded by LIM Leadership in International Management, LLC
- Certified Trainer in DDI's Interaction Management and Targeted Selection Programs
- Certified Trainer in Tracom's Social Style
- Member of the Association of Professional Speakers Singapore (APSS)
- Certified in Marshall Goldsmith's Stakeholders Centred Coaching



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