



Tan Swee Heng, Singapore
Senior Consultant + Facilitator
C: 65-91875707
sweeheng@lzleadership.com



Swee Heng is a senior consultant and facilitator for Stellar Teams, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams.

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 Jebson & 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.
- Experimented with innovative ways to engage employees so as to create a high performing and fun environment.

Areas of Expertise

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

Professional Experience

- Director -
Centre for 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 (*Graduated with Honors)

- *Bachelor of Commerce - Management and Marketing - Murdoch University
(Awarded Medal given to the top 5 graduates)
- MBA - International Management -
Royal Melbourne Institute of Technology
- Diploma in Applied Psychology -
Singapore Human Resource Institute
- Diploma in Management Studies -
Singapore Institute of Management
(Awarded the Silver Medal)

Certifications & Affiliations

- Certified Professional Trainer by IPMA, UK
- Learning Coach Using Action Reflection 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