

RESUMEDOCS

CONFIDENTIAL CLIENT SAMPLE - PERSONAL DETAILS REMOVED

EXECUTIVE SUMMARY

Enterprise People Strategy and Transformation Executive with 15+ years of experience partnering with executive leadership to drive organizational transformation, workforce strategy, organizational design, and leadership capability across Asia Pacific, the Middle East, Africa, and Latin America. Proven track record of leading enterprise-wide people initiatives that align talent, culture, and organizational capability with long-term business objectives. Recognized for guiding complex operating model transformations, organizational redesign, succession planning, and large-scale change within highly matrixed multinational organizations. Trusted advisor to executive teams, influencing strategic decision-making and enabling organizational agility during periods of growth, transformation, and business disruption. Brings cross-industry leadership experience spanning pharmaceuticals, aviation, healthcare, and hospitality, with a reputation for building high-performing leadership teams, strengthening organizational effectiveness, and delivering sustainable business outcomes through strategic people leadership.

EXECUTIVE HIGHLIGHTS

Directed enterprise people strategy across Asia Pacific, the Middle East, Africa, and Latin America, partnering with executive leadership to align workforce priorities with long-term business strategy.

Played a pivotal role in transforming three regional business structures into a unified global operating model, enabling greater organizational alignment, governance, and business agility.

Trusted advisor to senior executives on organizational design, workforce transformation, succession planning, leadership capability, and enterprise-wide change initiatives.

Guided organizations through complex transformation and restructuring initiatives, including navigating workforce strategy and leadership continuity during the COVID-19 pandemic.

Designed and implemented scalable people strategies and operating frameworks that strengthened organizational capability, leadership effectiveness, and employee experience across diverse international markets.

Appointed as the first HR professional to serve as Global Executive Team Secretary, reflecting executive trust, strategic influence, and close partnership with senior leadership.

Built and strengthened high-performing leadership teams by advancing talent strategy, succession planning, and leadership development aligned with evolving business priorities.

Delivered strategic HR leadership across the pharmaceutical, aviation, healthcare, and hospitality sectors, enabling organizations to navigate growth, transformation, and organizational change within complex multinational environments.

EXECUTIVE CORE COMPETENCIES

EXECUTIVE EXPERIENCE

VICE PRESIDENT, HUMAN RESOURCES 2020 to 2023 MUNDIPHARMA Asia Pacific, Middle East, Africa & Latin America

Provided executive leadership for people strategy across Asia Pacific, the Middle East, Africa, and Latin America, partnering with the Executive Leadership Team to shape organizational transformation, operating model evolution, leadership capability, and workforce strategy across complex multinational markets.

Key Contributions & Achievements

Directed enterprise people strategy across four global regions, aligning workforce priorities, organizational capability, and leadership initiatives with evolving business strategy and transformation objectives.

Played a pivotal leadership role in redesigning the organization from three regional business structures into a unified global operating model, strengthening governance, organizational alignment, and enterprise agility.

Served as a trusted advisor to executive leadership throughout large-scale organizational transformation, guiding workforce strategy, leadership continuity, and organizational effectiveness during periods of significant business change, including the

COVID-19 pandemic.

Influenced executive decision-making on organizational design, succession planning, leadership capability, and talent strategy, helping build resilient leadership teams across diverse international markets.

Architected scalable people frameworks and strategic HR initiatives that enhanced organizational capability, strengthened leadership effectiveness, and delivered consistent employee experiences across multiple regions.

Appointed as the first HR professional to serve as Global Executive Team Secretary, reflecting exceptional executive trust and providing direct exposure to enterprise governance, executive decision-making, and cross-functional leadership.

HUMAN RESOURCE DIRECTOR 2023 to Present DNATA Singapore

Leading strategic HR initiatives supporting business objectives within a global aviation services organization, partnering with leadership teams to strengthen workforce capability, organizational effectiveness, and people practices.

Key Contributions & Achievements

Partner with senior leadership to align people priorities with business strategy, supporting workforce effectiveness across a complex operational environment.

Drive strategic HR initiatives focused on organizational capability, employee engagement, talent development, and workforce sustainability.

Support leadership teams through organizational changes by providing people strategy guidance, change management support, and workforce planning insights.

Strengthen HR practices through improved frameworks, processes, and employee experience initiatives that enable business performance.

SEA & SINGAPORE HR HEAD 2017 to 2020

MUNDIPHARMA Singapore

Led HR strategy and organizational initiatives across Southeast Asia and Singapore, supporting business growth, leadership development, and workforce transformation.

Key Contributions & Achievements

Developed and executed people strategies aligned with business objectives, strengthening talent capability and organizational effectiveness.

Supported leadership teams through organizational changes by providing strategic HR guidance across workforce planning, talent decisions, and employee engagement.

Built talent development initiatives focused on leadership pipeline, succession planning, and long-term capability building.

Improved HR processes and frameworks to enhance scalability, consistency, and employee experience across the region.

HR MANAGER 2016 to 2017

MUNDIPHARMA Singapore, Middle East, Africa & Latin America

Delivered strategic HR leadership across Singapore, the Middle East, Africa, and Latin America, partnering with business leaders to advance workforce strategy, organizational effectiveness, and regional transformation initiatives within a complex multinational environment.

Key Contributions & Achievements

Partnered with regional leadership to align workforce planning and talent strategies with evolving business priorities across diverse international markets.

Drove initiatives that strengthened organizational effectiveness, enhanced employee engagement, and improved the consistency of HR practices across multiple regions.

Played a key role in advancing regional transformation initiatives, helping implement scalable people frameworks that supported business growth, operational alignment, and organizational agility.

ASSOCIATE HR MANAGER 2015 to 2016

MUNDIPHARMA Singapore

Delivered advanced technical consulting and problem-resolution expertise for enterprise clients.

Key Contributions & Achievements

Managed regional HR initiatives supporting business growth and workforce capability.

Improved HR processes and employee programs through structured planning and stakeholder collaboration.

SENIOR HR EXECUTIVE 2013 to 2014

MUNDIPHARMA Singapore

Led HR delivery across business functions while contributing to talent, employee engagement, and workforce initiatives

Key Contributions & Achievements

Supported recruitment, employee engagement, and HR improvement initiatives.

Assisted in strengthening employee programs and HR processes across the organization.

HR EXECUTIVE 2011 to 2013

JURONG HEALTH SERVICES PTE LTD

Orchestrated healthcare HR operations and employee programs within a large service environment.

Key Contributions & Achievements

Managed HR processes supporting employee lifecycle activities and workforce requirements.

Executed recruitment, employee relations, and HR administration activities.

SENIOR HR EXECUTIVE 2007 to 2011

BANYAN TREE HOTELS & RESORTS

Oversaw HR initiatives within a hospitality environment focused on service excellence, employee engagement, and workforce capability.

Key Contributions & Achievements

Drove workforce planning, talent acquisition, and employee development initiatives.

Contributed to improving employee experience within a customer focused operating environment.

EDUCATION

Bachelor of Arts

National University of Singapore