

Leaders' Lab: Competency-based Talent Management for Non-Profit Organisations

By weaving together people who experience and face similar concerns, Leaders' Lab was created with the aim of addressing various pertinent issues faced by non-profit leaders. We hope to foster better relationships amongst those in different sectors of the non-profit landscape, stimulating new ideas and the spirit of collaboration.

The focus of the upcoming session will be on **Competency-based Talent Management for Non-Profit Organisations**. When defined and used well, competencies help individuals grow in their roles and organizations. A talent management and talent acquisition process that includes defining and using competencies will help individuals grow in their roles and their organizations. Organisations that adapt competencies to achieve organizational goals and use them for development purposes gives nonprofits a better shot at increasing retention and job satisfaction among emerging and existing leaders, helping them retain the talent that is key to their organizational impact.

Together, we intend to stimulate sharing of best practices and provide an engaging platform for a fruitful evening of personal growth and learning.

For more details, email us at peoplesearch@cnpl.org.sg, or call us at 6550 9468.

EVENT DETAILS

Date: 1 March 2018 (Thursday)

Time: Registration & Dinner 5.30pm
Session Starts 6.00pm
Networking Session 7.30pm

*Refreshments will be served during registration & networking session

Venue: National Volunteer & Philanthropy Centre
#04-88, The Central,
6 Eu Tong Sen Street
Singapore 059817

Moderator: Mr Chris Chew

Guest Speakers: Ms Evelyn Chow
Ms Von Leong
Mr Edwin Yeo

WHO SHOULD ATTEND

From each non-profit:

- Board Chairs/ Board Members/ Honorary Secretary/Assistant Secretary
- EDs/ CEOs/ GMs/HR Manager

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ABOUT THE CENTRE FOR NON-PROFIT LEADERSHIP

The Centre for Non-Profit Leadership aims to transform the non-profit sector by advocating planned leadership and nurturing leadership capability. Through its suite of evidence-based solutions, CNPL enables non-profits to exercise good governance and enhance their effectiveness in providing sustainable and high quality services for beneficiaries.

To date, we have engaged with over 260 NPOs across various sectors such as the arts, education, health, social welfare and sports. To know more about our work, visit www.cnpl.org.sg.

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ABOUT OUR GUEST SPEAKERS:



Ms Evelyn Chow

Evelyn is an experienced human resources professional with strong cross-cultural exposure. She is passionate about working with clients to transform their human resources function into one that is aligned with corporate strategy, and improves employee retention and satisfaction.

A decade of corporate human resources roles across Asia led Evelyn to the role of Client Solutions Director for Hudson's Recruitment Process Outsourcing (RPO) business for Asia where she led the implementation and delivery of their operations with a key focus on providing top in class outsourced recruitment services.

Evelyn's consulting portfolio includes global and local companies, as well as non-profit organizations. She works with clients to develop programs in the areas such as Strategic Workforce Planning, Competency Frameworks Development, Talent Acquisition, Compensation & Benefits and Corporate Coaching.

She guides teams through the entire transformation process to provide DecodeHR's clients with a clear competitive edge by acquiring, retaining and developing the right type of talent in their organization for today, as well as for future growth.



Ms Von Leong

Von is Director for Sector Manpower, National Council of Social Service (NCSS), a statutory board and a national coordinating body for 457 social service organisations in Singapore. She is responsible for driving change and innovation to improve organizational and HR health of social service organisations in Singapore.

Von leads the initiatives that include Sector Brand "Social Service Tribe" to activate collective strength of social service organisations for talent attraction, People Practice Consultancy to strengthen leadership and people practices, first ever People Practice Maturity Index to measure the health of HR practices in social sector, Social Sector Skills Future Framework to promote skills mastery and career development, Salary Guidelines for Social Service Sector, Leadership and Professional Development Schemes, forming partnerships including research and platforms in the education, social and health ecosystem to encourage social innovation and talent flows into the social sector.

Trained as a leadership assessor in Belgium, Von was previously Regional Director, Human Capital Practice for Aon Hewitt Greater China and Hudson Asia, based in Hong Kong and Shanghai for 12 years. Von's last appointment prior to joining NCSS was with Kelly Services Inc. as Global Solutions Vice President, Asia Pacific. She serves as a member of the advisory committee and board for Love without Boundaries Foundation, YouthCorps (National Youth Council), National Therapist Development Committee and Inaugural Early Intervention Conference.

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Mr Edwin Yeo

Edwin is the Region Leader (APAC) of Board Services and CEO & MD (Singapore) of Stanton Chase, a global top 10 Retained Executive Search Group. He started his search vocation in 1999. Prior to this, he had general management responsibilities with an infrastructure engineering company, an international exhibition and events organisation, and an interior outfitting manufacturing business. His previous roles included technical sales management at a Luxembourg steel mill group, sales management in a Swiss office furniture establishment, and project management with a Japanese multi-national.

His broad work experience in various sectors honed his skills in general management, business development, sales & marketing, account servicing, production & assembly, logistics and project management. In these roles, he often had bottom-line responsibilities and change management mandates to re-engineer businesses to strive for maximum profitability and service excellence.

Edwin holds a Bachelor of Engineering (Civil Engineering, First Class Honours) degree, majoring in Geotechnical Engineering, from the University of Newcastle-on-Tyne, United Kingdom. He is also an MBA graduate, specialising in business-to-business marketing, from the University of East London, and a Certified Professional Behaviour Analyst. He serves as a Member of the Board of Global Cultural Alliance.

ABOUT OUR MODERATOR:



Mr Chris Chew

Chris Chew is a seasoned learning & organization development practitioner who is a passionate advocate of effective thinking and engagement skills. As the founder of "ThinkE LLP", he coaches and conducts training to help others achieve their goals by tapping into their best ways of thinking, using a combination of neuroscience and value science. His passion and purpose is to help people be more effective, motivated and fulfilled in what they do.

Chris Chew has 20 years of experience working in large multinationals like Shell (covering retail, commercial, manufacturing, IT) as well as top Singapore institutions such as SIM (Singapore Institute of Management), where he has led and worked on initiatives such as organizational learning culture, change management, talent & succession management, employee engagement, leadership development, service management, corporate learning & development and consulting.

He was the Head of Organizational Development and Change at his previous organization in SIM where he helped to develop the learning culture, enhance employee engagement and strengthen the corporate culture. He is also the moderator of the facebook Group "The Thinking Executive" and the author of the book "Conversations About Success – What Matters and How to Achieve It".

Chris was the lead adjunct lecturer in Organizational Development and Change at SUSS (Singapore University of Social Science). He is also a certified DISC, I-OPT facilitator, ACTA certified trainer and adjunct facilitator at IAL (Institute of Adult Learning).

Chris holds a Master of Organizational Leadership (Leadership, Policy and Change) from Monash University, Australia as well as a Bachelor of Engineering (Hons) from Nanyang Technological University, Singapore.

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