

# Yeow Chern Han



Yeow Chern Han is an Executive Coach with Executive Development Associates, based in Singapore. Chern Han has 20 years of experience in organization development, consulting, and training. As a coach and facilitator, he has implemented successful corporate transformation initiatives through interventions such as business review and planning, change management, team building, team coaching, executive coaching, and leadership development training. His experience spans across diverse industries such as automotive, healthcare, pharmaceutical, electronic manufacturing, and financial service.

He is an expert facilitator and coaches both senior management and staff on areas such as strategic implementation, culture development, strategic planning, customer experience, leadership development, and change management. He has worked in Singapore, China, India, Hong Kong, Malaysia, and Australia. The focus of his work is working one on one with business leaders, designing OD interventions, and facilitating workshops with senior leadership team/board members to implement their transformation strategies.

## **Highlights of his experience include the following:**

**Building and Developing High Performance Teams:** Chern Han has designed intervention-based team development workshops for intact teams or cross-functional work groups. His work in this area includes identifying areas critical to effective team functioning and building the necessary skills to ensure optimum team performance, identifying barriers to high performance, designing and delivering action learning/action planning session that effectively bridges the gap between team learning and current business issues.

Developing a strong team culture has become the foundation of competitive organizations. Chern Han's success in building and developing teams are the result of his understanding of customers' needs, highly engaging facilitating style, and ability to effect attitude change.

**Leadership Training and Development:** Chern Han has designed and delivered leadership development programmes as part of organization talent management and change management initiatives. This includes design of leadership assessments and development tools and processes, training of middle and senior leaders and executive coaching.

**Team Coaching, Facilitation and Engagement Workshops:** Chern Han has facilitated Mission, Vision and Values, Culture Development, Strategic and Business Planning and Customer Experience workshops for many clients.

**Creating Powerful Learning Platform through Experiential Learning Laboratory (ELL):** Chern Han has extensive experience in the development and delivery of experiential outdoor professional development programs at Outward Bound USA and Singapore. Using his skills in experiential learning and background in psychology, Chern Han has designed Outdoor Experiential Learning Laboratory (OELL) workshops for many companies to help their employees to develop personal empowerment and embrace change. He used OELLS to introduce interpersonal

relations and group dynamics using a combination of experiential methods and theoretical frameworks. This powerful experience enabled participants to understand themselves better as individuals, their own and others' interpersonal styles, and increase their abilities to relate effectively to others.

**Executive Coaching:** As part of his consulting practice, Chern Han also served as a professional coach for managers and supervisors in his client's organization. As a trained coach, Chern Han engaged his clients through clarifying interviews and discussions, commitments in achieving breakthrough goals, and establishing self-correcting practices that enabled his clients to discover their own and other's resources to generate sustained effective responses to personal and business challenges.

**Train-the-Trainer:** Being an experienced facilitator, one of Chern Han's passions is training and developing facilitators/trainers. In this era of change, managers, trainers and HR practitioners are increasingly being called upon to become facilitators of meetings, dialogue sessions, change facilitation workshops, teambuilding, and training sessions. Over the years, Chern Han has conducted facilitation skills workshops, train-the-trainer programs for many companies.

### **Qualifications**

- Bachelor of Science (Honors) in Fitness Management & Social Psychology, University of Oregon, USA
- Certified Cultural Transformation Tools Consultant and Trainer, Barrett Values Centre
- Advanced Certificate in Training & Assessment, Workforce Development Agency
- Accredited Edge Leadership Series Facilitator, Innovative Edge
- Certified MBTI Administrator
- Accredited Administrator, DiSC - Personal Profile System
- Licensed Practitioner, Neuro-linguistic Programming, South Central Neurolinguistics Institute
- Certificate in Advance Coaching Skills, Coach University