

HUMAN RESOURCE DIAGNOSTICS & INTERVENTIONS



This programme is intended to provide participants with the understanding of the common issues faced by employers and HR practitioners, the causes of these issues, as well as the possible interventions to address them.



Duration : 1 full day (in person)



Fees* : SGD\$400 per pax (min. 15 pax to run, max. 20pax)

* Corporate or group discount available. Please contact us at:

Email: enquiries@coherence.com.sg



TARGET AUDIENCE

Managers and executives with people management responsibilities and/or business responsibilities. Suitable for operations managers, human resource managers, business owners, etc.



LEARNING OUTCOMES

In this workshop:

- Understand common issues faced by employers and HR practitioners
- Understand the causes of common HR issues and challenges
- Understand the possible interventions, and how each intervention is used to address specific HR issues



APPROACH

A virtual approach incorporating

- Individual and small group activities
- Case studies, scenarios
- Peer learning



ABOUT THE FACILITATOR

* facilitator assigned for each run is subject to availability



Leonard Ling

Principal Consultant, Coherence Pte Ltd

- Senior Practicing Management Consultant, SBACC
- Senior Professional, Institute of HR Professionals (IHRP-SP)
- Certified Extended DISC Trainer and Consultant
- Gallup Certified Strengths Coach
- Specialist Adult Educator, SUSS-IAL
- Diploma in Adult Continuing Education (DACE)
- Certificate in Training Assessment and Impact Measurement (TAIM)
- Masters in Business Administration (Strategic Management)
- Bachelor of Engineering

Leonard is the founder and Principal Transformation Advisor at Coherence Pte Ltd. He has more than 25 years in People Strategy and Organisation Development both in consulting and corporate environments. Earlier in his career, Leonard was the Global Head of Human Resources for a UK-based international company and was Director of Advisory Services at Ernst and Young. He spent several years in the Singapore Public Service where he played a key role in helping growth industries and individual companies address their short-term manpower and human capital challenges.

Leonard's key consulting experiences include business strategy development, organization development, process design, job design, and instructional design. His most recent projects have focused on helping companies be more efficient and productive through the articulation and alignment of business and operational strategy, and through critical reviews of operational processes. Leonard has also been active in helping organisations manage talent better through improved job design, improved man-machine interfaces, tighter linkages between remuneration and performance, and through competency development and management.

In the areas of job and process redesign, Leonard has completed projects for clients in the healthcare, education, food and beverage, manufacturing, logistics, and government sectors. Leonard has contributed to discussions with MOM, SNEF and NTUC on redesigning jobs for a mature workforce and advises employers on age-friendly practices.

Leonard sits on the Board of 3 Volunteer Welfare Organisations in Singapore providing services to the elderly, to children at risk, children and adults with disabilities and physical impairment, and the financially less fortunate.



ABOUT THE FACILITATOR

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Cecilia Poa

Senior Consultant, Coherence Pte Ltd

- Diploma in Adult Continuing Education (DACE)
- Advanced Certificate in Training and Assessment (ACTA)
- Certificate in Teaching of English to Speakers of Other Languages (TESOL)
- Bachelor of Arts (Hons) in Linguistics & Psychology

Cecilia has 11 years of experience in the training and education industry. She specialises in curriculum development, courseware design, adult facilitation, and course management.

Prior to joining Solutions Plus, Cecilia was Manager of Non-Academic Programmes at Parkway College of Nursing and Allied Health. Her key responsibilities include managing the in-house courses for Parkway Pantai, working with accreditation bodies for approval of courses, as well as coordinating and executing monitoring mechanisms to enhance the quality of courses. In her role, she has developed in-house service and leadership courses under the WSQ frameworks for staff of Parkway Pantai. She has also delivered training to diverse groups of adult learners, including rank-and-file employees, middle management and senior management both locally and overseas. As a core member of the project team, she was instrumental in the implementation of a new Learning Management System to all staff of Parkway Pantai across 6 countries.

Before her transition to staff training and development, she oversaw the course administration of the BSc (Hons) Diagnostic Radiography and Imaging programme in Parkway College, offered in collaboration with an overseas university partner. She was an approved lecturer of the university and headed the Research Methods module in the programme at Parkway College. She also conducted lectures in research, writing and psychology to students in the programme. Her other projects in the organisation include the design and delivery of English courses to international students, and pedagogy courses to internal teaching staff.



COURSE REGISTRATION

Please complete and email this form to enquiries@coherence.com.sg

1. Programme Details

Course Title : HR Diagnostics and Interventions

2. Participant Details

Name : Designation :
Organisation : Mailing Address :

Email: Contact:

3. Course Payment (please tick the appropriate boxes)

By Cheque:

Bank Name Cheque No.

Make cheque payable to "Coherence Pte. Ltd." and mail to
17 Lorong Lew Lian, #12-38 Singapore 533852

By Electronic Bank Transfer:

Bank Account: 601776115001 Swift Code: OBCSGSG Bank/Branch Code: 7339/539

(If payment is made by Electronic Bank Transfer, participants should email and notify Coherence with the name of participant, transaction number and date of payment immediately)

By PayNow

UEN: 202209101H

(If payment is made by PayNow, participants should email and notify Coherence with the invoice number and the transaction reference as proof of payment.)



4. Terms and Conditions

- The capacity for the course is limited and all registrations are based on a first-come-first-served basis. Coherence reserves the right to reject any registrations.
- Attendance will be confirmed upon receipt and clearance of payment. There will be no refunds for cancellations or no-shows by the participant.
- A confirmation email will be sent to the participant 1 week before the course.
- Participants agree for their details to be used for matters related to the conduct and administration of this course.
- Coherence reserves the right to change or cancel the course due to unforeseen circumstances.

I understand and agree to the terms and conditions above.

Signature/Name

Date