



Goh Hong Yi

Professional Summary

Hong Yi has over 20 years' of extensive experience in specialty HR across both the Public Service and MNCs, both in Singapore & across Asia. He was also involved in providing services on a wide range of Organisational Development initiatives ranging from Competency Profiling to Training & Development programs to all levels of staff as part of the change management frameworks across a wide span of industries including start-ups. Concurrently, he has over 17 years of academic experience as an Adjunct Tutor teaching Industrial and Organisational Psychology.

Areas of Expertise

HR Transformation
Organisational Development
Competency Profiling
Selection & Assessment
Talent Management
Learning & Development
Coaching
Performance Management
Strategic Planning
Process Management

Industry Experience

Professional Services
Public Service
Oil and Gas
Healthcare
Media
Hospitality
Start-ups
Non-governmental

Functional Experience

General Management
Human Resources
Organisational Development
Non-governmental Boards

Certifications

Certificate of Competence in Occupational Testing, Level A and B, BPS
Techniques for an Empowered Workforce®
Targeted Selection®
Advanced Certificate in Training and Assessment (ACTA)
Certificated Workplace Learning Specialist (CWLS)
SkillsFuture Mentor (SFM)
ISO lead auditor

Education

BSoc Sci – Psychology, National University of Singapore
MSc— Occupational Psychology, University of Sheffield

Hong Yi is a trusted advisor to executives who need to know how they are perceived and want to focus on what is most important in their professional and personal lives. Hong Yi has provided developmental feedback and coached over 300 senior leaders including high potentials across multiple industries. Besides helping them to achieve work success, Hong Yi also ensures that their personal objectives are aligned to the business objectives so that they are engaged and effective in their work.

At the organisational level, Hong Yi's specialty is in cultural transformation, effectively linking people processes to business outcomes. Possessing in-depth knowledge and expertise in the various people processes of Recruitment, Talent Management and Performance Management, Hong Yi provides new insights in ensuring alignment to drive a high performance culture.

Trained as an Occupational Psychologist, Hong Yi is certified in the facilitation of various psychological instruments including Occupational Personality Questionnaire, 16 Personality Factors Questionnaire, Emotional Intelligence Questionnaire and Emotional Quotient Inventory. He is also a certified facilitator in Techniques for an Empowered Workforce® and Targeted Selection®. Besides possessing the full qualification in Advanced Certificate in Training and Assessment (ACTA), he is also a certified Workplace Learning Specialist, translating learning into performance in the business setting. Furthermore, having been trained as an ISO lead auditor and a Black Belt Six Sigma, Hong Yi works with organisations to improve their processes and in the process deliver greater value to the customers.

Prior to starting his own company, Hong Yi assumed the role as a Global Organisational Development Director for the NOL Group of Companies. His responsibilities included the alignment of HR processes and systems to drive a global culture. He was also a Senior Consultant for DDI specialising in selection and talent management. In addition, he belonged to the team of psychologists under the Singapore Prime Minister's Office who assessed potential scholars for the prestigious Singapore Public Service Scholarships.

Hong Yi is a highly effective facilitator and trusted partner and has been very well regarded by his clients for his commitment to the projects and his willingness to develop solutions that are practical and sustainable.