Company & Workforce
TRANSFORMATION
Transform the Workforce, To Transform the Enterprise

Organised by:

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Challenges Faced by Companies in the Transformation Journey

• Where do I begin?
• What should I focus on that will create business value and impact?
• How do I go about doing it?
DIGITAL TRANSFORMATION

Digital transformation is the adoption of ‘digital’ in

1. the mindset and vision of leadership

2. the internal organisation – people and processes

3. customer and supplier relations and experiences

“Digital transformation differs from company to company — what one company is after might not fit the needs of another.”
IMPORTANCE OF DIGITAL TRANSFORMATION
In Singapore

Fortitude Budget: More than S$500m allocated to support digital transformation of businesses amid COVID-19 outbreak

SINGAPORE: More than S$500 million of the Fortitude Budget will be allocated to support the digital transformation of businesses, including support for e-payments, adopting digital solutions and deepening digital capabilities, announced Deputy Prime Minister Heng Swee Keat on Tuesday (May 10).

“Those who are willing to transform will not be left behind,” said Mr Heng, speaking in Parliament on Tuesday.

Gartner Survey:
56% of CEOs said that digital improvements have already led to increases in profits

SAP Center for Business Insights and Oxford Economics:
80% of organizations that have completed digital transformation report increased profits
85% say they have increased their market share
Leaders expect average 23% higher revenue growth than competitors

Combat Rising Labour Costs

Business Continuity Planning

Singapore Government Is Advocating Digital

Remain Competitive
WHAT WE DO

1. Aim to provide **Guided, Structured and Holistic** help to companies towards Digital Transformation

2. Co-designed with **11 Companies**
   - Sector-Agnostic

**Company Transformation (CT)**

**Workforce Transformation (WT)**
COMPANY & WORKFORCE TRANSFORMATION (CWT)

Company Transformation
• Business Strategy
• Process
• Technology

Workforce Transformation
• HR Process Improvement
• Job Redesign
• Training Needs Analysis
• Workplace Training and Assessment

Through Project-Based Training
• Project based training = Solutioning + Training
SP STARTS WITH LISTENING TO YOU FIRST

Capitalize on SP’s 1.5hr Complimentary Clinic Session (performed by SP Skilled Trainers)

Questions posed by consultants during the Clinic Session:

1. Tell me 3 things that you would like to change/improve in your business.
2. Tell me 3 things that are holding you back in growing your business.
3. In your day-to-day operations, what are some of the challenges you face?
   - What do you think are the root causes of these challenges?
4. Tell me 3 growth opportunities that you would like to tap on in the 3 years time.
5. Tell me about the technology/training/process implementation programs implemented in your company.
   - What are the challenges/gains about it?
## GUIDED, STRUCTURED, HOLISTIC APPROACH IN Company and Workforce Transformation

### COMPANY TRANSFORMATION (Business, Process & Technology)

<table>
<thead>
<tr>
<th>Service Area</th>
<th>Duration</th>
<th>Fee (Before GST)</th>
<th>Learners</th>
<th>Key Features</th>
</tr>
</thead>
</table>
| **Business Needs Analysis**      | 2D       | $625*            | 5        | - Assess current performance  
- Identify key pain points  
- Recommend service offerings to close gaps |
| **Operation & Tech Road-Mapping**| 6D       | $2,520*          | 6        | - Understand key drivers  
- Develop new ideas  
- Identify technology enablers  
- Actualise the roadmap |
| **Process Improvement**          | 15D + 2D Free* | $3,990*       | 3        | - Analyse and improve upon existing business processes within an enterprise for optimization  
- Focus on one problem statement  
- Recommend solution to automate and optimise workflow  
- Applicable to different business functions |
| **Digital Transformation**       | 15D + 2D Free* | $3,990*       | 3        | - Identify, analyse and improve upon existing business processes within an enterprise for optimization  
- Focus on one problem statement  
- Recommend solution to automate and optimise workflow  
- Applicable to different business functions |
| **Data Discovery**               | 2D       | $600*            | 5        | - Employ design thinking to uncover data to support business decision making  
- Co-relate big data analytics to understand changing business and consumer trends |
| **Data Visualisation**           | 8.5D + 4D Free* | $2,400*      | 3        | - Guide enterprises on data wrangling, analytics and modelling techniques to apply Microsoft Excel & KNIME related skills and concepts to analyse real, industry-based projects |
| **Data Analytics**               | 8.5D + 4D Free* | $2,400*      | 3        | - Guide enterprises on data wrangling, analytics and modelling techniques to apply Microsoft Excel & KNIME related skills and concepts to analyse real, industry-based projects |
| **Project Management**           | 12D + 2D Free* | $3,400*      | 4        | - Facilitate vendor management  
- Project requirements  
- Timelines management |
## GUIDED, STRUCTURED, HOLISTIC APPROACH IN Company and Workforce Transformation

**WORKFORCE TRANSFORMATION** *(To be launched in Oct 2021)*

### Process Improvement in HR Areas
- 15D + 2D Free^®
  - Starting from $3,990*
  - For min. 3 learners

- Talent Attraction
- HR Operations & Technology
- Strategic Workforce Planning
- Learning & Development
- Performance Management
- Talent Management & Succession Planning
- Employee Engagement & Communications

*Targeted at Companies with few HR practices / processes are not well-documented or ad-hoc in nature.

### Job Redesign
- 12D + 4D Free^®
  - Starting from $2,250*
  - For min. 3 learners

- Guide enterprise to align employee job fit capabilities to meet current and future business needs
- Design job roles that align business value to impact

### Training Needs Analysis
- 15D + 3D Free^®
  - Starting from $3,360*
  - For min. 4 learners

- Build organization skills map
- Identify employee skills gaps through skills rating
- Training recommendations

### Workplace Training & Assessment
- 5D
  - Starting from $960*
  - For min. 4 learners

- Develop in-house capabilities
- Train the trainers
- Design, develop curriculum, OJT blueprint
- Conduct training and assessments

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*Cost fee before GST, based on assumption that all learners are Singaporeans and above 40 years old or SME-sponsored Singapore Citizens and Permanent Residents, up to 90% funding shall be provided.

^®Offsite mentorship

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Workforce Digitalisation
(To be launched in Nov/Dec 2021)

6D
3 Workshops
Starting from
$750*
For min. 4 learners

Workshop 1 - Organisation Skills Digitalisation
- Digitalised Organisation Skills Dashboard Reporting
- Jobs and Skills Profiled for Key Personnel
- Organisational Skills DNA

Workshop 2 – Talent for Business
- Talent Analytics
- Insights on impact and contributions to Business
- Org Goals / KRAs => Key Job Roles => Critical Skills

Workshop 3 – Talent Roadmapping
- Manpower Development Planning
- Succession Readiness Chart and Roadmap

This programme is currently opened to Manufacturing companies under:
- Precision Engineering
- General Manufacturing
- Chemicals

*Cost fee before GST, based on assumption that all learners are Singaporeans and above 40 years old or SME-sponsored Singapore Citizens and Permanent Residents, up to 90% funding shall be provided.

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GUIDED, STRUCTURED, HOLISTIC APPROACH IN COMPANY AND WORKFORCE TRANSFORMATION

**Digital Build**
- 20D + 4D Free^*
- Starting from $5,580*
- For min. 3 learners
- Guide enterprise to align employee job fit capabilities to meet current and future business needs
- Design job roles that align business value to impact

**Digital Execution**
- 20D + 5D Free^*
- Starting from $5,700*
- For min. 3 learners
- BIM Execution Plan [BEP] document
- Provide onsite practical training
- Provide offsite mentorship

**Digital Ecosystem**
- 15D + 4D Free^*
- Starting from $3,600*
- For min. 5 learners
- Training Needs Analysis & BIM Competency Matrix
- Train the trainers
- Innovative training solutions recommendation

CONSTRUCTION SECTOR

20D + 4D Free^*
Starting from $5,580*
For min. 3 learners

20D + 5D Free^*
Starting from $5,700*
For min. 3 learners

15D + 4D Free^*
Starting from $3,600*
For min. 5 learners

*Cost fee before GST, based on assumption that all learners are Singaporeans and above 40 years old or SME-sponsored Singapore Citizens and Permanent Residents, up to 90% funding shall be provided

^Offsite mentorship

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BENEFITS FOR COMPANIES

Empowered
Solution offered is tailored to your company’s needs at affordable fee

Employee Capability Development
Essential Skills are developed through project based training

Sustainable Transformation
Workforce is developed in tandem with Solutioning Implementation
MAYURESHP GODSE
Profile Summary
Mayuresh Godse is an Expert Singapore Certified Management Consultant (ESCMC), who helps businesses reach the next stage of growth. Working with a holistic approach, Mayuresh helps growth-driven companies in many facets of their business transformation such as business strategy, process improvement, technology adoption, and digital marketing.

Capitalising on his cross-industry, multi-functional experience aggregating over 30 years, Mayuresh serviced a varied clientele, including SMEs, blue-chip companies and MNCs in Singapore, India and the USA. He specialises in working with organisations’ top leadership in diverse segments such as IT, Manufacturing, Automobile, Education, Real Estate, Finance and Government.

PULI S. SARAVANAN
Profile Summary
Puli is an experienced business leader with over 29 years of rich experience. He has worked for KBR, Shell and ExxonMobil – Refining & Petrochemicals business across APAC, ME and Global portfolio. He has a proven track record in Business Development, Project Management, Process Improvement, Operations Excellence and Digital Transformation.

He has managed multimillion dollar projects in the areas of EPC and Consulting, Managed Projects and Turnarounds. As Contracts/Procurement Advisor he has saved 20% through low-cost sourcing for a $1.2bn project. During his tenure, he has been a recipient of many awards for his outstanding performance.

COLIN SOH
Profile Summary
Colin’s forte is in running Operations and Services, both in technical and customer, and has successfully run modest operations covering a few million dollars to over a hundred million USD annually.

He has broad end-to-end (Sales-Operations-Services) career history spanning over 33 years. His past experiences include quality assurance engineering, field engineering in manufacturing, starting and running a high tech start-up division in Graphic Arts and leading a sales team. Additionally, he has managed international support teams operating across Asia Pacific and India, including China and Japan.

GAN HUI GUAN
Profile Summary
Across his 30+ years of career, Hui Guan is vastly experienced in both manufacturing and retail industry. Serving as the Director for Asia Pacific for over 14 years, he established infrastructure to provide world class aftersales warranty support to build company brand name, customers’ (enterprise clients) confidence and satisfaction and an edge over the competition to help grow business and market share.

He has a strong track record of transforming inefficient operations into world class manufacturing facilities with cultural change. Hui Guan also empowers and engages employees to develop and implement innovative manufacturing processes, to improve Quality, Productivity and hence Profitability.
CHRIS HO
Profile Summary
Chris Ho is architectural trained in Melbourne University. Upon his graduation in 2005, he worked in consultancy for seven years before becoming a teacher in Singapore Polytechnic in 2012. His last job was a Project Manager and was administering mostly residential developments.

He has been teaching for almost 10 years and is now teaching in Year Three in the Diploma of Architecture. He teaches a wide range of modules, from design, theories of architecture and BIM software. Chris was awarded as BEST Tutor and Excellence in Teaching in 2014 and 2016. In between his teaching, Chris went on to further his studies in Specialist Diploma in BIM at BCA Academy and became a qualified BIM Manager in 2015.

Currently he is the Course Coordinator for the various short courses and Specialist Diploma in BIM Management in Singapore Polytechnic. He is also a Consultant with School of Architecture, and Built Environment [ABE], Digital Building Innovation Centre [DBIC], where he practices as a BIM Practitioner, offering BIM Consultancy Services to BE Industry. Chris is also currently the Organizer for World Skills Singapore [WSS] 2021[BIM Skills] and Expert in Technical Working Group for World Skill Shanghai [WS] 2022.

Apart from these, Chris is the Assistant Secretary of building Smart Singapore [bSS], where he is involved as an Assessment Panel, for Digital Delivery Management [DDM] Track Accreditation Scheme. He recently has just joined building Smart International as a Jury in 2021.

CHAN LOY SOON
Profile Summary
Chan Loy Soon is an experience professional in the field of Factory Automation and project management. He has worked for various local MNCs in supporting the backend semicon, hard disk industry and contract manufacturing. He has proven record in the design and development of automation projects and expanding portfolio in the area of work force transformation.

Through out the years, he has co-developed many projects, achieving higher speed, higher efficiency, higher capacity and higher quality output, with lower footprint and lower cost. Most of the customers are the major chipmakers and leading hard disk manufacturers.

DR KATHIRESAN
Profile Summary
Dr Kathiresan has more than 15 years of experience working in the education, healthcare and government sectors. His initial focus was on digital signal processing and he developed a tool used at ENT clinics. Subsequently, his centre of attention was on data analytics, leading projects that were commented favourably by the Permanent Secretary at the Singapore Ministry of Manpower.

He undertook longitudinal studies, developed predictive models for construction and government sectors, survey studies to understand landscape transformation, food & beverage, healthcare sectors and cross agency pilot studies. Government departments included the Ministry of Home Affairs, Ministry of Manpower, Land Transport and Traffic Police in Singapore. He has oversee several projects with external consultants such as Blackbox (Healthcare project) and Deloitte (Construction project).

In addition, he has authored and co-authored several peer reviewed journals and conference proceedings. Currently, he is lecturing on Data Analytics, Business Statistics, and IT & Data Analysis for Business. His focus areas are Business Intelligence and Data Analytics, and he is the Course Chair for data analytics at Singapore Polytechnic.
Profile Summary
Ms. Ng June Li holds a Bachelor of Arts in Human Resource Management with Financial Management from Edinburgh Napier University. She is certified in Advanced Certificate in Learning and Performance (ACLP), Human Capital Diagnostic Tool (HCDT), and a certified facilitator in Insights Discovery as well as a Lead Associate Consultant under Skillsfuture for Enterprise Programme (SFE).

She started her career with retail entrepreneurship during her first year in National University of Singapore and subsequently pursued Learning and Talent Development with Starwood APAC and CapitaLand Group. Effectively bilingual, June Li was involved in the planning and execution of Talent Management, Performance Management and Succession planning aspect of human resource. She is also experienced in designing and customising training programme in response to the changing business landscape and requirements.

Currently in Singapore Polytechnic School of Business as the Industry Engagement Manager, June Li leads an industry-facing team that oversees client and consultancy projects that develop students and lecturers capabilities and adult continuous education training (CET) programmes. Part of her industry consultancy work, she helps businesses like SEJ and Qi Ji in their HR transformation journey.

Profile Summary
Jesper is an experienced Human Resource practitioner with over 17 years of experience. His professional work spans across the Education, Oil & Gas, Utilities and public sectors. During his stint in these industries, Jesper led a variety of portfolios including recruitment & selection, compensation & benefits, performance management, employee and industrial relations, talent management, learning & development and workplace transformation.

Jesper is a certified professional with the Institute for Human Resource Professionals, and graduated with a Master of Science in Project Management, as well as a Bachelor of Engineering from the National University of Singapore. Professionally, he is certified in the Korn Ferry Leadership Architect framework, Advance Certificate in Training and Assessment (ACTA), and a certified assessor in the Human Capital Diagnostic Tool (HCDT).

Profile Summary
Dr Ng Sek Yeo is an experienced lecturer with over 25 years of rich experience from Research and Development, Quality Assurance/Quality Control (QA/QC) and Academia. He has worked in Sanofi-Aventis as QA/QC, Kemin Industries as a Research Scientist and SP as a Senior Lecturer. He has proven track record in Course Management, Project Management, Process Improvement and Operations Excellence.

Dr Ng is a certified Singapore Accreditation Council – Laboratories (SAC-SINGLAS) auditor, Food Safety & Quality Management (FSQM) assessor and was a member with the Singapore Chemical Industry Council (SCIC) Chemical Standards Committee. He has published two patents internationally and various articles in journals and business magazines. Dr Ng is passionate to work together with companies for business and operations transformations.
KEY COLLABORATORS

Trade Associations and Chambers (TACs):

 Agencies:
REGISTER YOUR INTEREST

Hear from our team to learn more on how Company and Workforce Transformation can help your enterprise chart your business journey towards Industry 4.0.
Even before we completed the program, our organization has already benefited tremendously from The Company Workforce Transformation Program. As we are embarking toward 4IR, this program enables us to achieve better visibility on how to groom and retain talents with relevant future skill-set of worker 4.0

Jeremy Fong
CEO, Fong’s Engineering & Manufacturing
SUCCESS STORY
How Fong Engineering gained tangible business benefits from CWT
Company & Workforce
TRANSFORMATION
Transform the Workforce, To Transform the Enterprise
Q & A Session

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Thank You!

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