



**B H Tan**

BH Tan is one of Asia's leading executive coaches, leadership consultants and educators specializing in leadership development in a culturally –diverse environment. He is the president of Lead Associates based in Singapore. In the last 12 years, BH has worked with hundreds of senior executives in a wide range of industries. He has coached CEOs, presidents, VPs and middle managers in Asia, the United States and Europe, and top executive teams, to enhance their growth and effectiveness and bring greater value to their organizations.

Prior to becoming an executive coach, BH was a senior business executive with 25 years of international leadership experience, working extensively in many parts of Asia, including various ASEAN countries, China, India, Taiwan, Korea, Japan as well as in the US and Western Europe. He served at VP level in a number of well-known MNCs in industries including telecommunications, electronics, chemical and business consultancy.

BH holds a bachelor's degree in engineering and a Ph.D. in leadership studies. He is a professional certified coach and is on the coaching panel of a number of well-known global leadership consultancies. He has to date successfully delivered more than 5000 hours of professional coaching with corporate clients. BH is certified to administer and interpret a range of 360° feedback instruments including the Benchmarks, the Linkage LAI, 360 by Design, and psychometric instruments such as the Hogan Assessment System, MBTI, Conflict Dynamics Profile, WorkPlace Big Five, and the Extended DISC.

Leaders who have worked with BH Tan value his unique ability to provoke insightful perspectives arising from his practical and real world experience. His expertise runs deep in several key areas of leadership: developing high-potential leaders, helping organizations develop bench strength at first-level, middle-level, and top-level management, building top management teams, and creating a high performance culture by putting people first. He has consulted extensively with US and European executives who work in Asia, especially China, by facilitating development of a global management mindset that will help them interact effectively with people from diverse cultural backgrounds. He is the author of "The First-Time Manager in Asia: Maximizing your success by blending East and West best practices" published by Marshall Cavendish

Some of his clients include:

AMD, Microsoft, Dell, Johnson & Johnson, L'Oreal, Chartered Semiconductor Manufacturing, JTC, IDA, UBS, the Singapore Civil Service, Heraeus, IFF, Standard Chartered Bank, Singapore Armed Forces, TSMC, BASF, Sanofi-Aventis, Exane Derivatives, Lafarge, Allergan

Some recent coaching/consulting assignments are:

- Executive coaching for CEOs of various US, European and Asian MNCs.
- Senior Leadership Team coaching for Singapore Government agencies and MNCs
- Leadership development of high-potential leaders of a number of US, European and Asian MNCs.
- On-boarding of expatriate country managers in various countries in Asia