



Dr Rosemary Tan

Chief Executive Officer, Leyden Labs Asia Pte Ltd

Dr Rosemary Tan, CEO, Leyden Labs Asia Pte Ltd, is a former elected Governing Council member from 2007 to 2015. Prior to this, she was CEO of Cov Biotechnologies, CEO & Founder of Genecet Biotechnologies (2001) and Veredus Laboratories (2004) which was awarded Red Herring Top 100 Private Companies in Asia & Wall Street Journal Asian Innovation Award (Gold) in 2006.

She was named one of the most important developments to watch by Business Week & BioSpectrum Editor's Choice Emerging MedTech Company of Singapore.

Dr Tan developed one of the first Avian Flu (H5N1) diagnostic kit (2005), pioneered the VereFever kit, a lab-on-a-chip that can detect seven tropical diseases (Malaria, Dengue, Chikungunya, West Nile, Yellow Fever, Japanese Encephalitis and Zika) with just one drop of blood and recently the rapid test kits for COVID-19 used at checkpoints since March 2020.

Veredus was acquired in 2018 by Sekisui Chemical, a publicly listed diagnostics company in Japan with annual global turnover of more than ¥1,000B (S\$13B).

She was awarded Spirit of Enterprise (2003), NUS Outstanding Science Alumni (2006) and is a recipient of the Naito Science Award in Japan.

She is also a member of the Scientific Advisory Board of the Institute for Health Innovation and Technology at the National University of Singapore, and at the National University Health System (NUHS) Practice Change Innovations. She also serves in the Board of NUS High School and SGIInnovate, a government-owned innovation platform in Singapore centred on the development of deep technology. Dr Tan has also served as a Judge for the President's Science and Technology Award since 2009.



Mr Allen Lee

Managing Director, Genesis Networks Pte Ltd

Mr. Allen Lee is the Founder and Managing Director of Genesis Networks Pte Ltd, a highly recognized professional IT Services Provider in Singapore which he established 24 years ago. Guided by his vision to be the IT Services Provider of Choice and a Trusted Adviser, he has successfully grown the organization to achieve an annual revenue of over \$24 million with a dedicated team of 60 professionals. Genesis Networks operates its own data centres and provides end-to-end IT solutions, spanning Infrastructure, Managed Services, Cybersecurity Assurance, and cutting-edge AI Infrastructure and Application Development. The company maintains strategic partnerships with industry heavyweights and technology leaders such as DELL, IBM, Cisco, Microsoft, H2O, Veeam, Aruba, and Fortinet.

Mr. Lee holds a diploma in Electrical and Electronic Engineering (EEE) and began his IT career in 1990 as an IT Administrator following his National Service. In 1996, he joined a multinational corporation as a Network Engineer, eventually rising to the role of Regional IT Manager overseeing Asia IT Operations. His exceptional business acumen and leadership were formally recognized when he was voted as the most promising entrepreneur in 2009.

He is a highly accomplished Information Systems Security Practitioner, having achieved his CISSP in the year 2000—long before it became the de-facto standard certification for security professionals. Continually advancing his expertise, he has since attained his CISA, PMP, CIPM, and Certified Chief Information Security Officer (C|CISO) credentials. Furthermore, Mr. Lee is a digital forensic investigator holding a Private Investigator (PI) License. His deep technical knowledge drives Genesis Networks' ability to provide top-tier systems security advisory and consulting services to clients across the FSI and Government sectors.

Deeply committed to community development and building a compassionate corporate culture, Mr. Lee currently serves as the Chairman of the Deyi Secondary School Advisory Council—having advanced from his previous role as a committee member. In this leadership capacity, he serves as a vital conduit between the school, the community, industry leaders, and parents to enhance student development. He is also an active board member of the SIM Society Governing Council and has been engaged with the SIM IT Interest Group for over 19 years.

Beyond his professional and community commitments, Mr. Lee is an avid photographer with a profound passion for capturing landscapes, nature, and wildlife.



Dr Stephen Yee

Director, BDO Advisory Pte Ltd

Dr Stephen Yee is an experienced Learning & Development HR Business Leader and practitioner. He has 20 years of knowledge and skills working in the not-for-profit organisation, management industry and with development and social partners. He has 30 years of working experience and skills in Strategic Planning, Go-to-market Strategy, Organisational Development, Sales Management, and Business Strategy, working with employers and enterprises of various sizes and in different industry sectors in both multi-nationals like Hewlett Packard, i2 Technologies, government subsidiary under National Library Board.

He works closely with the government to evaluate training programmes that apply to employers and the mass market. He is on various tripartite working committees, such as for older workers in training, human capital development, and the enterprise training scheme. On top of that, he does audits as part of the evaluation committee for skills and future awards for employers and individuals.

In 2007, he brought in International Computer Driving License (ICDL), a non-profit organisation responsible for computer certification based in Ireland, with international offices globally. He has also instrumented mutual recognition of skills among the IT and HR certifications (Singapore) with CIPD and SHRM. He has merged using their IT modules syllabus and accreditation to the competency standard and also convinced the then WDA to put it as part of the WSQ employability skills modules for training the workforce in IT knowledge. For the last 3 years, he has also advocated to Ministry of Education (MOE) for schools to adopt IT certification using the test modules in ICDL from secondary to college students to prepare them for IT skills in their school curriculum so that they are always market-ready.

He is an active member of the future of work under the International Employers Organisation and International Labour Organisation. He extensively provided feedback and information on the ASEAN future of work published in 2015.

Prior to joining SNEF, Mr Yee spearheaded the launch of IT Literacy programme under National Library Board (NLB) for the digital library, training more than 300,000 individuals within a period of 3 years under the brand Open Learning Place operated under NLB in 8 public libraries with emphasis on quality in terms of delivery, monitoring the progress of learners in terms of performance indicators set together with the government agency. During this period, he worked very closely with MOE schools curating quality resources in the library as part of Internet and Information Literacy skills for children from K1 to post secondary. He

was a valuable resource to librarians from his competencies developed in Infocomm, Learning & Development and Human Resource as well.

He holds a Bsc in Management Studies (Honours) with the University of London in 1996. He was also awarded a Distinction in Master of Project Management with the University of Adelaide in 2006. He is also a certified trainer and assessor in WSQ ACTA in 2010. He is a true believer of lifelong learning and is a speaker at most conferences in Singapore and in the region in qualification and learning systems with enterprises and social partners.

Stephen spent more than 15 years in technology and training during the first initial stage of his career. For the last 20 years, he has been extensively involved in soft skills training, human skills, and future skills. He is involved in the skills framework for HR, Precision Engineering, Infocomm & Technology, Retail, and recently accountancy.

He firmly believes in digital transformation for organisations to transform so that more quality and high-level jobs can be created in the industry. With his vision, SNEF is extensively involved in the industry transformation map (ITMs) with Skills Framework (30 sectors) and now into the Job transformation map for three sectors and a few industry digitalisation maps.

Stephen is certified by the Society for Human Resource Management (SHRM) as an SHRM Senior Competent Professional and by the Institute for Human Professionals (IHRP) as an IHRP Senior Professional under the Singapore accreditation for HR Business Leaders. The University of Geneva accorded him a Doctor of Business Administration in August 2024.



Mr Tan Swee Heng

Head, Shared Leadership Team Coaching Academy

Mr Tan Swee Heng is the Head of the Shared Leadership Team Coaching Academy, part of Leadership In Motion LLC, USA, and a Sustainability & Shared Leadership Coach. A Master Certified Coach (MCC) and Advanced Certified Team Coach (ACTC) with the International Coaching Federation, he works with leaders and organizations to achieve impactful results in Performance, People, and Sustainability.

Swee Heng is the author of *Coaching in the Moment: How Busy Leaders Can Make More Impact with Less Time* (2017) and co-author of *Shared Leadership Disciplines: A Better Way to Lead & Coach* (2023). He is currently pursuing a Master of Science in Sustainability Management at Nanyang Technological University (NTU) and is writing his third book, *Sustainability in Business: What Leaders and Coaches Can Do*, scheduled for publication in 2027.

Swee Heng serves on the Governing Council of the Singapore Institute of Management Society and is also the President of its Sustainability Interest Group. In addition, he is the Chair of the ICF Singapore Team Coaching Community of Practice. His passion is to advance sustainability and shared leadership through team coaching across Asia and beyond.

Before embarking on his coaching career of more than 16 years, Swee Heng spent a total of 31 years working in the Republic of Singapore Air Force, Deloitte Singapore, and Reed Elsevier, where he focused on senior leadership and human capital challenges across Singapore and the Asia-Pacific region.



Ms Catherine Yeow

Managing Director, Singapore & Bangkok,
Business Development Director, SEA, HRnetOne Pte Ltd

Ms Catherine Yeow is the Managing Director, Singapore & Bangkok and Business Development Director, SEA for HRnetOne. She is responsible for overseeing all operations, including business development, project delivery, leadership development, and organisational design.

With 26 years of industry experience spanning across multiple specialisations and functions, Ms Yeow's contributions have been instrumental in moulding HRnetOne brand into what it is today.

Ms Yeow has developed and implemented talent practices that included succession planning, identification and assessment of high-potential talent and leadership competencies.

Prior to HRnetOne, Ms Yeow spent six years in chemicals and plastics commodities sales with local listed companies and a Canadian based MNC.

Ms Yeow graduated with a Bachelor of Science, Economics from the University of London in 1994.



Ms Tay Lay Keow

Head of HR & Administration, Hyphens Pharma International Ltd

Ms Tay Lay Keow is a seasoned professional with over two decades of comprehensive Human Resources experience across the Asia-Pacific region. As the Head of HR & Administration at Hyphens Pharma International Ltd., she has demonstrated expertise in a broad range of HR functions, including performance management, organisational development, succession planning, HR process integration and transformation, as well as employee engagement.

Her strategic and practical approach to Human Capital Management has been instrumental in leading and executing Global HR Programs, collaborating effectively with stakeholders and HR partners both regionally and globally.

Ms Tay's illustrious career prior to joining Hyphens includes pivotal roles as Chief Human Resources Officer at KeyReply, HR Business Partner for Asia Pacific at BIOTRONIK, as well as HR Business Partner for Asia Pacific & Japan at SAP, and Regional HR Business Partner at Besi Netherlands BV.



Mr Lim Zhi Wang

Financial Services Manager, IPP Financial Advisers

Mr Lim Zhi Wang is a Financial Services Manager, community leader, and speaker dedicated to empowering individuals and families through purposeful financial planning, leadership development, and community impact.

He served as the Toastmasters International Area Director for Area B1, District 80 in 2022, where he led and supported clubs in achieving growth and excellence. In recognition of his contributions, he was awarded the Distinguished Area President Ribbon.

Beyond professional development, Mr Lim has been actively serving the community through the People's Association Youth Movement since 2004. In 2023, he was appointed Chairperson of Frontier Youth Network, championing youth engagement and grassroots initiatives. He also served as a member of The Frontier CCMC and Pioneer CCC until 2025.

In 2018, Mr Lim represented the Singapore National Youth Council as the Youth Leader for the Ship for Southeast Asian and Japanese Youth Program (SSEAYP), fostering cross-cultural exchange, leadership, and international friendships among ASEAN and Japanese youth leaders.

Professionally, Mr Lim holds certifications as an Associate Wealth Planner (AWP) and Associate Financial Planner from the Financial Planning Association of Singapore (FPAS). He is also certified as an Associate Estate Planning Practitioner and is licensed to advise on small and family-owned businesses.

Driven by his belief in "Purpose, People & Prosperity," Mr Lim is passionate about helping individuals, families, and business owners build financial confidence, protect their legacy, and create meaningful impact across generations.



Ms Gayle Wong

Associate Director, Corporate Communications, Singapore Management University

Ms Gayle Wong is Associate Director, Corporate Communications at Singapore Management University. Prior to this, she served as Head of Marketing at Stone Cybersecurity, Head of Communications and Sustainability at EVCo, and Vice President, Group Communications at Certis Group.

A seasoned strategic communications and marketing leader, Gayle brings more than 20 years of experience spanning government agencies, multinational corporations and high-growth technology ventures. She is recognised for her expertise in corporate branding, media relations, crisis communications, sustainability and stakeholder engagement, having led award-winning teams and high-impact campaigns that strengthened organisational reputation and delivered measurable business outcomes.

At EVCo, an SMRT subsidiary, Gayle spearheaded integrated communications and go-to-market strategies that positioned the company among Southeast Asia's fastest-growing electric mobility providers in 2023. She also launched Green Horizon Day, a flagship stakeholder engagement initiative that increased qualified business leads by 20 per cent while expanding strategic ecosystem partnerships.

Earlier, at Certis, she led regional communications across Singapore, Australia, Hong Kong and Qatar, overseeing the company's corporate rebranding and pandemic communications strategy. Her work contributed to several industry accolades, including the prestigious Sabre Awards Asia Pacific 2020 for Crisis Management.

Beyond her professional work, Gayle has been actively involved with RMIT University Alumni Singapore since 2021 and was elected President in December 2023. In this role, she provides strategic leadership for the association, chairs alumni meetings, and oversees initiatives that strengthen alumni engagement and professional networking within the Singapore community.

Gayle holds an MBA from University of Adelaide and a Bachelor of Business in Business Administration from RMIT University.