

Coach Bio



ALLAN WOON

Managing Partner

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Allan is a co-founder and Managing Partner of Corporate Coaching Partners, Asia's leading firm of executive coaches. He is a practicing executive coach to senior leaders, both expatriates and local nationals in Asia and Australia. He also coaches teams on mission critical issues targeted at optimizing productive behaviors. He has spearheaded corporate initiatives to develop local and expatriate leaders and established leadership talent management & development systems at corporate and regional levels of organizations. He has successfully introduced coaching into multinational organizations.

Professional Expertise/Services

Allan is a Corporate/Executive Coach with extensive Human Resources and line experience in the oil industry, electronics and consulting.

Since founding Corporate Coaching Partners in 2001, he has coached regional presidents, functional VPs and country managers in industries ranging from financial services to hi-tech. His approach to coaching is holistic, working with clients in their totality as a human being. His style has been described by clients as "relaxed yet probing" and "insightful and challenging". Many of Allan's recent assignments have been to accelerate and/or engage senior executives with their regional team members. These assignments would generally require that clients work on behavior change focused on improving leadership effectiveness, improving relationships with peers and team members and development of local/national talent.

Prior to founding Corporate Coaching Partners, he was a member of Caltex's Executive Leadership Team, where he was accountable for Caltex's global HR function, with over 200 professional staff across 50 countries. He was intimately involved in the development and implementation of Caltex's high potential leaders program. He personally designed and implemented its Executive Coaching program for its most senior leaders.

As Senior Vice President, Philips Electronics, he spearheaded Philip's corporate efforts in identifying and retaining regional and international leaders across all business units in Asia. He institutionalized assessment centers and led panels of assessors.

He continues to promote the interests of local nationals into leadership positions, effectively using his knowledge and experience in having worked in and with corporate headquarters.

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Recent Coaching Assignments

- Worked with regional president of a US consumer company to develop his leadership effectiveness; leading to engagement as team coach to address specific trust issues that impacted on business results. By end of assignment, leader and team scored highest in a global survey of employees based on the Company's values.
- Engaged as executive coach to South East Asian head of business unit to increase his "risk-taking". Was seen as "effective but very conservative" resulting in fears that he might be losing market share without realizing it in an industry where accurate information was wanting. He and his team were awarded with the "Highest Growth" prize for the year.
- Worked with Country manager to expand his leadership style. Regarded as a strong and effective leader, he personally felt need to continuously improve himself as well as develop key members of his team. He and his team posted results in excess of 130% of targets and previous year achievements despite stiff market conditions, product issues and challenges with supply allocations.
- Global energy corporation with regional presence in Asia introduced coaching to assist expatriates in the workforce to accelerate the development of their potential local replacements. Designed and developed coaching program to meet these goals. Success of this program led to introduction of coaching as a leadership transformational tool.

Career History**Caltex Corporation, Global Head, HR. 2000-2001**

Allan had accountability for all HR functions across the 50 plus countries in which the Chevron and Texaco joint venture operated. Allan introduced executive coaching to the top leadership team. He also coached business heads to accelerate their transition into country head roles; assisting them to set up systems and charters. He facilitated the development of the Corporation's various talent development programs, including the leveraging of resources in Chevron & Texaco, ensuring a cross flow of leadership talent.

Philips Electronics, Senior Vice President, 1998-2000

A key responsibility of this corporate role was to ensure availability of leadership talent in the pipeline. In a highly decentralized and complex matrix organization, he had to coach functional staff across 13 countries on the need to focus on Corporate as well as Business Unit goals. He consulted with Business Unit heads in Eindhoven and Amsterdam on talent and leadership issues. Besides participating in assessment and selection panels, he coached and mentored many of the Top Potential and High Potential candidates in the 12 countries in which Philips operated, including expatriate staff.

Union Carbide, Regional HR Director, 1990-1998

Directed chemical company's HR functions in Asia; establishing HR systems and resources.

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William Mercer (Singapore), Office Head , 1988-90

Developed and delivered the first high tech industry compensation & benefits survey.

Mobil Oil Corporation, Various Roles, 1978-1988

Was based in New York (1980-82) and Ft Lauderdale (1986-87) on assignments.

**Education and
Professional
Affiliations**

- Certified in Emotional Competence Inventory
 - Accredited Team Management Systems Facilitator
 - Graduate: Corporate Coach U Inc's program in Asia
 - Licensed Facilitator: Corporate Coaching Clinic, SFO
 - Member, International Coach Federation
 - Licensed Facilitator: Corporate Transitions, William Bridges & Associates
 - MA(HRD-Adult Learning) : George Washington U
 - Bachelors- Bus. Admin. : U of Singapore
 - Program Director, Specialist Dip Compensation Benefits Mgmt, Singapore Institute of Mgmt (1995-2004)
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