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# SPEAKER'S PROFILE

## Harold Kwan



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### *Creating Business Opportunities For Human Resources Professionals*

Harold Kwan is the founder and managing director / principal consultant of HRM3 Asia and a partner of OI Partners, Inc., the world's largest consulting partnership with more than 170 offices in 24 countries. In 2006, he received the Leading HR Entrepreneur Award 2006 from the Singapore Human Resource Institute.

Over the last 20 years, he has served diverse MNC clients in talent acquisitions and assisted numerous senior executives in their career and executive coaching development programs; customized and facilitated over 100 business strategy and leadership development, business process re-engineering, change transition, conflict resolution and team development workshops. Some industries he has worked with include IT, Telecommunications, Banking & Finance, Insurance, Health Service Providers, Petrochemicals, Consumer, Public & Education, Electronics and Manufacturing Sectors. Clients have given very positive feedback and references on the quality and customized services provided by Harold and his Team

He has served as Reviewer of HRM books for publishers, on a Panel of Judges for HRM Awards, Membership Chairman of the AACMP, and is a professional member with the Singapore Institute of Directors (SID), Association for Small & Medium Size Enterprises (ASME), the Hong Kong Institute of Human Resource Management (HKIHRM), and the Singapore Human Resources Institute (SHRI). Harold is a certified practitioner for the Leadership Effectiveness Analysis (LEA) SELF & 360° Feedback, Personal Direction Analysis (PDA) Instruments and behavioral consultant for the Birkman, DISC and MBTI Systems, and holds a BBA from the Royal Melbourne Institute of Technology (RMIT) and a MSc. in HRM from Rutgers University, New Jersey.

A sought-after speaker, he has presented numerous papers on diverse human resource management topics to local and regional students, HR professionals and senior executives from the public and private sectors. Harold's views on career management, outplacement and human resource management topics are often sought after by the media and he has been invited to appear on television as well.



Established in 2000, HRM3 Asia is a HR consulting firm providing executive search, rightsizing planning & outplacement, organization effectiveness facilitation, executive coaching & HR outsourcing/partnership services.