



## Winifred Loh, Learning Coach

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**Winifred**, who has a Masters degree in Education and Human Development from George Washington University and a Bachelor degree in English Literature and Sociology from National University of Singapore, joined LIM in 2012 as an Associate. Leadership in International Management is a global consulting firm focused on development – people and business – using Action Reflection Learning™ principles.

Prior to joining LIM, Winifred was a Human Resource Director with over 25 years of Learning & Organization Development, HR Generalist and Business Partner experience in publicly listed companies. She worked at Corporate HQ/Group, Global, Regional, and Business Unit levels, and engaged with C-Suite leaders and key stakeholders in Joint Ventures and Employee Unions. The industries she has experience in range from retail, consulting, high tech, telecoms and pharmaceutical. She has led teams of up to 22 on-site and virtually across Asia Pacific, US and Central Eastern Europe to ensure sound execution of committed deliverables against timelines, while ensuring People, Process and Client Excellence at all times.

Some of her key accomplishments include the following:

- Set up the APAC People Steering Committee and drove the development and implementation of the People Plan, including an Engagement Action Plan, Communications Plan, and People Scorecard.
- Designed and facilitated Strategic Talent Reviews with GCEO and the Executive Leadership Team to identify top talent, and successors for mission critical positions, and gain traction for their assessment and development, using an integrated online Talent Management system
- Developed a strong Engagement culture and process with CEO-owned KPIs and Line Champions embedded in the business unit to interpret and communicate the results, and implement Action Plans

She is a firm Community Advocate and is actively involved in the following:

- AWARE (Association of Women for Action and Research) – President (2012 – 2014), member since 2001
- Signis (World Catholic Association for Communication) Juror at Film Festivals in Iran and Hong Kong
- Mentor for UNITAR (United Nations Institute for Training and Research) Hiroshima Fellowship for Afghanistan

### Areas of capability include:

- Organizational Alignment
- Talent Management
- Change & Transition Management
- Employee Engagement
- Executive Coaching
- High Performance Team Development
- Meeting Facilitation
- Leadership Program Design & Delivery

*We develop your leaders while they develop your business.*