

Executive Coach Profile

Sam Chia



Sam has over 30 years of experience as an international business leader, leadership coach, and consultant,

As a leadership coach, Sam works with leaders from both private and not-for-profit organizations to strengthen their leadership practices and supporting them to transform their organizational culture to better adapt to the ever-changing environment.

In his work, Sam applies insights using assessment technology, positive psychology, action learning, coaching, and blended learning to help leaders expand their performance and organizational capabilities. Sam is particularly skilled at using psychometric assessment and 360 feedback tools to provide constructive and honest feedback to leaders to help them achieve greater clarity on their leadership styles and behaviors. Sam had facilitated numerous leadership programs in Malaysia, Singapore, China, and Kazakhstan.

Sam has coached senior leaders (VP, MD, GM, Directors, etc.) from companies that include Dell, Adobe, Salesforce, LinkedIn, Zendesk, NetApp, Micron, Gap, Walmart, IMF, Citibank, Visa, S&P Global, Accenture, E&Y, ABB, HeroMotorCorp, Merck, J&J, MacDermid Enthone, GRAB, Alcon, Varian. His inclusive style had enabled him to successfully coached leaders from Brazil, UK, Australia, Korea, Japan, Taiwan, China, India, Philippines, Indonesia, Singapore, Malaysia

Business and Organizational Leadership Experience

<u>From</u>	<u>To</u>	<u>Professional Experience</u>
2012	Current	Founder/Chief Executive Officer, SC Coaching Asia Pte Ltd
2007	2011	Managing Director/General Manager, HRnet Performance Consulting Singapore & Malaysia
1998	2007	Vice President/ Managing Director – Southeast Asia & India, Enthone, a member of MacDermid Enthone
1994	1998	Managing Director/General Manager – China, Singapore, Brunei, Vietnam, Fosroc, a member of JMH International/ Burmah Castrol plc
1990	1994	Finance & Administration Manager – Fosroc Malaysia
1988	1990	Finance Manager/Accountant – Malaysia & Nippon Insurans Berhad
1983	1988	Audit Senior, Certified Public Accountants Practice

Education

- MBA, University of Bath
- High Potential Leadership Program, Harvard Business School
- Association of Chartered Certified Accountants, Fellow (FCCA)
- Institute of Singapore Chartered Accountants, FCA (Singapore)

Publication & Community

- Co-edited a book in 2010, “Coaching in Asia: The First Decade”
- 100 Best Global Coaching Leaders by World HRD Congress 2017.
- Vice President of, Career Development Association of Singapore (CDAS).
- Panel of judges for the Brands For Good Award that recognize and honor SMEs across Asia for embodying the principles of Social Responsibility in their business and operations
- Brainz 500 Global 2021 Official Honoree <https://www.brainzmagazine.com/brainz-500-global-2021/sam-chia>

Industry Coaching Experience

Consulting
 Professional Services
 Banking & Financial Services
 Pharmaceuticals
 Chemicals
 Semi-Conductor
 IT & Technology
 Retails

Functional Coaching Experience

Sales
 Operations
 Finance & Accounting
 Human Resources
 Information Technology
 Manufacturing
 Legal

Leader Levels

Mid to C-Suite leaders

Assessment & Certifications

International Coach Federation –
 Professional Certified Coach (PCC)
 Certified Solution Focused Coach (CSFC)
 Certificate in Coaching, Henley Business School
 Certified Coach & Global 360 Practitioner, Marshall Goldsmith
 Stakeholder Centre Coaching
 Certificate in Conscious Business Coaching
 Harrison Assessments – Certified Debriefing & Coaching
 Harrison Assessments – Employee Development
 Advanced Certification in Training and Assessment, Skill Future Singapore
 International Professional Manager Association – Certified Professional Trainer

Languages

English, Mandarin, Bahasa Malaysia