

ANDREA CHUA

Consultant, HANN Asia



Areas of Expertise:

- Organisation Design
- Talent Assessment
- Leadership Development
- Succession Planning

ABOUT ANDREA CHUA

Andrea has had more than 25 years of experience in education industry, professional audit firm and computer technology. She was previously the Senior Vice President, Group Human Resources for INTI University and Colleges where she was responsible for aligning all people practices to the global strategies set by Laureate Corporate Human Resources, USA. She is also advisor to a large conglomerate in the areas of organisation structure, succession planning, talent development and senior executive coaching.

QUALIFICATIONS

- Masters in Human Resources Management
- Professional Member of SHRM, US

RELEVANT EXPERIENCES

● Key Projects

- **High-Performance Culture.** Enhancing the effectiveness of a professional firm by formulating and implementing a High Performance Culture towards becoming an organisation recognized for people centricity, performance standards, world-class leadership and ability to manage change and drive innovation. Successfully rebranded the firm as the Employer of Choice.
- **Leadership Evaluation.** Working with all entity leaders to define talent development and led key initiatives to detect, assess and develop critical talent and leaders including succession planning. Working with Regional/ Division on 360 evaluations of Managerial Skills for over 200 managers at middle & senior levels.
- **Learning & Development.** Led and manage the development of leadership habits for middle to senior management levels across South East Asia for a computer technology company. She also facilitated the change process involved in the implementation of HR integration systems rolled down globally.

● Tools Proficiency

- Application of **Hann's Emotional Quality Profile** and **Extended DISC Reasoning Analysis** for talent benchmarking and change management.
- Application of **Lominger Competencies** to ascertain leadership requirements & talent identification.