

MARIE LAM

Senior Associate, HANN Asia



Areas of Expertise:

- Strategic Corporate Management
- Business Simulation
- Performance Management
- Finance & Tax Planning

ABOUT MARIE LAM

Marie is currently a Senior Associate in Hann Consulting Asia that focuses on Organisational Diagnosis & Transformation. She has had more than 25 years overall experience in Corporate Management, Finance & Tax Planning and Human Capital Solutions. Her main skills are in the areas of Consulting & Coaching in maximizing optimum results through the implementation of organisational strategies. She was previously HR Manager of ExxonMobil and Country Manager of Adecco Group Malaysia where executing organisational strategies and achieving corporate goals form her core competencies.

QUALIFICATIONS

Business Management (Finance)

RELEVANT EXPERIENCES

● Key Projects

- **Succession Planning.** Led leadership based competency assessment centers for succession planning of more than 300 potentials for stretched peak performance for a reinsurance company via business simulations, on-the-job assignment and group coaching. All participants were also assessed to establish a talent benchmark for recruitment, promotion & staff mobility.
- **Strategic Interviews.** Led 100 middle to senior managers in strategically interviewing talents to minimize human capital risks of a large gaming organisation. The workshops positioned the participants in clearly identifying the right talents by scoping the appropriately needed competencies to perform in a job based on organisation needs
- **Management Development.** Facilitated situational leadership development programme over a period of 6 months & incorporated evaluation of work assignments to bridge developmental gaps for 100 supervisors in a large semiconductor company resulting in clear emergence of leaders.

● Tools Proficiency

- **Hann's Leadership Competency** assessments for talent selection, retention and team development.
- Generation of Individual Development Reports (IDP) which incorporate the four human capital factors, i.e. one's behavioural tendencies, career motivation, competencies and learning potential for employee promotional exercise.
- Lead facilitation of business simulations related to business finance, project execution and innovation management.