



# CONSULTANT PROFILES





## CONSULTANT PROFILE - WATSON CHONG



**Appointment:**

President & CEO

**Qualifications:**

Master of Business Administration in General, Strategic Management and Consultancy  
Maastricht School of Management (Netherlands)

Bachelor of Science Economics and Management Studies (Honours)  
University of London (United Kingdom)

Graduate Diploma in Financial Management  
Singapore Institute Of Management

Higher Diploma in Hotel Management  
SHATEC / Hotel School of Lausanne (Switzerland)

Registered Lead Auditor  
International Register of Certified Auditor  
United Kingdom



**Industry & Consultancy Experience:**

- Government / Statutory / GLC
- Education Services
- Hotels
- Hospitals
- Food & Beverage Processing
- Aerospace / Air Transport Services
- Properties & Constructions
- Financial Services
- Trading
- Manufacturing
- Other Services
- Shipping / Marine / Engineering

**International Experience:**

- Hong Kong
- Indonesia
- Malaysia
- Thailand

**Key Functional Skills:**

- Economic Value Added
- Strategic Deployment and Measurement using the **Balanced Scorecard**
- Activity Based Costing
- Strategic Management
- Conduct Organisational Effectiveness / Climate Survey
- Conduct Employee Satisfaction Index
- People Developer
- Singapore Quality Award Consultancy and Assessment
- ISO / QS 9000 Consultancy and Audit
- Conduct Internal Quality Auditor course / Conduct Lead Auditor / Auditor course
- Conduct 7 Management Planning Tools workshop

**Typical Projects**

Conducted company wide training & consultancy on Economic Value Added (EVA) in companies like DBS Land, Raffles International, Raffles City Convention Centre, Raffles Hotel and Merchant Court Hotel.



Human resource development system design, development and implementation to meet People Developer standard.

Total business management system design, development and implementation to meet the Singapore Quality Class and Singapore Quality Award criteria.

Quality assurance system design, development and implementation to meet ISO 9000 certification.



## CONSULTANT PROFILE - CHAN ONN

**Appointment:**

Senior Consultant

**Qualifications:**

Bachelor of Science (Honours)  
National University of Singapore, Singapore

Diploma in Education (Distinction)  
Institute of Education, Singapore

Ph.D. degree (Statistics) in Mathematical Sciences  
The Johns Hopkins University, Baltimore, Maryland, U.S.A.

**Industry & Consultancy Experience:**

- Education Service
- International Fast Food Chain
- Airlines
- Warehousing

**International Experience:**

- U.S.A



**Key Functional Skills:**

- Decision processes under conditions of uncertainty
- Consumption and market studies
- Quality control
- Inventory control
- Risk analysis

**Typical Projects:**

Consumption pattern and demand study for an international fast-food chain.

Evaluation study on the performance of multi-media computer package for air-crew training.

Study of warehouse layout for fire insurance claims.



## CONSULTANT PROFILE - DIVESH SHARMA

### **Appointment:**

Associate Consultant

### **Qualifications:**

Doctor of Philosophy in Accounting & Finance from Griffith University in Australia.

Master of Commerce with honours and Bachelor of Commerce from University of Canterbury, New Zealand.

Graduate Certificate in Higher Education from Griffith University.

### **Industry & Consultancy Experience:**

- Associate Professor in Division of Accountancy, Nanyang Business School, Nanyang Technological University.
- Multi-national companies

### **International Experience:**

- U.S.A
- Greece
- France
- Australia
- Belgium
- New Zealand
- Fiji



**Key Functional Skills:**

- Research
- Cash Flow
- Assessment of Corporate Health
- Merger & Takeover
- Financial performance measure & Budgeting

**Typical Projects:**

Three international manuscript awards received in the last four years.

Presented papers at international conferences in USA, France, Belgium, Greece, Australia and New Zealand.

Provided consulting to national and multinational companies in Australia, New Zealand and Fiji on financial performance measures, particularly cash flow measures.

Conducted executive courses on financial performance measures and budgeting in Australia.

Has conducted extensive research on cash flow including cash flow for assessing corporate health, cash flow for predicting takeover targets, cash flow benefits from corporate mergers, and research with Australian lenders on cash flow and the lending decision.



## CONSULTANT PROFILE - WAH GEK HONG

**Appointment:**

Senior Consultant

**Qualifications:**

Bachelor of Accountancy  
National University of Singapore, Singapore

Member of the Singapore Institute of Certified Public Accountants

**Industry & Consultancy Experience:**

- Auditing
- Financial Services
- Banking Services
- Corporate Secretarial Services
- Internal Audit

**International Experience:**

- Indonesia
- U.S.A

**Key Functional Skills:**

(a) Business infrastructure

- Commercial enterprise's support infrastructure specialist
- New business and product implementation specialist
- Business' end-to-end review



- Corporate governance review
- Project feasibility study
- Due diligence review
- Accounting, tax and business advisory
- Control specialist
- Internal audit review

(b) Consumption and market studies

- Profit recovery
- Profit harvester
- Profit enhancement
- Credit redemption
- Outsourcing-insourcing activities

(c) Inventory control

- Human resource consultancy
- Personnel placement
- Payroll administration
- Labour relations
- In-house training

(d) Incubator and agent for business start-ups

***Typical Projects:***

Member of a Corporate Finance team involved in the restructuring of a merchant bank into a securities dealer which helped JPMorgan's entry into the Japanese market in 1987.

Charged with the responsibility of supporting the bank's corporate secretarial function in Singapore.

Member of an advisory team mandated to act as advisor to one of the six Indonesian state banks to develop its international treasury capabilities.



A faculty member of a treasury audit course organised for another Indonesian state bank.

Member of the bank's internal audit function. This function is responsible for ensuring that there is an adequate and proper internal control system in JPMorgan's international offices.

Managed and led the equities back office with responsibility for operations and systems implementation.

Managed and led a product specialist function which facilitated the creation of a support environment that allowed JPMorgan the flexibility to respond quickly and in a controlled manner to the increased complexity and growth of JPMorgan's businesses.

Member of various task forces established to implement various business strategies, address future human resource needs and challenges, and enhance control environment.



## CONSULTANT PROFILE - LINDA ONG

**Appointment:**

Senior Consultant

**Qualifications:**

Bachelor of Science (Economics) in Management Studies (Honours)  
University of London, United Kingdom

Master of Practicing Accounting  
Monash University, Australia

**Industry & Consultancy Experience:**

- Banking
- Financial Services
- Manufacturing
- Research & Development
- Trading

**International Experience:**

- Hong Kong
- Thailand
- Malaysia
- Singapore



**Key Functional Skills:**

- Corporate banking
- Corporate finance
- Business
- Corporate Advisory
- Corporate structuring and restructuring.
- Merger and Acquisitions
- Strategic financial planning and management

**Typical Projects:**

Assist SMEs and listed companies to raise funds from the banking community (local and foreign banks).

Assist listed companies in raising funds from the capital / debt market (traditional bond issues and convertible bond issues) and the equity market (rights issues with warrants and initial public offerings) and from the capital / debt and equity markets simultaneously (rights issues of non-redeemable convertible cumulative preference share issues).

Assist SMEs and listed companies in evaluating, negotiating, documenting and implementing businesses, companies and technologies for investment purposes and the subsequent business planning.

Assist listed companies in their compliance with the Companies Act and the stock exchange listing requirements including liaison with merchant banks and lawyers in the preparation of circulars and prospective to shareholders.

Assist SMEs and listed companies in formulating and executing divestment strategies as well as structuring and restructuring businesses and companies as the businesses / companies mature through their respective life cycles.

Assist Listed companies in corporate takeovers (friendly and hostile) and making general takeover offers to shareholders.

Assist SMEs and listed companies in formulating and implementing internal audit policies and formulating and managing effective financial, accounting and tax plans.



## CONSULTANT PROFILE - TEE SWEE TENG

**Appointment:**

Senior Consultant

**Qualifications:**

Certified Public Accountant, Singapore

Fellow Member of the Chartered Association of Certified Accountants, UK

**Industry & Consultancy Experience:**

- Hotels
- Financial Services
- Manufacturing
- Property Development
- Trading

**International Experience:**

- Hong Kong
- Taiwan
- Malaysia
- Indonesia
- Peoples' Republic of China
- India



**Key Functional Skills:**

- Conduct Internal and External Audit
- Identify financial and operational risks
- Develop internal audit system

**Typical Projects:**

Help companies to develop ISO quality manuals, organised internal quality audit and achieve ISO 9000 Quality Management Standard.

Help organisations to develop and revamp internal audit departments, streamline audit procedures.

Develop industry specific audit programmes to guide audit staff in their course of audit.

Assist the Board of Directors to establish Audit Committee, develop Audit Committee's Charter and operational procedures.

Develop hotel accounting and operation manuals.

Define control risks and help management to develop, fine tune & document financial and operation policies.

Develop Control self-assessment checklists to assist management to strengthen internal control environment.

Develop new audit approaches to assist the Audit Committees to discharge their enlarged responsibilities under the new SES Listing Manual Requirements.

Improve audit report quality by introducing company background information and deadline for implementation of agreed audit recommendations.

Standardised policies and procedures of subsidiaries to improve ease of control at Head Office.



## CONSULTANT PROFILE - LINDA QUEK S. C.

### **Appointment:**

Senior Consultant

### **Qualifications:**

Master of Science in Applied Molecular Biology & Biotechnology  
University of London

Bachelor of Science (Honours) in Microbiology  
University of Singapore

Member of:

Institute of Food Technologies (USA)  
Singapore Institute of food Science & Technology  
Singapore Society of Microbiology  
SQF 2000 Network Facilitator (AGWest Trade & Development)  
HACCP Practitioner (AGWest Trade & Development)

### **Industry & Consultancy Experience:**

- Food Processing
- Food Technology
- Packaging
- Product development
- Food business enterprises
- Accreditation Council
- Certification body
- Technical committee



**International Experience:**

- UK
- U.S.A

**Key Functional Skills:**

- Food Processing
- Food technology
- Packaging
- HACCP Auditor
- Technical expert for the Singapore Accreditation Council (SAC) in field of food and beverages

**Typical Projects**

Developed Food and Safety programmes with special emphasis on HACCP.

Technical advisor to a member of local food companies.

HACCP auditors to PSB HACCP Certification Programme

Technical Expert for Singapore Accreditation Council (SAC) in the field of food and beverage.

A member of committees that were responsible for drawing up technical standards for food products and manufacturing codes of practices.

Serve on various government and non-government committees relating to food industry.



## CONSULTANT PROFILE - MICHAEL PANG

### **Appointment:**

Senior Consultant

### **Qualifications:**

Master of Science in Engineering Management  
New Jersey Institute of Technology

Bachelor of Engineering (Honours)

Certified Quality Manager  
American Society for Quality

Certified Quality Engineer  
American Society for Quality

Certified Reliability Engineer  
American Society for Quality

Singapore Quality Award (SQA) Assessor (1997-1999)

### **Industry & Consultancy Experience:**

- Manufacturing
- Service
- Property Management



**International Experience:**

- Malaysia
- Indonesia
- Thailand
- China

**Key Functional Skills:**

- Six Sigma
- Singapore Quality Award Consultancy & Assessment
- FMEA

**Typical Projects**

Principal Consultant to PREMAS International Limited in Singapore Quality Award and Six Sigma.

An Asian pioneer in Six Sigma Black/Green Belt training programs.