

LOH OUN HEAN

Principal Consultant, Trainer & Author



Summary

Oun Hean is a highly experienced human resource and industrial relations leader, whose career spanned over 30 years with key appointments in Singapore's Ministry of Manpower, Maybank Singapore, Singapore Airlines and Deloitte Southeast Asia. Following his corporate appointments, he has been providing consultancy, advisory and training services in human resource and general management since 2012 to numerous organisations and companies.

Background

He has extensive, both strategic and hands-on, experience in Human Resources Management, change management, job analysis and evaluation, job grading and salary structure, performance management, profit-sharing bonus schemes, flexible benefits scheme and competency framework design and assessment...

Other than leading the Human Resource Functions during his 15-year career with Maybank Singapore, Oun Hean had managed the banking operations and spearheaded corporate planning, consumer banking, strategic marketing and numerous organisation restructuring, business process improvement, management information system and change management initiatives. His significant involvement in numerous areas had helped build a strong foundation to transform Maybank Singapore into a leading bank in Singapore.

He has designed and conducted numerous training courses on industrial relations, wage negotiation, human resource management, change management and performance management for many organisations. He also teaches at the Singapore University of Social Sciences' Master of Human Capital Management.

Background

Oun Hean graduated with Honours in Industrial Engineering from the University of Melbourne and obtained his MSc in Industrial Relations from the London School of Economics. He has a Graduate Diploma in Financial Management and is also ACTA certified (Advanced Certificate in Training & Assessment) by WDA Singapore.

As a seasoned industrial relations practitioner, he had negotiated with many unions and conciliated many industrial disputes. He served in the Industrial Relations Panel of the Singapore National Employers' Federation and Employer Panel of the Industrial Arbitration Court, Singapore and is a Tripartite Mediation Advisor in Singapore. Oun Hean was also a member of the Judging Panel for the HR Awards (of the Singapore Human Resource Institute) from 2013 to 2017.

He single-handedly authored the book "Industrial Relations in Singapore – Practice and Perspective" which was published in June 2018. Oun Hean was conferred the ICMCI Academic Fellow by the Council of Management Consultants – Global and Singapore for his thought leadership within the management consulting profession, supported by exemplary teaching and applied research in 2020.