



Sean Lee has more than 35 years of working experiences. He has held leadership positions and possesses deep knowledge in strategy, operations, logistics, security, maritime operations, information systems, people management, project management, learning science, team and organisational safety, opportunities creation and change management. These include serving as a formation commander in the Singapore Armed Forces, in the senior leadership team of the National Security Coordination Secretariat, and in the senior management team of the National Heritage Board. These experiences allowed him to deeply appreciate the reality of interrelationships and the importance of a learning organisation and value of systems thinking. Sean has proven track record of delivering results, creative problem solving and managing high performing teams in dynamic, complex, ethically challenging and multi-

cultural environments.

Sean is focused on outcomes, keen about engaging people, attentive to details and energising with creative ideas. His assets in connecting with people are being authentic, humorous, and full of drive. Sean believes in creating positive influences and in generating constructive opportunities for the people, the organisation, the stakeholders, and the clients; essentially, think many wins! He enjoys working with open and dynamic organisations that believe in investing to develop human capital and forging a trusting relationship to achieve a collective vision.

Sean is a practising Coach-Consultant where learning, facilitation and coaching services are utilised to achieve organisational and business objectives such as facilitating focus group discussion for strategic thinking, strategy innovation, change management and coaching for leadership development. For optimal outcome, the clients¹ are infused with core concepts of systems thinking so that they are better able to conceptualise and execute with the larger system in view as part of their organisation development and/or organisational change initiatives. Different approaches and techniques are utilised to help clients achieve their desired outcomes ranging from DevOps, Scrum, Kanban, Systems Thinking, Design Thinking, GRPI, OKR, ORID, ADKAR, DMAIC, etc. The guiding principle is to deliver value to the best of one's ability to make a difference for others.

Sean conducts various training courses to enable leadership development which include: the Basic Coaching and Facilitation Course for various SAF training schools through ST Electronics since 2018 (e-Services), the year-long Leadership and Organisational Development programme that covers learning organisation for the Centre of Leadership Development, SAFTI Military Institute, since 2019, and soft skills training (e.g., interprofessional collaboration) for HMI Group. Sean volunteers with the International Association of Facilitators - Singapore Chapter as the Treasurer.

Sean holds several professional qualifications: Professional Certified Coach (PCC), Practising Management Consultant (PMC), Project Management Professional (PMP), Certified Trainer in Systems Thinking Mapping and Leadership, Certified Agile Leadership – Essential[®] Team[®] & Organisation[®], Certified SAFe5 Agilist, Advanced Certified Scrum Master (ACSM), Advanced Certified Scrum Product Owner (ACSPO), Certified Change Management Practitioner (CMP), and Advanced Certificate in Learning and Performance (ACLP). He is also trained as a Job and Career Development Coach, Agile Coach, Strategy Tools Global Coach, TotalSDI facilitator, TetraMap facilitator, Lego[®] Serious Play[®] facilitator, DISC[®] facilitator, GroupMap Facilitator, and Neurolinguistic Programming Practitioner.

Academically, Sean holds a Master of Science (Real Estate) from the National University of Singapore, Master of Arts (Instructional Design and Technology) from the Nanyang Technological University, a Master of Security Management from the Edith Cowan University, and a Bachelor of Business Administration (Honours) from the National University of Singapore.

¹ Small Medium Enterprises (SMEs) in the logistics, services, and technology sectors.