



DR. TAN PO LI

**INTERNATIONAL QUALIFIED CONSULTANT,
FACILITATOR, COACH, & LECTURER**

ABOUT DR. TAN PO LI

**“FULL OF POSITIVE ENERGY, LIVING HER
VALUES, PASSIONATE, INSPIRATIONAL AND
TRUSTWORTHY.”**

Po Li in the Eyes of Her Colleagues

**“CONNECTEDNESS, INPUT, MAXIMIZER,
LEARNER, STRATEGIC”**

Po Li's Top Five Gallup Strengths

Po Li has more than 35 years of experience in providing professional coaching and training that specialised in adult learning and development; resilience, mindfulness, happiness and well-being at work; global mindsets and leadership; and intercultural development. To date, she has worked with individual adults and groups from various backgrounds, cultures and countries, including Malaysia, Singapore, China and UK. She has also worked as an educational developer for King's College London, UK and universities in Beijing, China. Her work in China focuses on developing talents and leaders for multinational companies.

Po Li's training and coaching philosophies are shaped by the Chinese Middle Way philosophy (中庸之道) as well as her diverse experience of living and working abroad.

Po Li obtained her PhD which specialised in Adult Learning, Educational Psychology and Cross-Cultural Psychology from Queensland University of Technology, Brisbane. Her interests in adult learning and cross-cultural issues have led to various publications including in the Asia Pacific Journal of Human Resources.

EDUCATION

**2006 PhD in Learning &
Professional Studies,
Specialising in Adult
Learning, Educational
Psychology, Cross-Cultural
Psychology, and
Intercultural Pedagogy**

Faculty of Education, Queensland
University of Technology,
Brisbane, Australia

**1991 Masters in Modern
Languages Studies**

Faculty of Modern Languages
Studies, Universiti Malaya (UM),
Malaysia

**1986 Qualified English & TESL
(Teaching English as a
Second Language) Lecturer**

TRAINING SPECIALTIES

- The Gallup Strength Coaching & Team Development
- The Leadership Circle – LCP 360 Profile, Manager Edition, LCS Leadership Culture Survey and The Leadership System
- Talent Q International-Assessing Ability in Organisation and

- The Coaching Games – Points of You
- Coaching Across Cultures
- Intercultural Development Inventory
- Intercultural Pedagogy and Intercultural Health Training
- Systematic Leadership Development

PAST AFFILIATIONS / PROFESSIONAL PROFILES

- Member of American Chamber of Commerce, China (2014)
- Member of British Chamber of Commerce, China (2014)
- Member of International Association of Cross-Cultural Psychology (IACCP) (2008–2010)
- King's College London, UK
 - Honorary Lecturer in Higher Education (2011–2013)
 - Lecturer in Higher Education (2007-2010)
- University Technology MARA (UiTM), Malaysia
 - Senior English Lecturer (1988–2002)

KEY PUBLICATIONS

- Tan, Po Li (2020). *Pause for Inner Research*.
<https://www.linkedin.com/in/drpolitan/>
- Tan, P.L. (2012). *Intercultural Pedagogy: Deep Cultural Issues and Challenges for Global Universities*. In Groccia, J. E., Al-Sudairy, M., & Buskist, W. Global Perspectives on College and University Teaching. Thousand Oaks, CA: Sage.

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SELECTED PROFESSIONAL EXPERIENCES SINCE 2012

Since 2012, Po Li has been serving as a Senior Leadership Consultant, Coach, Trainer and Facilitator for the following Groups across Asia:

1. The Leadership Group (Hong Kong/Beijing/Shanghai)

- o Lendlease TRX Malaysia Top Management Team and Top Retail & Construction Teams, 2019, 2021, 2022
- o Lendlease TRX Malaysia Mid-level Team
 - *Resilience & Motivation*
- o Kantar Malaysia Leadership Team, 2018
 - *Team Effectiveness & Strategy workshop*
- o IPSOS Global, 2021
 - *360 Leadership Development*
- o BMW Global Top Leaders, 2018, 2019
 - *Intercultural Sensitivity for Global Mindsets workshop, Singapore*
- o BMW The Training Academy (Dealership), China, 2016–2018
 - *Academy leadership training curriculum* for all four levels of dealer leaders in China (i.e. new manager, senior manager, new GM, senior GM).
 - *Strength-based Leadership & Teams workshops*
 - *Coaching for Effective Teams workshops*
- o BMW The Training Academy Top Leadership Team, 2014
"Happiness & Wellbeing at Work" workshop at Chu Hai, China
- o BMW/BBA (JV) HR Leadership Project, Shenyang, China 2013–2015
 - Adapted and facilitated *BMW Global Leadership Program* (Leadership Platform) to be *locally sensitive* to Leadership Think Tank (LTT).
- o SELECTED (An International Fashion Brand from Denmark), 2013–2015
 - *Developmental workshops for top leaders* to grow leadership mindsets, knowledge and skills.
- o Daimler (DPTS & Finance) Leadership & Organisational Cultural Change, 2012

- Tan, P.L. (2010). *Towards a Cross-Cultural Sensitive Framework for the Investigation of Malaysian Knowledge Workers*. Asia Pacific Journal of Human Resources, Australia. 48, (1), 108-125.
- Tan, P.L. (2009). *A Non-western Investigation of Adult Learners' Professional Development Engagement in Higher Education: A Culturally Sensitive Perspective*. In Ohlsson, H and Borg, H (Eds). Career Development. Education in a Competitive and Globalizing World Series. Nova Science Publishers, Inc. NY.

KEYNOTE SPEAKERS

- IFS School of Finance London HE Conference 2009: *"Rising to the Top: Strategies for Enhancing Quality."* IFS School of Finance, Peninsular House, London, April 2009.
- Beijing Normal University: *"Faculty Development in a Globalised World"* for senior academic staff at Beijing, June 2011.

FAVOURITE QUOTES

"The best way to find yourself is to lose yourself in the service of others."
-- M. Gandhi --

*"If you want to change what is going on around you,
Change what is going on within you."*
-- Billy Cox --

ABOUT DR. TAN PO LI (CONT.)

- *Leadership & Organisational Cultural Change workshops* for senior management

2. Awakening (Beijing/Hong Kong)

- CCB (International Chinese Construction Bank, Hong Kong), *Global Leadership workshops*, 2017, 2018
- China Mobile, *Global Leadership workshops*, Guangzhou, China, 2018, 2019
- Microsoft China, *Strength-based Teams*, Shanghai, China, 2018
- Singtel/Optus, *Innovation workshops*, Singapore, Sydney, 2019

3. Arcadia (UK/Hong Kong)

- PricewaterhouseCoopers Hong Kong, Senior Managers, *"Game Changer" workshop*, 2018, 2019
- Microsoft China, *"Story Telling/Effective Communication" workshop*, 2018

4. Talent Q China (A UK-based Company), 2012

- Light on Mobile—Consultant & Assessor for their top 30 key talents.

SERVICE TO THE COMMUNITY

- Po Li founded a charity project called **'Inspiring Dance Project'** in Beijing in 2010–2015 with a mission to "empower youth in China with the positive energy of dance to inspire self-confidence and self-esteem in their daily lives, with a bigger aim for better employment possibilities, and feel supported pursuing their dreams". The project is growing stronger in supporting underprivileged kids/youths from 6–16 years old. She has also initiated a Pro Bono **'Projectme'** online workshop during COVID lockdown 2019 with the intention of uplifting positive energy and maintaining balanced well-being. The project is still on going. Currently, she has just started a **dance project** for Kids at Hiichiikok Foundation, KL.
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