

David Pooi
HR Educator

David Pooi is a HR Educator, a HR Tech Advocate, and a seasoned Human Capital Professional with over 16 years of corporate experience & achievements, spanning across Private Education, Government Agencies, Corporate Training & Consulting, and Trade Associations.

He is well versed in various HR Business Partner & Digital HR aspects, and currently advocates for the awareness of Digital HR for the Future of Work, and the education & adoption of HR Tech & HR Analytics in Singapore.

David's Expertise & Insights include:

- Digital HR - SG HR Technologies, HR Analytics, HRIS/HRMS, HR Chatbot & RPA, Tableau
- Employer Branding – EVP, Talent Attraction, Employee Experience
- Recruitment - Talent Acquisition, JD, Interview & Selection, Job Matching, Internships
- L&D - Corporate HCD, Professional Devt, ADDIE, TNA, Training & Assessments, Outcomes & Evaluations, eLearning
- Talent Mgt - Performance Mgt, Career Devt, Employee Engagement & Retention, Onboarding
- Event Mgt - Career Fairs, Industry & HR Networking, Virtual Webinars

A vibrant & engaging facilitator, David enjoys organizing and participating in HR Learning events, to share or build HR capabilities for companies. He has led outreach efforts, and spoke on Human Capital Programmes, MOM's HR Industry Manpower Plan, HR Tech & Analytics, Employability Skills, WSQ Training & Funding Support, and SkillsFuture initiatives. David currently lectures for HR Information System and Applied HR Technologies in Singapore Polytechnic (SP) School of Business, and an Industry Lead for HR Continuing Education & Training (CET) programmes.

 **Edwin** Senior Lecturer	Edwin is a Senior Lecturer & Academic Mentor from Singapore Polytechnic, School of Business. Prior to this, he was Senior Manager at an analytics MNC where he heads the presales analytics solutions through his involvement and implementation of projects with the government and private sectors. These projects aimed at solving business problems with the use of various analytical methods such as machine learning, clustering analysis, time series forecasting, association analysis and NLP. Edwin received his master's degree in Knowledge Management and is currently a doctoral candidate at Nanyang Technological University, National Institute of Education.
 **Jesper** Human Resource practitioner	Jesper is an experienced Human Resource practitioner with over 17 years of experience, spanning across the private and public sector. His professional work spans across the Education, Oil & Gas, Utilities and public sectors. During his stint in these industries, Jesper led a variety of portfolios including recruitment & selection, compensation & benefits, performance management, employee and industrial relations, talent management, learning & development and workplace transformation. Jesper is a certified professional with the Institute of Human Resource Professionals, and graduated with a Master of Science in Project Management, as well as a Bachelor of Engineering from the National University of Singapore. Professionally, he is certified in the Korn Ferry Leadership Architect framework, Advance Certificate in Training and Assessment (ACTA), and a certified assessor in the Human Capital Diagnostic Tool (HCDT).

 **Lee Kok Leong** Lecturer, Robotic Process Automation (RPA) Specialist	Lee Kok Leong is a both lecturer and Robotic Process Automation (RPA) Specialist for Singapore Polytechnic. He provides training and consultancy in the area of process improvement and RPA. He has has conducted many RPA training for both the public and private sector and has provided mentoring and consultancy for numerous others in the implementation of RPA to automate HR, accounting and finance processes. Prior to joining Singapore Polytechnic, Kok Leong has close to 13 years of experience in the financial industry. As a finance and IT professional, Kok Leong has implemented financial systems in the area of treasury, trade finance and credit risk.
 **Samantha Sim** Lecturer	Ms Samantha Sim, a lecturer who specializes in teaching Human Resources in Singapore Polytechnic (SP), School of Business. She graduated from Nanyang Technological University (NTU) with a Bachelor of Mathematical Sciences, specializing in Statistics. She currently teaches Management & Human Resources Practices and will also be the module coordinator for Employee Engagement & Relations module. On top of lecturing the full time students, she is also actively involved in SP's adult continuous education (CET) programmes. After graduating from NTU, She kick-started her career in the banking industry as a Relationship Manager in United Overseas Bank (UOB), where she developed her soft skills and ignited her interest in working with people. She then moved on to SMRT Corporation Limited, where she spent 6 years as a Human Resource Business Partner, serving various key stakeholders who are responsible for running Singapore's successful public transportation system. During her stint at SMRT, she managed the HR matters for the front line and backend operations staff in the North-South East-West Line, Circle Line and Bukit Panjang LRT. She was trained in areas such as recruitment, performance management, employee engagement and also career development. She believes that the HR skillset should not be limited to HR professionals only, and it is a skillset that all corporate employees should be equipped with. Therefore, she piloted a training programme called HR

	101 in SMRT, where she developed the training materials and personally went down to the various crew offices and depots to train the stakeholders. Her aim for this programme was to train non HR professionals in basic HR knowledge, procedures and key policies. She made a career switch from the corporate world to join the education sector as she has a passion for teaching and nurturing students to become HR professionals and leaders of the future workforce. She is an educator who adopts engaging and active learning approaches in her classes – believing that her students learn the best when they ask questions and practise concepts that they are unfamiliar with. To simulate real life problems in HR, she often incorporates interesting yet insightful role-plays for her students to engage in, creating a dynamic learning environment.
 **Sheila** Deputy Course Chair	Sheila has many years of human resource management experience in the public and private sectors. She started her career with the Ministry of Manpower where she obtained a good foundation in employment laws and honed her skills in employment dispute resolution. She subsequently joined the private sector as a HRM practitioner in the medical, retail and printing industries and has hands-on experience in a wide spectrum of HRM functions including talent sourcing & acquisition, compensation & benefits, performance management and employee relations & engagement. She has more than 25 years of teaching experience in School of Business, Singapore Polytechnic and is currently designated as a Deputy Course Chair for the Diploma in HRM with Psychology. She lectures in modules such as Employment Law, Human Resource Management, Talent Sourcing & Acquisition, Employee Engagement & Relations, Management & Human Resource Practices, Emotional Intelligence and Discovering Business & Enterprise. In addition, since 2018, she has been regularly conducting the Labour Policies & Legislation workshop for both corporate and public runs. This workshop is an accredited course for HR practitioners by the Institute for Human Resource Professionals (IHRP). As a Deputy Course Chair, Sheila assists in curriculum design and development and actively fosters strategic industry partnership by establishing network with industry partners for collaboration opportunities such as internship programme, company-based projects and students' participation and involvement in industry-organised HR events and programmes.

	She is also a member of the HR Sector Coordination Team and assisted in coordinating with polytechnics and ITE in rolling out SkillsFuture initiatives such as Enhanced Internship Programme, Work Study Programme and other industry engagement activities/events. Sheila graduated with a Bachelor of Arts degree from the National University of Singapore, majoring in Economics and Statistics. She obtained the Graduate Diploma in Personnel Management from the Singapore Institute of Management and the Certificate in Emerging Trends & Technologies in the Virtual K-12 Classroom (Distinction), Coursera. She is also a certified Emotional Quotient (EQ) Coach and has attained Korn ferry Leadership Architect & Korn Ferry 360 Certification.
 **Tang Kah Heong** Lecturer, Robotic Process Automation (RPA) Lead	Tang Kah Heong is a both lecturer and Robotic Process Automation (RPA) Lead for Singapore Polytechnic. He manages a team of academic staff to provide training and consultancy in the area of process improvement and RPA. He started the RPA initiatives in Singapore Polytechnic and his team has conducted training for more than 50 organisations from both the public and private sector and has provided mentoring and consultancy for numerous others in the implementation of RPA to automate HR, accounting, finance, operations and corporate admin processes. Prior to joining Singapore Polytechnic, Kah Heong has close to 10 years of experience in operations management in a pharmaceutical company and in the consulting industry. As an application consultant, Kah Heong has implemented enterprise solution in the areas of financial, purchasing, production, inventory, sales and logistics functions for different organisations.