



LEADERS  
NETWORK

# SGLN Fellowship 2025

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# Welcome to the SGLN Fellowship Experience



*Fellowship Duration*  
**Jan - Sep 2025**



*Cohort*  
**Run 2**

The Singapore Leaders Network Fellowship (SGLN Fellowship) is a prestigious leadership development programme for mid-to-senior level Singaporean leaders. It is designed to prepare participants for global leadership roles, with a focus on general management and leadership in a global setting. The SGLN Fellowship is aimed at global-minded Singaporean leaders who have demonstrated leadership success in their careers.

SGLN is managed by the Human Capital Leadership Institute (HCLI) and supported by the Singapore Economic Development Board (EDB).





The SGLN Fellowship is amazingly impactful and intensive. There is never a dull moment with 60 high-performing individuals gathered in a room actively listening, contributing and applying. Leadership is a deliberate and intentional journey, and this programme reminded us that to get to the top, hard work and drive need to be continually injected. I'm proud to have been included in this cohort, and am sure we will forge strong ties ahead to cheer and support one another.

**Camy Loh**

**Deputy Managing Director, Royal Vopak**

# Key Features

- Annual cohort-based programme commencing in January 2025
- Programme participants will be addressed and known as SGLN Fellows
- SGLN Fellows will serve as role models for the wider community through their active participation beyond the events of the programme
- SGLN Fellows benefit from being part of a lifelong community of Singaporean leaders in global leadership roles, including SGLN Fellows from previous cohorts
- Admission to the SGLN Fellowship is based on a rigorous application process that includes a video presentation, personal essays, and reference letters

There are 7 components of the SGLN Fellowship:

<b>01</b>	<b>Leadership Training Module</b> 4 days in person	<b>Compulsory</b>
<b>02</b>	<b>Mentoring</b> Minimum 5 sessions	
<b>03</b>	<b>Action Learning Project</b> February to September	
<b>04</b>	<b>Virtual Workshops</b> 3 sessions	
<b>05</b>	<b>Networking Sessions</b> 3 sessions	<b>Strongly Encouraged</b>
<b>06</b>	<b>Coaching</b> 3 sessions	
<b>07</b>	<b>Overseas Learning Journey</b> 3 days in person	<b>Optional</b>

\* Full details of each component can be found on pages 13 - 21



The SGLN Fellowship experience has helped give me more clarity of both the adventure and challenges of the road ahead, renewed my commitment to make an impact, and has given me a deep sense of mission to be an advocate in the journey for more global business leaders to say 'I am Singaporean'.

**Ji Ching Tang**

**APAC Associate Marketing Director, Kimberly-Clark**

# Pioneer Class Profile

**17 years**

average work experience



**43%**  
women

**3 years**

average overseas work  
experience



**50+**  
companies

**60**

participants



**10+**  
industries

Where our participants work

UK



Germany



**5 countries**

Thailand



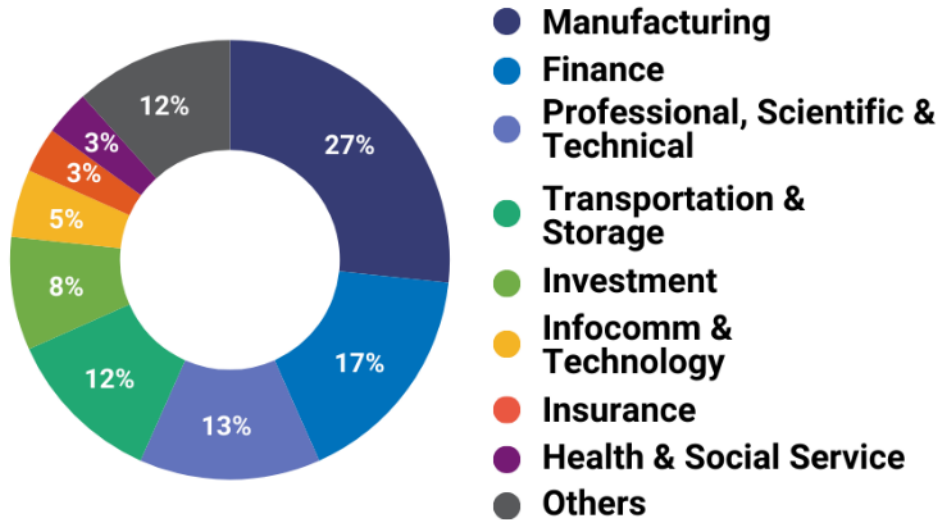
Singapore



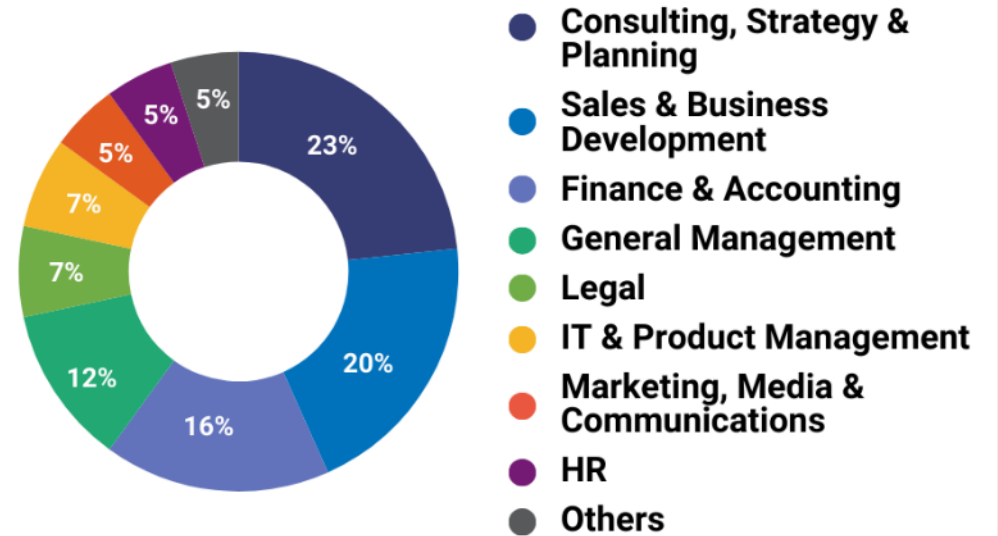
Indonesia



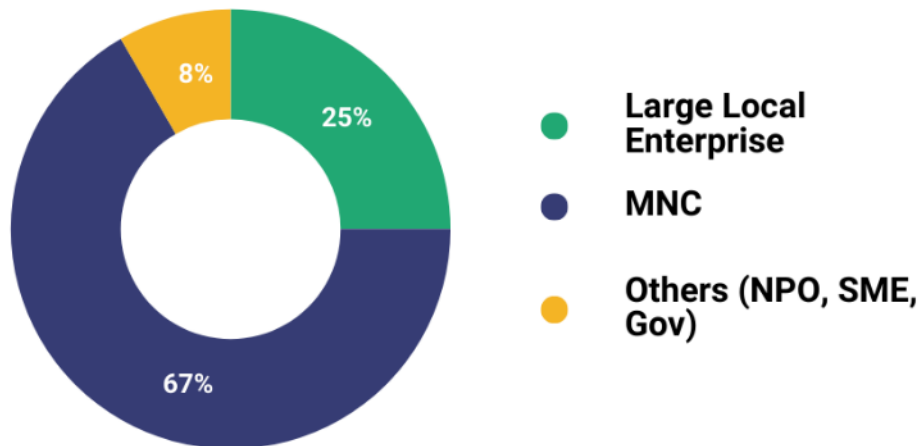
### Industry



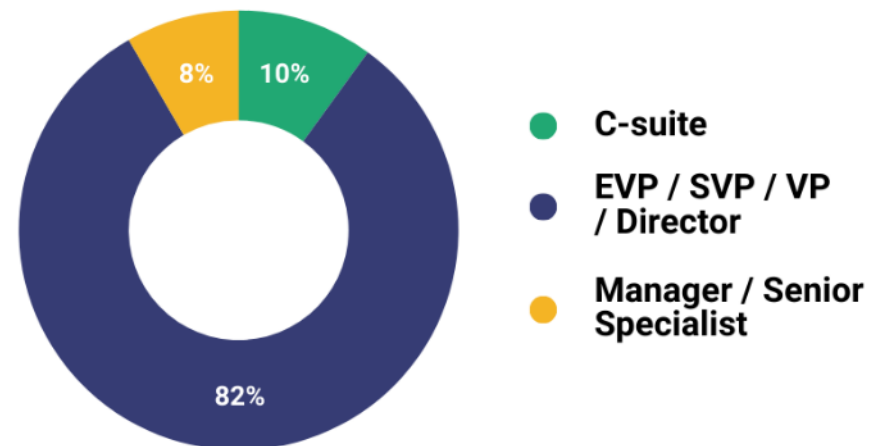
### Job Function



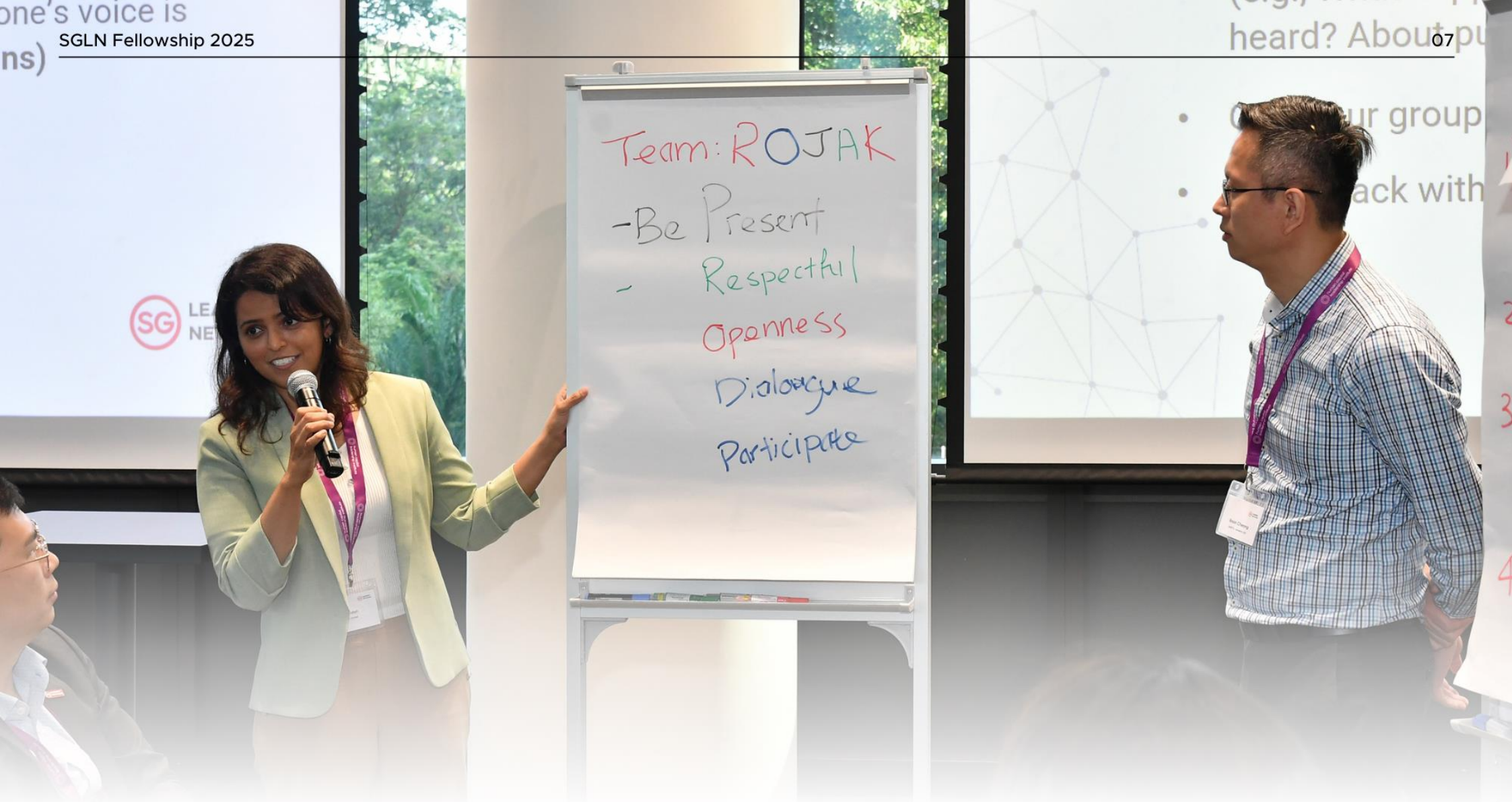
### Company Type



### Job Level







The SGLN Fellowship has been a great curated experience. I am very proud of Singapore for putting this valuable programme together, and I am excited about our journey ahead.

**Rafidah Rahumathullah**

**Director, Global Solution Design, Innovation, and Sustainability, OIA Global**

# 2025 Timeline

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
<p><b>Programme Launch</b> 13th Jan, Mon 6 - 8.30pm <i>In-person</i></p> <p><b>Onboarding</b> 16th Jan, Thu <i>Virtual</i></p> <p><b>Leadership Training Module</b> 21st - 24th Jan, Tue - Fri 4 Full Days <i>In-person</i></p>	<p><b>Action Learning Project Launch</b> 21st Feb, Fri 3 - 9pm <i>In-person</i></p> <p><b>Onboarding for Mentoring Programme</b> 27th Feb, Thu 7 - 8pm <i>Virtual</i></p>	<p><b>Start of Mentoring Programme</b> 3rd Mar, Mon</p> <p><b>First Networking Event</b> 18th Mar, Tue 8.30 - 10.30am <i>In-person</i></p>	<p><b>First Virtual Workshop</b> 15th Apr, Tue 6 - 9pm <i>Virtual</i></p>	<p><b>Overseas Learning Journey</b> Date TBC</p> <p><b>Second Networking Event</b> 20th May, Tue 12 - 2pm <i>In-person</i></p>	<p><b>Second Virtual Workshop</b> 24th Jun, Tue 6 - 9pm <i>Virtual</i></p> <p><b>Onboarding for Coaching Programme</b> 26th Jun, Thu</p>	<p><b>Third Networking Event</b> 14th Jul, Mon 6.30 - 8.30pm <i>In-person</i></p>	<p><b>Third Virtual Workshop</b> 19th Aug, Tue 6 - 9pm <i>Virtual</i></p>	<p><b>Close of Mentoring &amp; Coaching Programme</b> 19th Sep, Fri</p> <p><b>Close of SGLN Fellowship 2025</b> 30th Sep, Tue</p>	
				<b>Action Learning Project (ALP)</b>					
		<b>Mentoring Programme</b>							
					<b>Coaching Programme</b>				

# Key Learning Elements



## Experiential Learning

Interactive and engaging activities that allow participants to learn by doing and reflecting on the experiences



## Action Learning Project

Work collaboratively in a diverse team to make an impact on the wider SGLN community



## Interactive Lectures

Interact actively and directly with the material through varied learning tasks such as 'reflect-pair-share' and role plays



## Discussions / Dialogues

Share and exchange with leaders and trailblazers



## Personal / Group Reflections

Reflect, leverage on knowledge, and share insights with fellow participants



## Profiling Assessment

Shift minds and hearts to be a global leader that is agile, flexible, and embraces diversity



My utmost gratitude to the SGLN team for the outstanding facilitation during the SGLN Fellowship. The faculty's expertise created an environment conducive to learning, growth, and meaningful connections. The diversity of perspectives and experiences among the participants, coupled with the expert facilitation, made for enriching discussions and learning opportunities. I truly appreciate the efforts that the SGLN team has put into orchestrating such a fantastic platform for Singapore leaders to come together, share insights, and prepare for global leadership roles.

**Devin Ong**  
**Executive Director, DBS Bank Limited**

# Learning Outcomes

## 01

Display **new perspectives** and **motivation** to seek out regional/global job exposures to prepare for global leadership roles



## 03

Create and leverage **networks and communicate** with clarity and 'heart' for impact



## 02

Embrace a **complex and ambiguous** environment

## 04

Embrace and manage **diversity** by being sensitive to the cultural context and exercising **cultural flexibility**



The SGLN Fellowship modules were great, and they were led by great speakers. The examples and case studies used were relevant and practical. SGLN is definitely making a positive impact.

**Eunis Hew**

**Managing Director, DHL Supply Chain Singapore**

# Leadership Training Module

SGLN Fellows will launch their leadership journeys with an enriching and thought-provoking in-person module. Across the four days, SGLN Fellows will be exposed to the following content topics that align with the SGLN Fellowship's four learning outcomes. Topics that are covered include:



**Navigating Global Complexity through Effective Stakeholder Management**



**Profiling your Leadership Style for Global Roles**



**Developing your Global Personal Branding and Influence**



**Storytelling for Impact**



**Leading Diverse Global Teams with Cultural Flexibility**



**Adapting your Communication Style for Global Audiences**



**Connecting to your Sense of Purpose through Inner Work**

These topics will be further explored in the fireside chats with global business leaders, the various interactive sessions, as well as the group discussions.

# Mentoring

The SGLN Fellowship Mentoring Programme pairs SGLN Fellows with a global business leader who will provide invaluable guidance and support. Mentors of the pioneer cohort of SGLN Fellows comprise over 10 nationalities and include Board Directors, CEOs, CHROs, and senior leaders of global companies. SGLN believes that mentoring helps push the envelope and challenge SGLN Fellows to explore uncharted personal and professional growth trajectories. Through the support of the online mentoring platform, SGLN Fellows would be able to reflect on their mentoring journey and provide feedback to the SGLN team.

SGLN Fellows will elevate their leadership potential by purposefully engaging with their paired mentor over the course of seven months by meeting with them 1:1, at least five times, with each session lasting 45 minutes minimally.







It was an extremely memorable programme with great bonds forged. The workshops expanded my paradigms as they challenged and reversed many mental models I had. My mentor went one step further and inspired me to develop new approaches that have had profound impacts on my leadership and professional development.

**Malminderjit Singh**

**Chief Operating Officer & Regional Director (APAC), Speyside Group**

# Action Learning Project

The Action Learning Project (ALP) is for each team to put into practice their leadership skills towards accomplishing a clear goal of making an impact on the wider SGLN community. The ALP is a great opportunity for the SGLN Fellows to step up as role models of the community in capability, capacity, and community building for global leadership.

The ALP teams have the flexibility to identify a project that aligns with SGLN's mission of preparing Singaporeans for global leadership roles. The themes of the ALPs for the first run were:

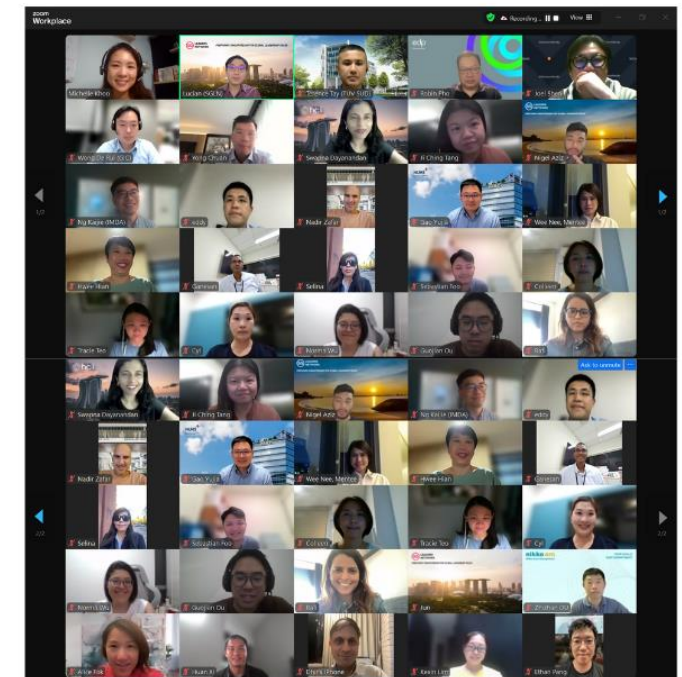
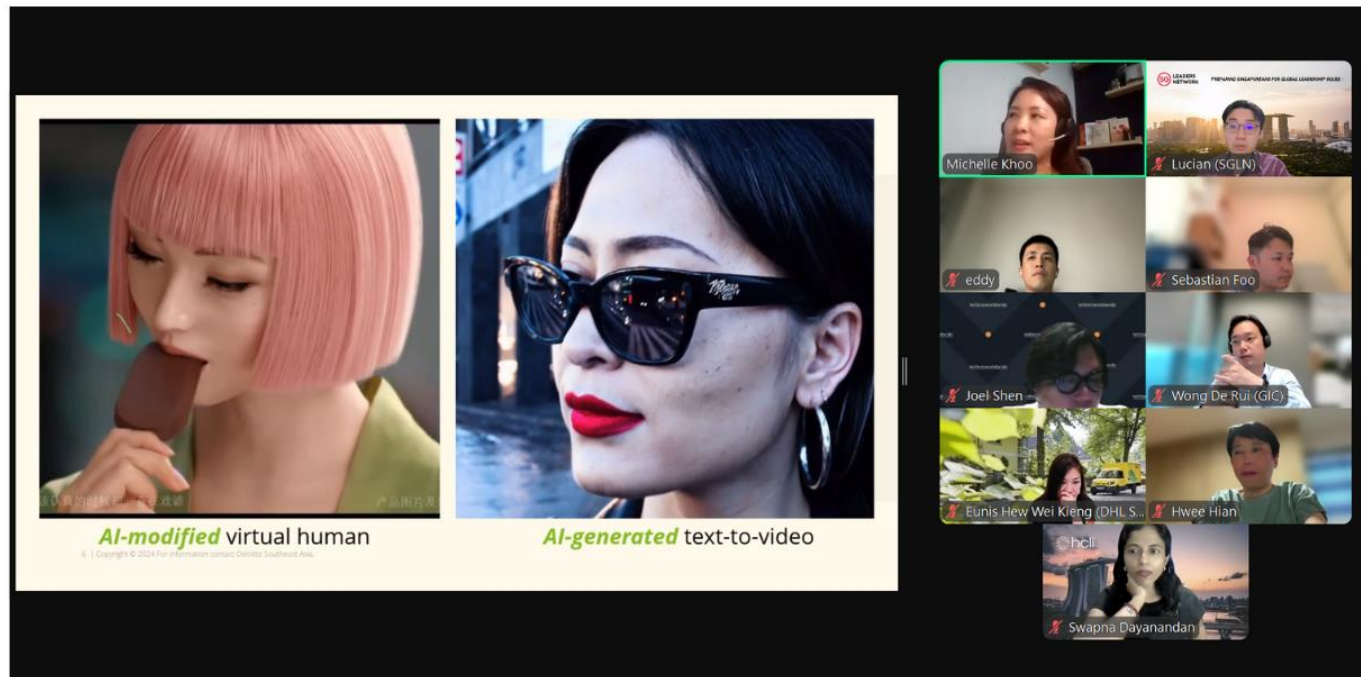
- Preparing for global leadership roles
- Working effectively in a complex and ambiguous environment
- Leveraging the power of networks
- Leadership communication for impact
- Exercising cultural flexibility in leading diverse teams
- Economic / social sustainability issues for global businesses
- Harnessing business opportunities and mitigating risks presented by technological disrupters



# Virtual Workshops

The engaging virtual workshops aim to deepen the SGLN Fellows' understanding of emerging global trends. Led by industry experts and practitioners, these interactive sessions offer focused learning opportunities that build on topics explored in the in-person leadership module.

Through the innovative white space discussions incorporated in the programme design, SGLN Fellows will have the opportunity to collectively shape the topics they want to learn. There are three virtual workshops over the course of the programme.





It has been an amazing journey where I got to meet new people and discover new perspectives. It's also a great opportunity to network!

**Tan Eng Hwa**  
**Director, Business Planning, SMRT Corporation Ltd.**

# Networking Sessions

These exclusive networking sessions are designed to allow SGLN Fellows to build lasting connections within the SGLN Fellowship community. The engagements provide a platform to share experiences, forge valuable relationships, and gain insights from a diverse range of invited global leaders. The sessions also provide an opportunity to expand one's professional network by meeting with SGLN Fellows past and present as one SGLN Fellowship community.

Through the innovative white space discussions incorporated in the programme design, SGLN Fellows will have the opportunity to collectively decide on the leaders they want to invite. There are three networking sessions over the course of the programme.



# Coaching

The SGLN Fellowship Coaching Programme helps SGLN Fellows unlock their full leadership potential with personalised, tech-enabled, and bespoke online coaching sessions. SGLN believes that coaching supplements the SGLN Fellowship Mentoring Programme through the power of asking questions and working towards co-developed solutions.

Over the four months, the three 1:1 sessions with selected coaches will allow SGLN Fellows to develop a customisable action plan, address specific leadership challenges, and refine their global leadership skills.



# Overseas Learning Journey

SGLN Fellows will immerse in a new culture and gain fresh perspectives on global leadership through the overseas learning journey. This unique three-day experience will provide the opportunity to broaden their horizons, gain a global perspective, and network with influential members of the business community, including Singaporeans who are trailblazing abroad.

*The Overseas Learning Journey is an optional component of the SGLN Fellowship that comes with an additional fee. The exact location and date are to be confirmed, and will likely take place sometime between May and September 2025.*





In my opinion, the time spent networking with the other SGLN Fellows was crucial. Especially because we can always find time to learn concepts and models from distinguished trainers and speakers, but great peers in the form of the SGLN Fellows don't come by easily, and hence the time we spend sharing and learning from each other every day was priceless.

**Ganesan Arasapam**

**General Manager, Public Sector Vertical, ST Logistics Pte Ltd**



# Applying to the SGLN Fellowship



Fellowship Programme Fee \*

**S\$15,000**

*\* Does not include the Overseas Learning Journey*

## Eligibility Criteria

- Singapore citizens
- Currently at a mid-to-senior leadership level
- Preferably a minimum of 10 years of work experience
- Executives with identified potential and strong aspirations to take on global leadership roles within the next five years
- Overseas work experience will be an advantage
- Open to both company-nominated and self-nominated applicants, with priority given to the former



## Commitment Expectations

### Attendance Requirements

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- Compulsory attendance at programme launch on 13th January
- 100% attendance for the 4-day in-person leadership training module from 21st - 24th January
- A minimum of 5 mentoring sessions in the mentoring programme between March to September
- Compulsory attendance at the Action Learning Project (ALP) launch on 21st February and group completion of ALP between February to September
- For the 2025 programme year, attendance for 2 of the 3 virtual workshops is compulsory
- Attendance at networking events is strongly encouraged
- Beyond 2025, SGLN Fellows are strongly encouraged to attend at least 2 SGLN Fellowship virtual workshops and/or networking events each year

### Accountability Partner / Supervisor Commitment to Support Participant

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- Company-nominated participants are required to secure the commitment of their HR/supervisor to attend the programme launch on 13th January and conduct check-ins with them
- Self-nominated participants are strongly encouraged to identify an accountability partner to attend the programme launch on 13th January and conduct check-ins with them

### Programme Effectiveness Evaluation

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- Company-nominated participants are required to participate in the evaluation of programme effectiveness, and also secure the commitment of their HR/supervisor to do the same
- Self-nominated participants are required to participate in the evaluation of programme effectiveness

## Selection Criteria

01

### Current Leadership Performance

Do you exhibit outstanding leadership and work performance?

02

### Global Leadership Potential

Do you have global career ambitions and potential?

03

### Growth Mindset

Do you exhibit a growth mindset to continue learning and growing as a leader?  
Do you have potential to give back to the community?

04

### Diversity of Cohort

We are committed to building a diverse community of participants

## Important Application Dates



### 12th Aug 2024, Monday

Applications Open



### 11th Oct 2024, Friday

Applications Close



### Week of 11th Nov 2024

Successful applicants will be notified via email in that week



### By End Nov 2024

Verification of identity and contact details, payment for programme fee made

## Application Requirements



### Professional Details

- Personal information
- Professional and work information
- LinkedIn and CV



### Video Presentation

Up to 3 minutes max

- Please share with us a video introduction of yourself
- Please also share what you hope to get out of the SGLN Fellowship



### Essay Questions

Two essays (up to 300 words each)

- Let us know why you should be considered for the SGLN Fellowship and what value you can bring to the SGLN Fellowship and the wider community.
- Tell us about your personal experience working with a regional or global leader. How did this person make a significant impact on your own professional career and leadership growth?



### Reference Letters

Two reference letters are required from two distinct referees; one from a current/former supervisor; and another from someone you have collaborated with on an activity outside work, who is not personally related to you.

Referees must address the following 2 guiding prompts in their reference letters:

- Tell us how you know the applicant and in what capacity you have worked with them (e.g., in what role, how many years).
- From your perspective, does this applicant have the potential to take on a global or regional leadership role within the next five years? Please elaborate and share specific examples of the applicant's qualities and potential.



# LEADERS NETWORK



[sgln.fellowship@hcli.org](mailto:sgln.fellowship@hcli.org)



[sgln.hcli.org](http://sgln.hcli.org)



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