



LEADERS
NETWORK

SGLN Fellowship

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Welcome to the SGLN Fellowship Experience



Fellowship Duration
Jan - Oct 2027



Cohort
Run 4

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 for Singaporean leaders who aspire to take on regional and global leadership roles.

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

Pioneer SGLN Fellow (2024)

Deputy Managing Director, Royal Vopak

Key Features

- Annual cohort-based programme commencing in January 2027
- 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, a personal essay, and reference letters

There are 7 components of the SGLN Fellowship:

01 Leadership Training Module
4 days in person

02 Mentoring
Minimum 5 sessions

03 Global Business Challenge
February to September

04 Workshops
3 sessions

05 Networking Sessions
3 sessions

06 Executive Coaching
3 sessions

07 Overseas Learning Journey
5 days in person

Compulsory

Strongly Encouraged

** Full details of each component can be found on pages 13 - 24*



The SGLN Fellowship has been an amazing journey where I got to meet new people and discover new perspectives outside of my industry. It has been a great opportunity to broaden my network and experience new learning opportunities.

Hui Min

SGLN Fellow (2025)

Director, Corporate Strategy & Business Development, Jumbo Group of Restaurants

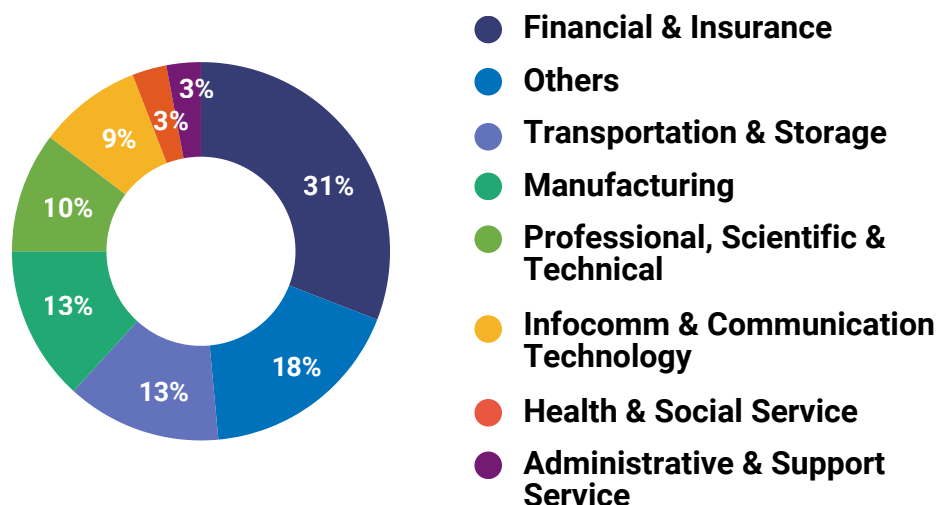
SGLN Fellows' Profile

FELLOWS AT A GLANCE		
	2026 COHORT	2024-2026
 Participants	68	193
 Companies	40+	100+
 Average Work Experience	19 years	18 years

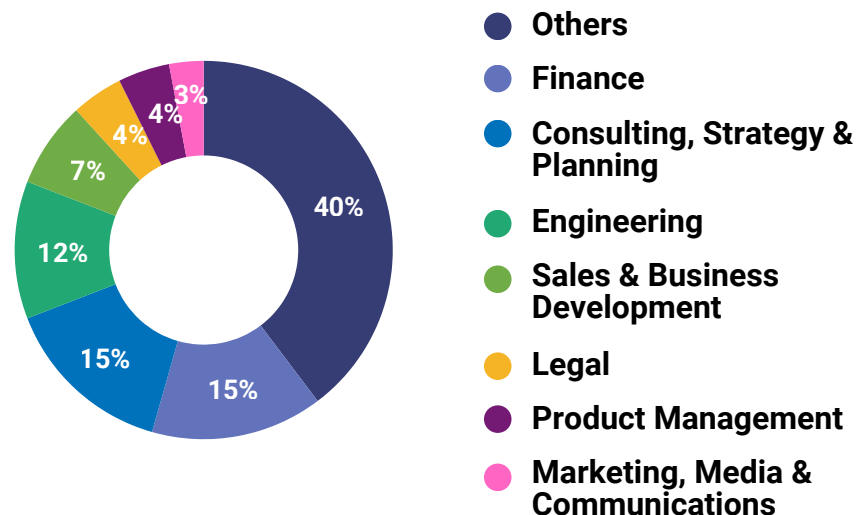


2026 Fellows' Profile

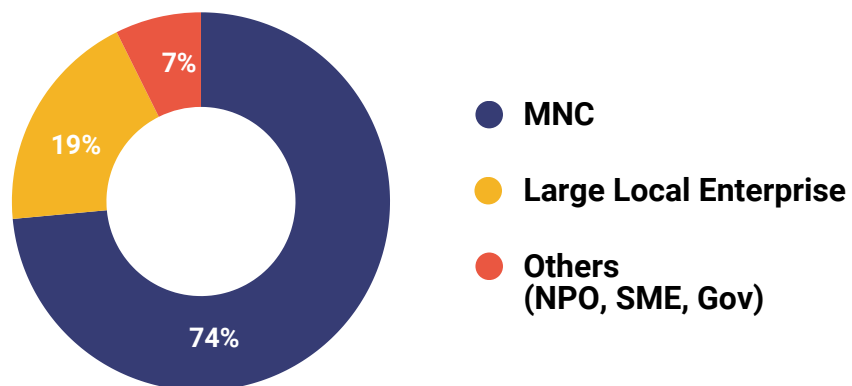
Industry



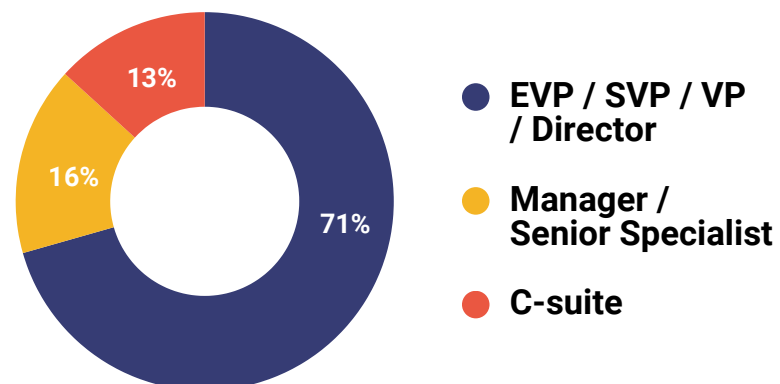
Job Function



Company Type



Job Level





The SGLN Fellowship has been a life changing experience for me. The opportunity to be part of a concise and structured programme to interact, grow, and build a network together with other Singaporean leaders in a safe environment is invaluable.

Deven Lim

SGLN Fellow (2025)

Chief Executive Officer, Lockton Companies (Singapore)

2027 Timeline

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Programme Launch 18th Jan, Mon 5 - 9pm <i>In-person</i>	Global Business Challenge Launch 11th Feb, Thu 3 - 9pm <i>In-person</i>	Start of Mentoring & Coaching Programme 1st Mar, Mon	First Workshop 14th Apr, Wed 6 - 9pm <i>In-person</i>	Overseas Learning Journey 10th - 14th May, Mon - Fri Japan	Second Workshop 23rd Jun, Wed 6 - 9pm <i>In-person</i>	Third Networking Event 15th Jul, Thu 6 - 9pm <i>In-person</i>	Third Workshop 18th Aug, Wed 6 - 9pm <i>In-person</i>	Global Business Challenge Day 24th Sep, Fri Full Day <i>In-person</i>	Close of SGLN Fellowship 2027 & Graduation 22nd Oct, Fri 6 - 9:30pm
Leadership Training Module 26th - 29th Jan, Tue - Fri 4 Full Days <i>In-person</i>	Onboarding for Mentoring & Coaching Programme 25th Feb, Thu 7 - 8pm <i>Virtual</i>	First Networking Event 17th Mar, Wed 6 - 9pm <i>In-person</i>		Second Networking Event 27th May, Thu 6 - 9pm <i>In-person</i>					
	Global Business Challenge								
		Mentoring Programme							
		Coaching Programme							

Note: Programme dates are subject to change, with advance notice provided.



FELLOWSHIP
ALUMNI NETWORK

SGLN ANNUAL CONFERENCE

24 MARCH 2026



The SGLN Fellowship has sharpened my clarity and conviction to lead through complexity and uncertainty—learning directly from distinguished leaders reminded me that leadership is about doing the right thing, not just doing things right.

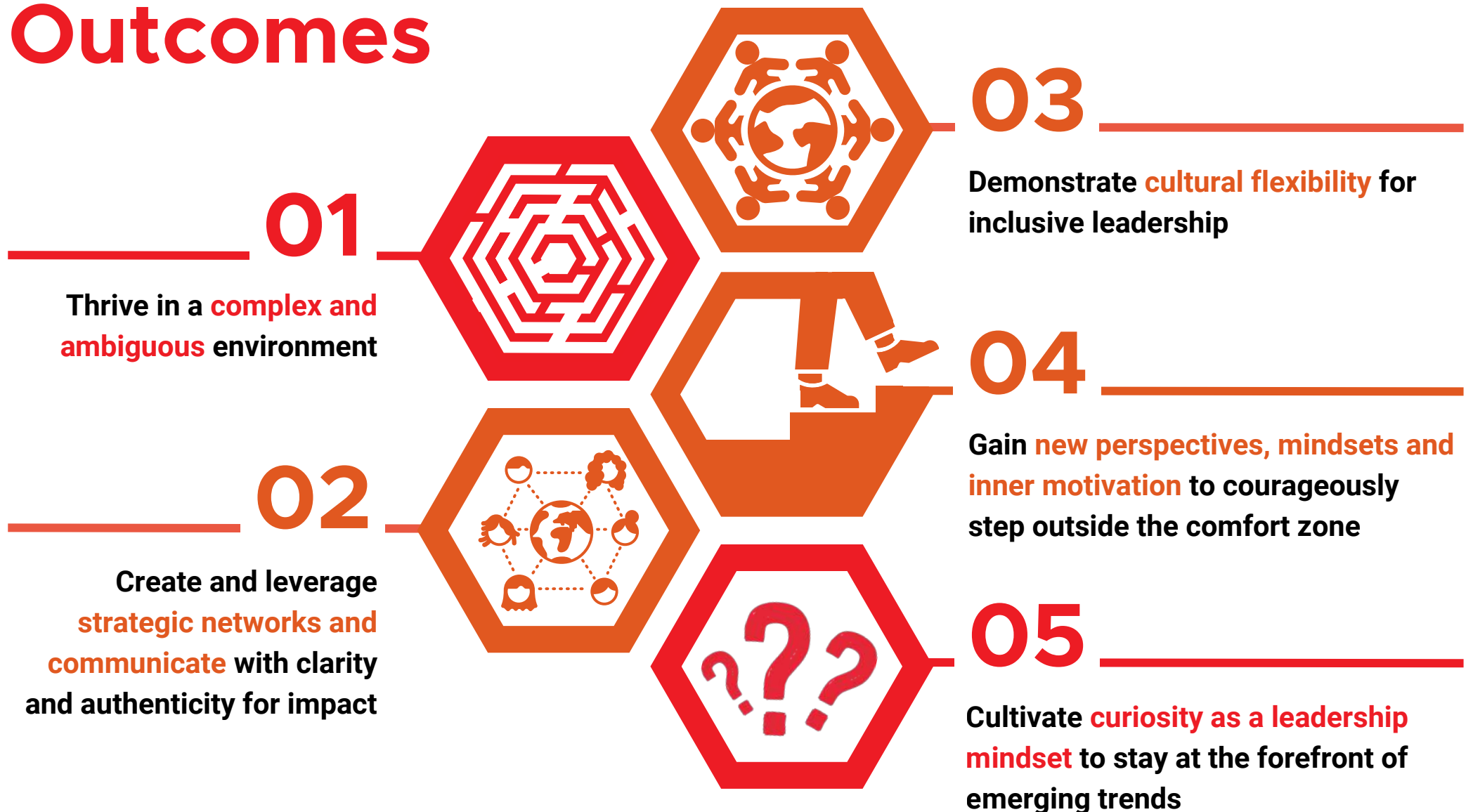
I'm proud to carry the #SGLNFellow badge as a commitment to build bridges across differences, champion diverse global Singaporean leadership, and keep serving with heart.

Jessica Yap

SGLN Fellow (2026)

Head of Corporate Services, HSBC Singapore

Learning Outcomes



Key Learning Elements



Experiential Learning

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



Global Business Challenge

Apply leadership skills in diverse teams to solve a real-world global challenge or deliver an initiative that advances global leadership for Singapore



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 global leaders and trailblazers



Personal / Group Reflections

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



Profiling Assessment

Discovery of leadership strengths to shift minds and hearts to be a global leader



SGLN has been much more than a leadership programme—it has connected me with an exceptional community of curious and inspiring people while broadening my perspective on leadership in a rapidly changing world. The relationships and lessons from the experience will stay with me long after the programme ends.

Berlina Winata
SGLN Fellow (2026)
Associate Structural Engineer, Arup

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 five learning outcomes. Topics that are covered include:

	Navigating Global Complexity through Effective Stakeholder Management	L01 Thrive in a complex and ambiguous environment	
	Adapting your Communication Style for Global Audiences	L02 Create and leverage strategic networks and communicate with clarity and authenticity for impact	
	Developing your Global Personal Branding to Influence and Build Networks		L05 Cultivate curiosity as a leadership mindset to stay at the forefront of emerging trends
	Leading Diverse Global Teams with Cultural Flexibility	L03 Demonstrate cultural flexibility for inclusive leadership	
	Connecting to your Sense of Purpose through Inner Work	L04 Gain new perspectives, mindsets and inner motivation to courageously step outside the comfort zone	
	Profiling your Leadership Style for Global Roles		

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. SGLN believes that mentoring helps push the envelope and challenge SGLN Fellows to explore uncharted personal and professional growth trajectories. Through regular check-ins, SGLN Fellows will 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 8 months by meeting with them 1:1, at least five times, with each session lasting at least 45 minutes.

2026 FELLOWSHIP MENTORS		
	68	Mentors
	28 years	Average Work Experience
	60+	Organisations Represented
	50	C-suite, Managing Director, President, Chair or Founder-level mentors





The SGLN Fellowship is a programme driven towards professional outcomes, via a deeply personal experience. The opportunity to meet Singaporeans on leadership tracks within their organisations who are willing to share openly about their leadership learnings has been invaluable to me. If you're looking to broaden your professional network across diverse sectors and challenge assumptions about your leadership style amongst trusted peers, I highly recommend this.

John Tay
SGLN Fellow (2025)
Head of Partnerships, Tin Men Capital

Global Business Challenge

The Global Business Challenge is a team-based experiential component that enables Fellows to apply their leadership skills to a real-world challenge. Working in groups, Fellows will choose one of two pathways: tackle a pressing business problem of a global organisation, or design and deliver an event that promotes global leadership for Singapore.

Through the challenge, Fellows will strengthen their capabilities in collaboration, problem-solving, stakeholder engagement and execution, while contributing ideas and initiatives that benefit the wider SGLN community.

The Global Business Challenge succeeds the Fellowship's former Action Learning Project (ALP), building on its track record of Fellow-led initiatives across themes such as:

- 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 disruptors



Dialogue with Minister Ong Ye Kung on navigating geopolitics organised by 2026 SGLN Fellows as part of their ALP



It was priceless to learn from, and alongside, some of the best and brightest young leaders in the country. This is fellowship in its truest form. There is something magical about the alchemy of bringing together leaders who have, in their respective fields, demonstrated a deep commitment to strengthening the Singapore brand on the global stage.

Imran Rahim

SGLN Fellow (2026)

Director and Head, Restructuring and Insolvency, Gateway Law Corporation

Workshops

The three workshops are designed to deepen Fellows' understanding of emerging global trends and build on topics explored during the in-person Leadership Training Module. Led by industry experts and practitioners, the sessions will be held in person. Through interactive discussions and collaborative activities, Fellows will explore timely topics that evolve each year in response to emerging global trends and leadership challenges.

Topics explored in 2026 include:



Strengthening strategic narratives and communication in complex, high-stakes situations



Exploring AI transformation through systems thinking, context and user experience

Networking Sessions

These exclusive networking sessions are designed to help SGLN Fellows build lasting connections within the SGLN Fellowship community. They provide a platform to share experiences, forge valuable relationships and gain insights from a diverse range of invited global leaders. Fellows will also have opportunities to expand their professional networks by connecting with past and present SGLN Fellows.

Through the innovative white space discussions incorporated into the programme design, Fellows will have the opportunity to collectively identify the leaders they would like to engage. Three networking sessions will be held over the course of the programme.



*Fireside chat with H.E. Satvinder Singh
on Singapore's role in ASEAN*



*Networking lunch with Euleen Goh
on leading through change*



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
Pioneer SGLN Fellow (2024)
General Manager, Public Sector, ST Logistics

Executive 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 complements the SGLN Fellowship Mentoring Programme through self-discovery conversations and co-development of solutions.

Over 8 months, the three 1:1 sessions with selected accredited 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 (OLJ). Previous cohorts travelled to Ho Chi Minh City in 2025 and Shenzhen in 2026. The proposed destination for the 2027 OLJ is **Tokyo, Japan**.

This unique 5-day experience is anchored by three core elements:

- 1 A global leadership training module adapted to the specific cultural and operational context of the country of visit**
- 2 Site visits and learning from local companies, Singaporean companies, and foreign MNCs to understand how they do business from their different lenses**
- 3 Deep local cultural immersions and activities complemented by extensive networking with local, Singaporean, and foreign business leaders to open up new networks and social groups**

The OLJ is an optional but highly recommended component of the SGLN Fellowship and is offered at an additional fee of S\$5,000 for payment made by 31 December 2026, or S\$6,000* thereafter. The fee does not include flights.*

**Excluding GST*





The Overseas Learning Journey to Vietnam has expanded my leadership perspective and sharpened my understanding of global challenges. Engaging with senior leaders and peers across borders pushed me to lead with greater clarity and purpose, especially in energy, trade, and sustainability. I'm grateful for a bold, values-driven community that inspires action. I carry this experience with deep appreciation and renewed commitment to lead with impact.

Low Hui Ping

SGLN Fellow (2025)

Commercial Development Lead, Supply, Trading & Shipping, bp



9.5
out of 10

Programme Rating for
OLJ 2026 to Shenzhen



The OLJ to Shenzhen was the highlight of the SGLN Fellowship experience for me. While China's technological advances were the obvious draw, what stayed with me were deeper learnings on how strong stewardship and systems drive meaningful innovation at scale, and personal reflections on what stepping into a global leadership role means to me.

Being overseas together in learner mode also creates a unique kind of bond. There's something about sharing new experiences with people who are equally curious and uncertain that forges real connections. I came back with deeper, genuine friendships that will last beyond the programme.

Gillian Anne Lee
SGLN Fellow (2026)
Chief People Officer, GetGo

Applying to the SGLN Fellowship



*Fellowship Programme Fee **

S\$15,000 (subject to GST)

** Does not include the Overseas Learning Journey*



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Scan the QR code or
click here to apply



Eligibility Criteria

- Singapore citizens
- Currently at a mid-to-senior leadership level
- 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





The SGLN Fellowship was such an enriching experience. Learning together with (and from) such a diverse, talented and insightful group of Singaporean leaders helped broaden my perspective and challenged me to think deeply and differently about issues. I am thankful to have also made lasting connections that I greatly cherish!

Bryanne Liao
SGLN Fellow (2026)
General Counsel Singapore, Advorio

Commitment Expectations

Attendance Requirements

Compulsory Attendance

- Programme launch on 18th January
- 4-day in-person leadership training module from 26th to 29th January
- A minimum of 5 mentoring sessions in the mentoring programme between March and October
- Global Business Challenge launch on 11th February and group completion of the challenge between February and September
- 3 workshops on 14th April, 23rd June and 18th August

Strongly Encouraged

- Attendance at the 3 networking events
- 3 coaching sessions
- Overseas Learning Journey (May 2027)

Accountability Partner (e.g. Supervisor or HR) Commitment to Support Participant

- Company-nominated participants are required to secure the commitment of their Accountability Partner to attend the programme launch on 18th January and conduct check-ins with them
- Self-nominated participants are strongly encouraged to identify an Accountability Partner to attend the programme launch on 18th January and conduct check-ins with them

Programme Effectiveness Evaluation

- Company-nominated participants are required to participate in the evaluation of programme effectiveness, and also secure the commitment of their Supervisor or HR 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

27th July 2026, Monday

Applications Open

30th October 2026, Friday

Applications Close

By 20th November 2026, Friday

Successful applicants will be notified on a rolling basis via email

By End November 2026

Verification of identity and contact details, payment of programme fee

Application Requirements



Professional Details

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



Video Presentation

Up to 3 minutes

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



Essay Question

One essay (up to 300 words)

- Let us know what value you can bring to the SGLN Fellowship and the wider community.



Reference Letters

Two reference letters are required from two distinct referees; one from a current or 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 two 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 and for 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.



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