



PHILIP MERRY PhD

Coach, Global Speaker, Consultant, Trainer, Facilitator, Author



“I rate Philip Merry among the top ten percent of consultants I have ever worked with, and the best on leadership and team issues in cross-cultural settings.”

Prof. Dr Frank R Rijsberman – Director General, Global Green Growth Institute

CONTENTS

- 1. SYNCHRONICITY, TEAM COACHING, TEAM LEADERSHIP**
- 2. KEY QUALIFICATIONS AND ACHIEVEMENTS**
- 3. CLIENT COMMENTS**
- 4. LEARNING EVENTS DESIGNED & CONDUCTED BY PHILIP MERRY**
- 5. UNITED NATIONS PROGRAMS 2004 - PRESENT**
- 6. RECENT KEYNOTES**
- 7. CLIENTS**
- 8. COUNTRIES WHERE LEARNING EVENTS CONDUCTED**

I. SYNCHRONICITY, TEAM COACHING, TEAM LEADERSHIP

“I was pleased and impressed to have someone so thoroughly comfortable in leading the group. Through your dexterity and skill, you helped us to navigate to what I think was a widely shared feeling of satisfaction and appreciation for a job well done.”

Steven Stone, Chief Resources and Markets Branch, UN Environment

Philip has many years' experience as a team coach, corporate leader, keynote speaker, facilitator, trainer, and consultant in 63 countries. He is founder and CEO of Singapore global consulting practice PMCG which specialises in the following areas:

- **Synchronicity and Team Leadership:** World thought leader in the contribution of Synchronicity, Intuition, and Heart Coherence to success in a Changing World
- **Master Team Coach/Facilitator:** certification of group and team coaches/facilitators
- **Change Your Mind - Create New Results:** Dr Joe Dispenza's corporate change program
- **Building High Performing Multi-Cultural Global Teams**
- **Global Cultural Intelligence:** Understanding and Reconciliation across Cultures

Synchronicity Thought Leader

For many years Philip has researched synchronicity - the ability to manifest answers to life and organisational. He is the only person with a grounded theory PhD in synchronicity and leadership and one of very few people who are sharing this approach with leaders and teams. His recent book **The 9 Keys of Synchronicity** (2022) which is based on his PhD, shares a comprehensive model of the factors which facilitate synchronicity and his team and leadership workshops are unique in this area. See link for details <https://www.philipmerry.com/about-1>

Master Team Coach/Facilitator

Philip is a specialist in team coaching of intact teams and facilitation of team retreats and leadership conferences helping participants understand change and achieve results while ensuring active participation and a collaborative engaged atmosphere. He has worked at the highest levels of the United Nations as coach/facilitator with both Senior UN leaders and Senior Government members from a variety of countries, as well as working with some of the world's global organisations. This involves responsibility for design and MC of 3–4-day events and acting as dispute facilitator/coach between groups from different countries. Philip has facilitated conferences and retreats in NY, Singapore, KL, Tokyo, Las Vega, Fiji, Turin, Sri Lanka, Norway, Papua New Guinea, Malaysia, Bhutan, Laos, Vietnam, Indonesia, Syria, Kenya, Ethiopia, Switzerland, France, Thailand, and India.

Master Coach: Team Coach Accreditation

Philip has been accrediting team facilitators for 25 years in the Belbin Team Profiling methodology. He is sole regional representative of Belbin in Singapore and has accredited over 400 team coachees from all over the world in sessions in Geneva, New York, Norway, UK, Spain, Singapore, Thailand, Malaysia, Myanmar, China, Japan, Australia, New Zealand, India, Ireland, France, and Holland.

Managing Change

Organisations all over the world are struggling to implement change with McKinsey's Global Survey reporting that 85% of change programmes fail to deliver results. There is clearly an urgent need to help people develop new habits that facilitate successful change journeys. Throughout his career Philip has always partnered with the latest leadership thinkers to ensure that his clients have the best in global thinking to help them navigate change successfully. In 2019 Philip was certified to deliver Dr Joe Dispenza's cutting edge corporate change program "Change Your Mind - Create New Results." If you are struggling with change this is the program that can help remove the limiting mindsets that block change and move your staff from survival to creation.

Asia and Global Experience

- Philip has lived and worked in Asia for many years and delivered workshops in 63 countries
- Specialist in helping organisations and teams understand and master change by building understanding and collaboration between those who see the world differently.

- Conducted learning events which help people navigate today's changing landscape to influence bottom line, teamwork, performance, conflict, JV's, leadership, and co-operation.
- Lively experiential sessions link cross-cultural development with solving real current business issues.
- High level of skill when working in situations where difficult interpersonal and intercultural dynamics are impacting business results.
- Clients commend his ability to put people at their ease and establish a learning climate where people from different cultures feel comfortable to discuss sensitive business issues.

Dr Philip Merry: Consulting AND Corporate Leadership Experience:

Philip speaks with authority because as well as many years of running his own leadership consulting business has had a variety of full-time leadership training and consulting experience in organisations including:

- 31 years CEO PMCG: Singapore
- 2 years Head of Organisational Development: Reuters Asia
- 2 years Head of Leadership Development: Reuters Asia
- 4 years Assistant Director: Roffey Park Leadership Institute UK
- 2 years Manager of Leadership Development Training: London Borough of Brent
- 1 year Assistant Manager: VSO Sri Lanka and Maldives
- 1 year Director: Leadership Unit for the Sri Lankan National Youth Council
- 8 years Certified Family and Marital Counsellor: London Borough of Lambeth

Dr Philip Merry: Educational Background

- PhD Tilburg University. Philip is the only person in the world with a grounded theory PhD in Synchronicity and Leadership. Using a cross disciplinary approach his PhD explored research from heart coherence, self-leadership, positive psychology, stakeholder coaching, appreciative inquiry, systems thinking, quantum physics, and he is integrating his research into his work with leaders and teams in their quest for personal and business success and optimal solutions to organisational issues.
- MSc in Business and Management Research from Henley Business School
- BA in English & American Literature from Manchester University
- 2-year Post Grad Qualification In Self-Managed Learning: University of East London
- 2-year Post Grad Qualification In Social Science, University of Middlesex
- 2-year Post Grad CQSW (Certificate of Qualification in Social Work) UK Board

Personal

- Philip appears regularly on International Social Media and TV and is known variously as "Mr. Happiness", "Mr Synchronicity" or "Mr. Culture".
- Born in England Philip has lived in Singapore since 1990
- Philip was at one time a London taxi driver.
- Philip loves exploring the world and its many cultures, is an avid Huddersfield Town supporter and loves great movies.

2. KEY QUALIFICATIONS AND ACHIEVEMENTS

Professional

- a. Global Speaker, Trainer, Consultant, Coach, Business Owner, Author
- b. Conducted educational events in 63 countries
- c. 26 years regional representative and Master Trainer for Belbin Team Profiling
- d. Specialist in working with multi-cultural issues and their impact on engagement and results.
- e. Consults for senior High Level UN teams on leadership and development issues.

Academic

- a. PhD Tilburg University: only person with a grounded theory PhD in Synchronicity and Leadership.
- b. MSc Business & Mgt. Research: Henley Business School.
- c. BA English & American Literature: University of Manchester.
- d. 2-year Post Grad Qualification In Self-Managed Learning: University of East London
- e. 2-year Post Grad Qualification In Social Science, University of Middlesex
- f. 2-year Post Grad CQSW (Certificate of Qualification in Social Work) UK Board

Happiness and Well Being

- a. Sole Organiser & Speaker: Singapore's first ever happiness conference – New Science of Happiness and Well-Being - <http://www.simply-happy.com/index.html> - Keynote speakers Martin Seligman, Sonja Lyubomirsky, George Vaillant, Paul Rosen
- b. Organiser and Author: Search for Singapore's Happiest People.
- c. Designed and conducted first ever workshop in Bhutan on Positive Psychology meets Gross National Happiness
- d. Basics of Positive Psychology Module: part of PMCG Leadership and Team programs

HeartMath Certified Consultant

- a. Resilience Advantage
- b. Activating the Heart of Teams
- c. Stress and Well-Being Assessment

Faculty with Executive Education Organisations

- a. Visiting Fellow Bristol University: MBA Faculty "Empowering for Change" module
- b. Global Leadership Consultant: Duke University Global Learning Network.
- c. Visiting Fellow: Roffey Park Leadership Institute; Bristol University.
- d. External Faculty: Singapore's Lee Kuan Yew School of Public Policy.
- e. Regional Representative: Belbin Team Roles.
- f. Associate: Taos Institute

Keynote Speaking: Holder of the 2 highest awards in the speaking business:

- a. CSP (Certified Speaking Professional)
- b. GSF (Global Speaking Fellow) only 31 people are GSF.

Author

- a. Simply-Happy: "Search for Singapore's Happiest Person".
- b. "Global Literacy" in HR Strategies in Asia.
- c. The 9 Keys of Synchronicity

Accreditations:

- | | |
|--|--|
| a. Belbin Team Roles Master Coach/Trainer. | j. HBDI - Brain Dominance. |
| b. Team Diagnostic Survey. | k. LVI - Leadership Versatility Instrument. |
| c. HeartMath: | l. Peace Building/Conflict Resolution. |
| • Activating the Heart of Teams | m. MBTI. |
| • Resilience Advantage | n. Master Hypnotherapist. |
| • Stress Assessment | o. Laughter Yoga Certified. |
| d. VIA Character Strengths. | p. UK Accredited Family Therapist and Group Dynamics Practitioner. |
| e. Dr Joe Dispenza NeuroChangeSolutions | q. Positive Psychology: Chris Peterson |
| f. Appreciative Inquiry | r. Marshall Goldsmith: |
| g. Trompenaars/Hampden-Turner Cultural Dimensions. | • Stakeholder Coach |
| i. Livermore Cultural Intelligence. | • Team Coach |
| | • Global Leader of the Future |

3. CLIENT COMMENTS

Steven Stone, Chief Resources and Markets Branch, UN Environment

My sincere appreciation and thanks for all your hard work and really superb facilitation of our branch retreat in October 2017. I was pleased and impressed to have someone so thoroughly comfortable in leading the group to points of learning and watching how it all unfolded so well! Through your dexterity and skill, you helped us to navigate to what I think was a widely shared feeling of satisfaction and appreciation for a job well done. You helped bring us together in a way that was truly novel and that has helped us on our way.

Prof. Dr Frank R Rijsberman – Director General, Global Green Growth

"In all this work Mr. Merry and his company have provided the highest level professional services in the area of team and leadership development. His personal style, as a trainer/coach/presenter, has received top ratings and feedback from participants from every session that I have seen. In short, I rate Philip Merry among the top ten percent of consultants I have ever worked with, and the best on leadership issues in cross-cultural settings."

Penny Lee, Senior Manager Corporate OD | Boehringer Ingelheim

Phil was the orchestrator and educator for our Global Leadership Programs responsible 6 events for over 200 people, held in Singapore, Tokyo, Shanghai and Istanbul. He was the anchor of the program, and was responsible for building a constructive climate, where people felt comfortable to contribute. We had representatives from Germany, US, UK, France, Holland, Sweden, Brazil, Mexico, Venezuela, China, Japan, South Korea, Indonesia, Malaysia, Singapore, Thailand, Philippines, India, UAE, Tunisia, South Africa and Turkey. Phil received very strong and positive feedback on his ability to build rapport and connect with people, regardless of cultural background. He had a particular skill bringing people together, and inspiring them around the topic of leadership, in a way that crossed cultures. Many of the participants still talk about the magic that Phil was able to weave during the program, and the impactful memories they have of him speaking.

John A. Malitoris, Executive Director, Duke Corporate Education

In addition to being a great speaker and educator, Phil has a wonderful way of establishing his credibility with the group while also building good relationships. Phil's strong front of the room presence, speaking skills, deep global experience (working in nearly 60 countries), good relationship building and listening skills, intelligence, and comfortable manner not only help participants relate to him but create a safe environment for learning and raising challenging questions.

Roldan C. Paraguison, PRISM Project Coordinator, PhilRice, Philippines

Philip Merry was employed by Philippine Rice Research Institute (PhilRice) to facilitate our Team Leadership Building activity. Philip is kind in nature, spoke with passion, communicated effectively to everyone, sensitive to the diverse culture of participants, and bringing much attention to details of relationships within the project structure and process. He was pleasurable to talk and work with, and everybody felt important in the team building activity. He was fair and just, giving equal opportunity to every participant. He was worried, felt concerned, and helped participants to learn and interrelate with the big group effectively regardless of culture, social standing, and rank in the organization.

HR Manager Andreas C. Bieringer African Oxygen Ltd.

"Philip Merry was our keynote speaker at our South-East and Asia Management Conference where he was giving an enormous inspiring speech and workshop facilitation to an audience of 300+ participants from more than 15 countries across South-East Asia on "Empowering People". Philip gave us practical examples and hands-on advice on the benefits of empowerment and in demonstrated to us areas where it can lead to superior results that helped our organisation to move forward in successful collaboration."

Shahruhk Marfatia - Former HR Manager Asia, Nokia

"I have known Phil Merry for a long time now, he is an extra-ordinary consultant, trainer and most importantly partner, who has the gifted ability to establish rapport and win trust with diverse audiences right away. His forte is cross cultural teambuilding, leadership and management education and assessment and development of senior level managers. I have worked very closely with Phil over the years and feel I can always turn to him in any of the above areas or indeed for coaching or counselling even top managers in very difficult situations."

4. LEARNING EVENTS DESIGNED & CONDUCTED BY PHILIP MERRY

Location	Focus	Industry
1. Iraq	Team retreat	United Nations
2. Kenya, Ethiopia, Panama	Women's Leadership Workshop	United Nations
3. Brazil, Syria, Kenya, Sri Lanka, Indonesia, Philippines, Peru, Mexico, Malaysia, Nigeria, Columbia	Women's Mentoring Workshop	CGIAR – Global Agricultural Research Centres
4. Las Vegas	Global Diversity	US Investment Bank
5. India & Mali	Life/Work Fulfilment	World Bank
6. Singapore	Multi-Cultural Team Building	US Law Firm
7. Sri Lanka	Cross Cultural Project Leadership	International Water Mgt Institute
8. Bogor Indonesia	Gender & Diversity Associates Conf	World Bank
9. Cairo, Egypt	Team Facilitation/Coaching	International Water Mgt Institute
10. Norway	Developing Company Values	Global CEO and Mgt Team - European Paint
11. Beijing	Work Life Balance	UK Chemical
12. Bhutan	Positive Psychology meets Gross National Happiness – Team Development	United Nations
13. Malaysia	Emotional and Cultural Intelligence	Malaysian Oil and Gas
14. Sri Lanka	Coaching – Leadership	World Bank
15. Nigeria	Resilience & Happiness at Work	Global Agricultural Research
16. Syria	Team Development	World Bank Body
17. Singapore	Cross Cultural Negotiating Skills	Australian Construction
18. Singapore	Family Communication	Australian Construction
19. Shanghai	Cross Cultural Team Building	US Banking
20. Kenya	Women's Leadership Workshop	UNEP
21. USA, Brazil, Finland, Thailand, Singapore, India, China, Italy, Germany, Japan, Malaysia, Indonesia	Building Cross Cultural Project Skills	European Telecom
22. Beijing, China	Managing Customer Relationships	European Telecom
23. Sydney, Australia	Cross Cultural Leadership	International Leadership Consortium
24. Sydney, Australia	Cross Cultural Coaching	Australian Finance
25. Singapore	360 Leadership Coaching	European Telecom
26. Singapore	Senior Management Team Building	US Banking
27. Japan	Cross Cultural Effectiveness	European Finance
28. Singapore	Team Building	Australian Construction
29. Paris	Team Building	World Bank
30. Sri Lanka	Cross Cultural Leadership	International Water Mgt. Institute
31. Bangkok, Thailand	Cross Cultural Leadership	UK Chemical
32. Columbia	Mentoring for Women Leaders	Centre for Tropical Agricultural Research
33. Sri Lanka	Mentoring for Women Leaders	International Water Mgt Institute
34. Indonesia	Mentoring for Women Leaders	Centre for International Forestry Research
35. Kenya	Mentoring for Women Leaders	World Agroforestry Centre
36. Seattle, USA	Cross Cultural Leadership	European Telecom
37. Sri Lanka	Leadership Coaching	International Water Mgt Institute
38. Penang, Malaysia	Leadership	World Fish Centre
39. Hong Kong	Leadership	Insurance
40. On-Line	Facilitator at Virtual Diversity Conf	Global Agricultural NGO
41. Singapore	Belbin Certification	European Oil
42. Beijing	360 Leadership Coaching	European Telecom
43. Shanghai	Cross Cultural Leadership	European Chemical
44. Hong Kong	Developing Leaders	European Banking
45. Ireland	Executive Leadership Program	European Internet
46. Düsseldorf	Cross Cultural Leadership	European Telecom
47. Italy	Belbin Team Roles Certification	UN Staff College Singapore
48. Maldives	UN Country Team Retreat	UN Country Team Maldives
49. Singapore	Managing Cultural Diversity	European Chemical
50. Peru, Mexico	Developing Women Leaders	Centres for Potato & Maize Research
51. Turin	Belbin Team Certification	UN Staff College
52. Turin	Cross Cultural Team Building	UN Staff College – RCS team
53. Penang	Values Devlpt. & Team Building	Board Chairs Global Research Centres
54. Istanbul	Global Leadership	European Pharma

5. UNITED NATIONS PROGRAMS 2004 - PRESENT

1. UNFPA Lead facilitator Youth4Youth National Peace Symposium – Sri Lanka
2. UNFPA Retreat – Sri Lanka
3. UNEP Retreat - Geneva
4. UNICEF Retreat - Malaysia
5. UN Country Team retreat – Iraq
6. UNEP Women Preparing for Leadership x 5 – Kenya
7. UNDP Retreat – Iraq
8. UN Country Team Retreat – Bhutan x 5
9. Positive Psychology & Gross National Happiness – all UN Bhutan all Staff
10. Men & Women Working Together – UNICEF South Africa
11. “Delivering as One” – UN 18 Arab Country Team Conference – Lead facilitator - Cairo
12. UNDG Management Group “4 Ones” Conference Facilitation for 90 Senior Staff – NY
13. UNDP Retreat Maldives
14. UN Reform Leadership Workshop – Papua New Guinea
15. Team facilitation/Belbin certification UN/facilitators – Geneva
16. UN Country Team UNDAF – Maldives, Fiji, Papua New Guinea, Samoa, Timor Leste
17. UNDP Belbin Team Role Certification – New York
18. UN Country Team Strategic Planning Retreat – Maldives
19. Belbin Team Role Certification & Cross-Cultural Workshop – UN Staff College Turin
20. UNDP Strategic Planning Retreat – Papua New Guinea
21. UNHCR – Leadership Development – Geneva
22. UN Bhutan – Training needs analysis for Govt. Officers
23. UN Staff College Turin - Belbin Trainer Certification, Appreciative Inquiry for Trainers
24. UNECA, Ethiopia, UNON Nairobi - Women’s Leadership Workshop
25. UN, Panama – Women’s Leadership Workshop
26. UN Bangkok – Facilitator, UN Women Strategic Workshop
27. UN Bangkok – Facilitator Senior Mgt. Workshop, UN Strategy for APAC Middle Income Countries
28. UNCT Retreat India – Facilitator at country retreat
29. UNDP Retreat Lao PDR – Facilitator
30. UNDP Laos – Cross Cultural Conflict Handling
31. UN Asian Senior Managers – Lessons Learnt, New Ways of Working with Asian Countries
32. UNDP Regional Management Meeting, Kuala Lumpur
33. UNDG Asia-Pacific Meeting with UN Resident Coordinators in Asia-Pacific

CONSULTATIVE GROUP INTERNATIONAL AGRICULTURAL RESEARCH

1. Women Leaders Mentoring Programme 2008-2010 – AWARD; CIAT - Colombia, ICRAF - Nairobi, IWMI – Sri Lanka, CIFOR - Indonesia, ILRRI – Nairobi, ICARDA – Syria, CIP- Peru, CYMIT – Mexico, IRRI - Philippines
2. Multi-Stakeholder Global Team Development - Comprehensive Assessment team IWMI
3. Cultural Diversity Econf – Gender & Diversity Programme - On-line Diversity facilitator
4. Team Building and Needs Analysis - Centre for International Forestry Research
5. Team Facilitation – Food & Water Challenge Program - Egypt + Coach to CP Co-ordinator
6. Virtual Teams – IWMI, ICRAF, Challenge Programme
7. Water Week Facilitation – IWMI - conference for 90 people
8. Leadership Development – World FishCentre - Penang, Egypt, IWMI – Sri Lanka
9. Strategic Direction and Director General Transition – World FishCentre, Penang
10. Leadership Coaching – IWMI & WorldFish Centre - Leadership coaching for senior staff
11. Divisional Leadership Retreat – IFPRI – Washington
12. Managing Personal Energy and Stress - for staff at IWMI, ICRAF, ILRRI and leaders at World Fish Centre –
13. Columbia, Mexico, Peru, Sri Lanka, Kenya, Indonesia
14. Board Chairs Strategic Retreat Facilitation for 10 Chairpersons of CGIAR Centres – Penang 2005
15. Gender & Diversity Conference – facilitation of Gender & Diversity conference
16. Mentoring & Happiness, Resilience Workshop – Senior Staff IITA Nigeria
17. Life/Work Fulfilment – ICRISAT, Hyderabad India, Mali West Africa, Nairobi

6. RECENT KEYNOTES

1. **Synchronicity and Success:** Ideas and inspiration conference
2. **The 9 Keys of Synchronicity:** APSS annual conference
3. **Synchronicity, Intuition and Leadership:** World HR Congress Mumbai
4. **Synchronicity and the Journey of Life:** Siem Reap, Cambodia
5. **Leadership, Teams & the Zen of Fly Fishing:** Investment Bank South Africa
6. **Leading with Heart:** Malaysian Association of Professional Speakers
7. **Engagement & Happiness in a Global Workplace: Culture in your Heart or on your Back?** Singapore Hotel Chain
8. **Synchronicity and Coaching:** ICF Singapore
9. **Synchronicity & Magical Leadership:** Int. Association of Management, Lourdes, France
10. **The Secrets of Workplace Happiness: "Boosting Engagement & Thriving in Challenging Times"** Singapore Government
11. **Working Together – Realigning Departmental Priorities:** United Nations Geneva
12. **60 is the New 30, Changing Customer Profiles:** German Auto Singapore
13. **Global Teams and Leadership in Changing Times:** Swiss Pharma Asia
14. **Global Cultural Intelligence:** German Pharma Singapore
15. **Team Leadership in Times of Change:** Asia HR Summit, Singapore
16. **Leadership, Teams, Change and Synchronicity:** Intl Entrepreneurship Conf., Malaysia
17. **Training with Heart:** Malaysia Human Resource Development Fund Conference, Malaysia
18. **Adaptive Leadership and Changing Paradigms:** Sri Lankan Ministry of Finance
19. **Team Profiling and Leadership:** US Banking Asia
20. **Leading Teams during Management Change:** Global Green Growth Inst, South Korea
21. **Embracing Change for Leaders:** German Pharma Asia
22. **Team Profiling and Retreat:** Australian Mining Singapore
23. **Leadership and Intuition:** Myanmar NGO Conference
24. **Authenticity & Cultural Identity:** India Society of Intercultural, Education, Pune India
25. **Leadership, Teams & the Zen of Fly Fishing:** Investment Bank South Africa
26. **Cultural Intelligence in a Global World:** Asia Pacific Speakers Singapore
27. **Culture, Positive Happiness and Well Being:** Science of Happiness & Well-Being, Singapore's first Happiness Conference
28. **Culture and Personality Conflicts in Business:** Handling Conflict in the Workplace Conference, Key Media Singapore
29. **Your Authentic Self Beyond Culture:** Asia Pacific Speakers Singapore
30. **Engagement & Happiness in a Global Workplace: Culture in your Heart or on your Back?** Singapore Hotel Chain
31. **Synchronicity for Life and Business Success:** Raise your Game, Asia Pacific Speakers Association
32. **The Secrets of Workplace Happiness: "Boosting Engagement & Thriving in Challenging Times"** Singapore Government
33. **Happiness & Resilience: Harnessing the Power of Positive Psychology to meet today's Workplace Challenges:** Learning and Development Summit – All Events Group – Singapore
34. **Building Employee Engagement – the Key to Survival in Challenging Times Strategic HR in times of Financial Downturn,** Human Resources Event: Singapore
35. **Life/Work Fulfilment:** World Bank, India & Mali West Africa
36. **Happiness & Authenticity:** United Nations Bhutan
37. **Culture and Personality Conflicts in Business:** Handling Conflict in the Workplace, Key Media Singapore
38. **Can't wait to get out of Bed Each Day", Building "High Engagement Coaching by harnessing the Power of Positive Psychology & Happiness Research":** International Coaching Federation Singapore
39. **Positive Psychology – Team Roles, Happiness and Well-Being:** Belbin Annual Conference, St. John's College Cambridge

7. CLIENTS

Commercial Sector: GIC, Lend Lease, Citi, Nokia, HP, BASF, GE, GM, Jotun, Singapore Technologies, Petronas, Applied Materials, Cisco, Danone, Ciba, Dow Chemicals, ABNAMro, International Consortium for Executive Development, JPMorganChase, Merrill Lynch, Jotun, Deutsche Bank, Credit Suisse, BOC, Pan Asia Paper, British Telecom, AkzoNobel, Abbott Laboratories, Shell, Isuzu, Pepsi Cola, Cable and Wireless, BHP Billiton, Delphi Automotive, Shell Chemicals, Singapore Inst. of Management, Singapore Central Provident Fund, Singapore International Foundation, Singapore Press Holdings, Singapore Technologies, Singapore Telecom.

Public Sector – Singapore Ministry of Foreign Affairs, Singapore Ministry of Manpower, Asia Meteorological Ministries, GIC (Government Investment Corporation of Singapore), Sri Lanka Finance Ministry, Philippines Foreign Ministry, UN Environment, UNDP, WFP, WHO, UNICEF, UNHCR, UN Staff College, Asia Foundation, Consultative Group on International Agriculture Research, Centre for International Forestry Research – Indonesia, Centre for Maize research – Mexico, Centre for Potato research – Peru, Centre for Tropical Agriculture – Colombia, World Agroforestry Centre – Kenya, Global Food and Water Challenge Programme - International Water Management Institute – Sri Lanka, World Fish Centre - Malaysia,

8. COUNTRIES WHERE LEARNING EVENTS CONDUCTED

- | | | |
|------------------|---------------------|----------------------|
| 1. Abu Dhabi | 22. Indonesia | 43. Pakistan |
| 2. Australia | 23. Ireland | 44. Panama |
| 3. Bahrain | 24. Iraq | 45. Papua New Guinea |
| 4. Bhutan | 25. Italy | 46. Peru |
| 5. Brunei | 26. Japan | 47. Philippines |
| 6. Brasil | 27. Jordan | 48. Poland |
| 7. Cambodia | 28. Kenya | 49. Russia |
| 8. Czek Republic | 29. Korea | 50. Samoa |
| 9. China | 30. Kurdistan | 51. Scotland |
| 10. Colombia | 31. Lao PDR | 52. Singapore |
| 11. Curaçao | 32. Lebanon | 53. South Africa |
| 12. Cyprus | 33. Macau | 54. Spain |
| 13. Dubai | 34. Malaysia | 55. Sri Lanka |
| 14. Egypt | 35. Maldives | 56. Switzerland |
| 15. England | 36. Mali, W. Africa | 57. Syria |
| 16. Ethiopia | 37. Mexico | 58. Thailand |
| 17. France | 38. Myanmar | 59. Timor Leste |
| 18. Fiji | 39. New Zealand | 60. Taiwan |
| 19. Fujairah | 40. Nigeria | 61. USA |
| 20. Hong Kong | 41. Norway | 62. Vietnam |
| 21. India | 42. Oman | 63. Zimbabwe |