



c.j. Ng (黃常捷)

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Executive Team Coach | PCC (ICF), Masteries Practitioner (IAC) | Belbin Team Roles Specialist

c.j. Ng is an executive and leadership coach who helps senior leaders and management teams accelerate performance, lead transformation, and unlock potential in complex, cross-cultural environments. As a **certified Belbin Team Roles practitioner**, he specializes in diagnosing team dynamics and optimizing collective performance through strategic role alignment and behavioral insights.

He combines deep business acumen with coaching mastery to enable leaders to make better decisions, resolve conflicts, and drive sustainable results. As a former Board of Director member of DUSA European Association Suzhou, c.j. brings a unique blend of strategic oversight and hands-on coaching expertise to his engagements.

Belbin Team Roles Expertise in Team Coaching

As a certified Belbin practitioner, c.j. leverages the power of the nine Team Roles to transform team effectiveness:

- **Team Role Profiling & Analysis:** Conducting comprehensive Belbin assessments to identify individual strengths, allowable weaknesses, and team composition gaps that impact performance.
- **Strategic Role Optimization:** Helping teams understand how different thinking styles (Plant, Monitor Evaluator), action-oriented roles (Implementer, Completer Finisher, Shaper), and people-focused roles (Resource Investigator, Team Worker, Coordinator) contribute to collective success.
- **Conflict Resolution Through Role Awareness:** Using Belbin insights to address team tensions by reframing conflicts as natural role dynamics rather than personality clashes, enabling more productive collaboration.
- **Team Formation & Restructuring:** Advising leadership on optimal team composition for specific projects or strategic initiatives, ensuring balanced role coverage for maximum effectiveness.
- **Leadership Development Through Role Flexibility:** Coaching senior leaders to recognize their natural Team Role preferences while developing versatility to adopt different roles as situations demand.

As a **Certified Shared Leadership Team Coach, ICF Professional Certified Coach (PCC), and IAC Masteries Practitioner**, c.j. integrates Belbin methodologies within his broader specializations:

- **Executive Coaching:** Supporting C-suite and senior leaders to clarify vision, expand strategic thinking, and enhance leadership presence.

- **Team Coaching:** Helping leadership teams build trust, align around shared goals, and turn collaboration into measurable business outcomes.
- **Change & Transformation Coaching:** Guiding leaders through culture shifts, digital transformation, and organizational complexity.

Over the years, c.j. has coached leaders and teams from multinational companies including **Honeywell, HP, Wacker, Boston Scientific, InterContinental Hotels Group, Starwood, Buhler, and Philips Lighting**, among others. His executive clients consistently cite his ability to surface hidden insights, challenge constructively, and foster breakthrough thinking.

Bilingual in English and Mandarin, c.j. is trusted across Asia for his ability to bridge cultures and coach leaders in ways that respect both global standards and local realities. He has also served as a moderator and keynote speaker at major conferences hosted by Messe Frankfurt, Enforvia, and others.

c.j. holds a 2nd Upper Honours degree in Management from the University of London and a Postgraduate Diploma in Computing from De Montfort University. He is also a certified Scrum Master and accredited in multiple assessment tools including **Belbin Team Roles**, OD-Tools Trait Map and Motivation Questionnaire, The Cultural Navigator, and TTI DISC.

黄常捷 (c.j. Ng)

高管团队教练 | PCC (ICF) 认证教练、IAC 认证精通实践者 | 贝尔宾团队角色专家

黄常捷是一位高管与领导力教练，致力于协助高级领导者及管理团队在复杂的跨文化环境中加速绩效提升、引领变革并释放潜能。作为认证贝尔宾团队角色实践者，他专精于诊断团队动态，通过战略性角色匹配与行为洞察优化集体绩效。

他将深厚的商业洞察力与教练技艺相结合，助力领导者优化决策、化解冲突并推动可持续成果。曾任 DUSA 欧洲协会苏州分会董事会成员，黄常捷在项目中融合了战略监督与实战教练专长的独特优势。

贝尔宾团队角色在团队教练中的专业应用

作为认证贝尔宾实践者，c.j. 运用九大团队角色的力量提升团队效能：

- 团队角色测评与分析：通过全面的贝尔宾评估识别个人优势、可容忍弱点及影响绩效的团队构成缺口
- 战略角色优化：帮助团队理解不同思维模式（策划者、监督评估者）、行动导向角色（执行者、收尾者、塑造者）及人际导向角色（资源调查者、团队协作者、协调者）如何共同推动集体成功。
- 基于角色认知化解冲突：运用贝尔宾理论将团队摩擦重新定义为自然角色动态而非个性冲突，促进高效协作。
- 团队组建与重组：为领导层提供专项项目或战略计划的团队配置建议，确保角色覆盖均衡以实现效能最大化。
- 通过角色弹性培养领导力：辅导高层管理者认知自身固有团队角色偏好，同时培养根据情境需求灵活转换角色的能力。

作为认证共享领导力团队教练、ICF 专业认证教练（PCC）及 IAC 精通实践者，c.j. 将贝尔宾方法论融入其核心专长领域：

- 高管教练：协助首席执行官及高层领导厘清愿景、拓展战略思维、提升领导风范。
- 团队教练：协助领导团队建立信任、凝聚共识，将协作转化为可衡量的商业成果。
- 变革转型教练：引导领导者应对文化变革、数字化转型及组织复杂性挑战。

多年来，c.j. 曾为霍尼韦尔、惠普、瓦克化学、波士顿科学、洲际酒店集团、喜达屋、布勒集团、飞利浦照明等跨国企业的高管及团队提供教练服务。其高管客户一致赞誉他善于发掘隐性洞见、提出建设性挑战并激发突破性思维的能力。

精通英语和普通话的 c.j.，凭借其在尊重全球标准与本土现实之间架起文化桥梁、指导领导者的能力，赢得了整个亚洲的信赖。他还曾担任法兰克福展览公司、Enforvia 等机构主办的重要会议的主持人及主题演讲嘉宾。

c.j.拥有伦敦大学管理学二等一荣誉学位，以及德蒙福特大学计算机科学研究生文凭。他同时持有认证 Scrum Master 资质，并精通多种评估工具，包括贝尔宾团队角色模型、OD-Tools 特质图谱与动机问卷、文化导航器及 TTI DISC 性格测评。