



BRIAN TIMOTHY HAR

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OBJECTIVE

Generalist psychology-backed professional with expertise in training, development and HR systems & operations. I strongly believe in the intertwine and interlock between technology and human talent, in order to unlock, drive, and enable performance and growth.

Equipped with HR skills in training, development, shared services operations and psychometric assessments, as well as IT expertise with Workday HCM Suite. Enthusiastic about lending partnership and consultancy support to drive transformative growth in organizations.

CAREER ACHIEVEMENTS

- ✓ Transformation of HR Engagement Model & Shared Services Delivery Model across APAC. 2017
- ✓ Successful launch of Workday-Broadbean Integration. 2017
- ✓ Appointed to Global HRMS Center of Excellence Committee. 2016
- ✓ Successful implementation of Workday HRIS regionally in APAC. 2016
- ✓ Successful completion of Regional Payroll transition project. 2016
- ✓ Established & conducted trading platform orientation workshop for the public. 2015
- ✓ Best Soldier of the Month (Sep 2013), SAF MP Command 2013
- ✓ Best Knowledge Award, SAF Military Police Specialist Course 2013
- ✓ Invited to conduct Career Development & Planning Workshop at Temasek Polytechnic 2010

CORE SKILLS

HR Operations Management

- ✓ Policy & process development and improvement
- ✓ Incident handling and client management
- ✓ Client & stakeholder communications
- ✓ Operations change management

HR Strategy & Execution

- ✓ Service Delivery Modeling & Implementation
- ✓ Talent management & coaching
- ✓ Organizational development

Training & Development

- ✓ Lesson plan & syllabus development
- ✓ Material construction
- ✓ Facilitation, coaching, training
- ✓ Presentation delivery

Project Management

- ✓ Risk analysis & management
- ✓ Time & resource management
- ✓ Problem-solving and troubleshooting

Talent Acquisition & Deployment

- ✓ Identification of Job Requirements: qualifications / skills / personality traits
- ✓ Candidate selection & screening
- ✓ Psychometric profiling & Interviewing
- ✓ Team building & development

Technical Skills

- ✓ Psychometric deployment & tools
- ✓ Asia Pacific Labour Legislation
- ✓ Workday HCM Suite
- ✓ Information Technology:
 - Word/Excel/Powerpoint/Access
 - IBM SPSS Statistics
- ✓ Online Content Mgmt Systems & Frameworks

EXPERIENCES

HR Shared Services & HRMS Advisor, APAC

Aimia Inc (TSX:AIM) / Singapore

Jan 2017 – Present

Regional HRMS Lead for Asia Pacific & global implementation partner. Responsible for developing and driving HR transformation initiatives, leveraging HRMS technology as a springboard. Through such efforts, both HR and Executive Leadership began making people decisions more intelligently, being guided by data and metrics. People initiatives saw increased effectiveness in intended target populations.

HR Business Partner for Australia, responsible for recruitment, retention and talent strategy. Introduced data-guided initiatives that saw metric improvements between 20% – 40%.

Regional HR Project Manager, responsible for identifying opportunities, developing business proposals, manage project resources and ensure outcomes are met.

HR Shared Services Advisor, APAC

Aimia Inc (TSX:AIM) / Singapore

Jun 2016 – Dec 2016

Primary agent in transforming the regional HR Delivery Model, implementing and introducing the Shared Services model. Completed implementation successfully within 6 months, consolidating and reducing administrative processes by up to 70%.

Responsible for deploying system-of-choice HRMS (Workday) regionally. Utilized Workday as the springboard to standardize processes and introduce governance across all HR transactions. Conducted seminars, trainings, and lunch/tea sessions to facilitate change management and employee up-skilling to encourage self-service usage.

Chief Trainer Assistant & Program Coach

Pattern Trader Tutorial, Adam Khoo Learning Technologies Group / Singapore

Jul 2014 – May 2016

Responsible for tutorial delivery and group facilitation, while improving and revising existing methodologies and materials. Wrote and introduced new complementary material to main program, that became published in the tutorial textbook. Developed and introduced trading platform orientation syllabus, appointed as lead trainer for the trading platform orientation workshop.

Wrote and published “Daily Market Analysis” report for 2 years, with regular readership of 100-200 daily.

Policing Operations Specialist

SAF Military Police Command, Singapore Armed Forces / Singapore

Mar 2013 – Jun 2014

Coordinated and oversaw organization-wide military policing operations. Transformed policing operations model by consolidating operational units under a single command umbrella, introducing standardized policing processes. In totality, reduced manpower requirements by up to 50%.

Participated in security committees for state events (e.g. Shangri-la Dialogue, IMDEX, National Day Parade, State Funerals).

Responsible for unit commander succession planning.

Technical Executive

SoulCentre Pte Ltd / Singapore

Oct 2010 – Oct 2011

Established an online business venture with SoulCentre Pte Ltd. Developed end-to-end business model (e-commerce website, marketing, payment acceptance, shipping, handling, product delivery).

Ran business venture solo upon successful launch for 1 year, transforming SoulCentre’s sales model from brick-and-mortar to digital. Product sales shifted from primarily locally based to internationally based.

EXPERIENCES

Consultant

Talent Dynamics Pte Ltd / Singapore

Apr 2010 – Dec 2011

Attained certification in the Harrison Assessments psychometric profiling tool.

Responsible for conducting & facilitating workshops for clients (individual & corporate). Focused on helping clients better understand personality strengths in reference to job functions, to better enable: (1) informed career selection; (2) effective team deployment; (3) coaching & development opportunities.

EDUCATION, TRAINING & CERTIFICATION

Bachelor of Psychological Science

James Cook University Australia

2016

Specialist Cadet Course (Foundation)

SAF Specialist & Warrant Office Institute

2012

Diploma in Psychology Studies

Temasek Polytechnic, Singapore

2012

Military Police Specialist Course

SAF Military Police Command

2013

Specialist Diploma in Early Childhood Teaching

Temasek Polytechnic, Singapore

2012

Strengths Deployment Inventory

Personal Strengths Singapore

2015

Harrison Assessments

Talent Dynamics Pte Ltd

2010

MISCELLANEOUS ACTIVITIES

Technical Head

RunNUS 2014, NUS Students' Sports Club

2014

Quartermaster

OMEP Temasek Polytechnic

2010 – 2011

Publicity Officer

Temasek Humanities & Social Sciences Studies Club

2009 – 2010