

# *Spectrum Management Consulting Pte Ltd*



**Jeremy Foo**  
*Principal Consultant*

## **KEY EXPERIENCE:**

Jeremy specializes in the area of Human Capital Development and has many years of hands-on experiences as a practitioner in several senior level positions. He was formerly the Head Human Capital Development at Changi Airports International, 2008 to 2012. Prior to this, he held the position of Head of Institute of Management and Allied Health Sciences of National Health Group from 2005 to 2007 and was the Head MINDEF Centre for Management Development from 1998 to 2004.

As Head of Human Capital Development with Changi Airports International, Jeremy spent 3 years as Head, People Development of a major international airport in Saudi Arabia. He developed multi-year People Development Master Plan for the airport, planned and executed Organisational Development and Change Management strategies and initiatives such as facilitating the Visioning workshops for the airport and its major stakeholders. He developed the competency framework for the airport and implemented the Performance Management for the airport. In addition, he designed, developed and directed the conduct of the 3-month Management Trainee Programme in Singapore for the airport's high-potential junior and middle managers. Programme has received very favourable rating, and introduced competency-based interviewing for recruiting young talents and selection of employees for the talent management scheme.

Jeremy also designed and implemented a comprehensive, competency-based training matrix to develop the administrative and health science professionals when he headed the Institute of Management and Allied Health Sciences of the National Health Group

When he was the Head, MINDEF Centre for Management Development, he formulated competency-based training frameworks and directed the design of keystone courses in leadership and management development. As a member of selection panels for naval officer recruits, candidates for ship commanding officers and applicants for highly-coveted scholarships, using competency-based and values-based interviews

He had very substantial experience in the curriculum and instructional design of leadership training for middle and senior management, and had coached and mentored high-potential naval officers, all of whom eventually rose to the highest ranks of the navy.

He was also appointed as Member of the ITE Advisory Committee on Continuing Education and Training from 2004-2005.

**Professional Qualifications:**

- Bachelor of Science (NUS) 1986
- Post-Graduate Cert in Business Admin (Leicester University)
- Graduate Indonesian Naval Command & Staff College
- Curriculum Development Course (Colombo Plan Staff College)
- National Assessor (past) and Certified Consultant for People Developer Standard