

**TRANSFORMING LEADERS
AND CHANGING THE WORLD
FOR THE BETTER**

USM MBA ESSENTIALS FACILITATING TEAM

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BIOGRAPHY



DR. TEOH AI PING

CRCMP, M.IRSM, CIT, AM(M), AIIA

- Dr. Teoh Ai Ping is a Senior Lecturer at Graduate School of Business, Universiti Sains Malaysia. She holds the qualifications of Doctor of Business Administration, Master of Science (Information Technology), and Bachelor of Accountancy (Hons.).
- Prior to joining USM, Dr. Teoh was one of the pioneer academics and Deputy Dean for School of Business and Administration at a private University. Before progressing to a career as an academic, she had substantial experience in the industry. Dr. Teoh started her career by practising in the accounting finance function in a multinational corporation within the EMS industry. She then embarked to being a Consultant, involving in consultancy projects for MNCs, local companies and international firms dealing with implementation projects of Enterprise Risk Management, Enterprise Resource Planning systems, E-learning and related information systems.
- Dr. Teoh has published research articles and books, authored open distance learning course materials and presented papers in international conferences. She has also contributed as visiting lecturer and invited speaker to universities in China, Taiwan, Hong Kong, South Korea and Indonesia. Dr Teoh is a Certified Risk and Compliance Management Professional (CRCMP) and possesses a Certification in Training (CIT).
- In addition to her research work, Dr. Teoh conducts consultancy and training programs to corporate clients in her areas of specialization, i.e. Business Intelligence, Enterprise Risk



Management, Cybersecurity, Digital Forensic, Digital Leadership, and Online Education. Dr. Teoh is actively involved in professional bodies namely Association for Computing Machinery, Institute of Electrical and Electronics Engineers, Association of Certified Fraud Examiners, Institute of Strategic Risk Management, Malaysian Institute of Accountants, Institute of Internal Auditors Malaysia, and Malaysian Institute of Management.

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**IR. DR. RAJENDRAN
MUTHUVELOO**

BIOGRAPHY

- Ir. Dr. Rajendran Muthuveloo is a Senior Lecturer at the Graduate School of Business, Universiti Sains Malaysia since year 2010. Prior to joining USM, Ir. Dr. Rajendran had 18 years of industrial experience at senior managerial positions with four multinational companies specializing in the field of air pollution control for oil & gas and general industries.
- Ir. Dr. Rajendran has authored books in the field of strategy that covers both corporate and personal strategy. He has self-developed and tested SWIM-Strategic Management Process Model, I-TOP Strategic Agility Model and RACE-The Theory of Strategic Entrepreneurship. He has won several Best Paper Awards and continuously involves in conducting research, publishing articles in international journals, presenting in seminars/conferences and consultancy towards optimizing the Return on Investment (ROI) for organizations. He is an experienced supervisor for postgraduate students in MBA, DBA and PhD research work.
- In terms of academic achievements, Ir. Dr. Rajendran has been Visiting Lecturer, Invited Speaker, Member of Editorial Board, Review Panel of journals, Examiner for dissertations and External Assessor/ Moderator to other Higher Education Institutions. Other than his contributions to the corporate and education industries, he plays an energetic role in serving the community and society. He is the President of Premaseva Charitable Organization, Honorary Treasurer of Academic and Administrative Staff Association USM and an active member of Persatuan Kaunseling Malaysia.

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DR. YASHAR SALAMZADEH

BIOGRAPHY

- **Yashar Salamzadeh** is a PhD scholar in Human Resources Management and is a Senior Lecturer in Graduate School of Business at Universiti Sains Malaysia. He had published more than 100 research articles in international and national journals and conferences.
- He has the experience of eleven years teaching in MBA and Master of management courses in five different universities. He has supervised more than 75 graduate students in their thesis and dissertation. He has developed many managerial workshops on leadership, social entrepreneurship, HRM and Business models in different countries such as Iran, Turkey, Russia, Malaysia, Hungary and UK. He has worked as a project manager in many national and international research projects.
- He has the experience of five years management consultancy for different public and private organizations on Leadership, Organizational restructuring, EFQM, Culture, HRM systems and Organizational behavior. He also has cooperated in more than twenty international journals as an editorial board member and review board member. He is also an EFQM auditor. He has served GSB as Head of “Global Strategy and Organizational Behavior” research cluster since 2018.
- Yashar is also the team leader for micro-credential development team at GSB, USM. He is also the team leader for running a new specialization on MBA courses at GSB on “Digital leadership” which has started to take the first intake on September 2020.
- His fields of interest include entrepreneurship, Entrepreneurial Universities, Leadership and digital leadership, business models, strategic management, green business, and CSR, HRM (HCM) and networked organizations.

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**ASSOC.PROF. DR TAN
CHENG LING**

BIOGRAPHY

- Cheng Ling Tan, DBA, is an Associate Professor and Deputy Dean of the Graduate School of Business at Universiti Sains Malaysia, Penang. She provides lectures on operations and service management. She supervises MBA, DBA, and PhD students in the field of knowledge management, innovations, operations management, supply chain management, and quality management. She leads numbers of research grants and actively published in various referred indexed journals internationally. Previously, she was a global supply chain quality consultant, as well as a quality department manager for more than 10 years with two multinational companies in Malaysia.

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PROF.DR. NABSIAH ABDUL WAHID

BIOGRAPHY

- Nabsiah Abdul Wahid is a Professor of Marketing at the Graduate School of Business (GSB), Universiti Sains Malaysia. She has been teaching marketing related subjects for over twenty years. At GSB, she now mainly teaches AGW 725 - Seminar in Marketing and Global Business, AGW728 - Research Methodology and AGW 729- Dissertation in the DBA programme offered by the school.
- Her research projects mainly focus on social impact studies, green marketing, environmental education and consumer behaviour of various services. Currently, she is investigating households' willingness to pay for drinking water consumption in Malaysia using competing theories. She is also involved in halal studies for products in the country.
- She is active in community engagement through her involvement with UNESCO-International Hydrological Programme Malaysia (UNESCO-IHP Malaysia) to help educate, to train and to promote public awareness on sustainable water management and ethical water consumption practices.

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KC LEE

BIOGRAPHY

- You™, The 360° Leader™, Winning with People™, DISC Behavior Profiling Assessments™, Essential Coaching Skills, The Heart of Coaching™, The Leadership Challenge®, Five Dysfunctions of a Team, Thinking Competencies, Principled Negotiation Skills, Leading Through Storytelling, High Impact Presentation.
- General Project Manager of a Japanese multinational based in Thailand, Philippines and Vietnam.
- Extensive strategic project operations, leadership and negotiations skills in large-scale telecoms & IT infrastructure projects, with well-rounded people skills in multi-cultural settings.
- Adjunct Professor, Asian Institute of Management, Philippines.
- Certified Coaching & Mentoring Professional (CCMP).
- Plenary Speaker at Civil Service Commission Leadership Seminar 2016, Philippines, Global Leadership Conference Wanek, Vietnam 2015 and Vietnamworks HRM Conference.
- Facilitated workshops in Malaysia, Singapore, Thailand, Vietnam, Indonesia, Philippines, Tanzania, and South Sudan.
- Trained and coached business executives in various industries, including clients such as Intel, Altera, Agilent, OSRAM, Motorola, Renesas, B Braun, Bosch, X-Fab; Lazada, 701Search, Microsoft-Nokia ; Citibank Jakarta, Public Bank, Standard Chartered Bank, Pepsico, MEMC, Singapore Press Holdings, Star Paper, Tourism Sabah, TTC Group (Vietnam), Windsor Hotels, Zhulian, SP Setia ; Johor Port, Japan Tobacco International, Monash University ; BASF, Akzonobel, First Solar, Jotun Paints, Regent Garments, VinMec, Sanofi, Bank of Tanzania, United Nations Mission, South Sudan.

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KC YAN

BIOGRAPHY

- Senior Consultant at ITD World
- Sr Human Resources Director, Asia-Pacific & Japan of Freescale Semiconductor
- Responsible for in business HR in 9 countries (Japan, Korea, China, Taiwan, Hong Kong, Malaysia, Singapore, India, Australia)
- Major milestones – spin off from Motorola SPS, set up new performance culture, win in business, strategic talent life cycle development, from public to private LBO, build best in class regional HR leadership team
- Human Resources Director, Asia-Pacific & Japan of Motorola Semiconductor Product Sector
- Major milestones – major cost driven restructuring; RIFs; Talent acquisition
- Sr Human Resource Business Partner Reinsurance Asia of Swiss Reinsurance Co.
- Head of Human Resources, Asia-Pacific
- Dual reporting to Group Executive Council Member & CEO of Asia Division in Hong Kong and Group Management Board Member & Group Head of Human Resources in Zurich (for Head Asia HR role) and MD Head of HR for Reinsurance
- Responsible for in business HR in 8 countries (Japan, Korea, China, Hong Kong, Singapore, Australia, Malaysia, India)
- Certified Coaching & Mentoring Professional (CCMP)
- Master in Industrial Management from University of East Asia, Macau

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**GLEN CHOW KOK
HONG**

BIOGRAPHY

- MBA, Heriot Watt University (Scotland, UK),
- Member of the Institute of Internal Auditors Malaysia (IIAM), Enterprise Risk Management Certified Professional (ERMCP) Singapore
- Glen Chow has been working in a well-diversified multinational Group for the past 2 decades and has held many senior accounting and finance positions at the corporate headquarters before leading the Internal Assurance and Consulting function a few years ago. He was primarily involved in preparing the Group for its successful listing on Bursa Malaysia and has conducted numerous financial due diligence in mergers and acquisition exercises. His commercial expertise is in the areas of management accounting, corporate finance and treasury, corporate governance, internal audit and controls and enterprise risk management (ERM). He is instrumental in rolling out and improving the ERM system in the Group and conducts regular financial, operations and risk audits to improve the Group's governance, risk management and controls to achieve corporate objectives.
- Glen has been regularly conducting in house training programmes on accounting, finance and risk management for senior managers and executives. Participants had often found his training sessions participative and engaging especially in explaining complex concepts using simple and daily life examples. He has since found a deep passion for impacting knowledge and has trained many managers in Accounting and Finance over the past decade. He was the lecturer for Accounting and Finance in the

Bachelor of Business Administration (BBA) degree offered by the Heriot Watt University, Scotland and course facilitator in Accounting for its Master of Business Administration (MBA) programme. He was also the Malaysian course facilitator and examiner in Accounting for the Master of Business Administration (MBA) degree by the University of Southern Australia.

- Prior to joining the private sector, Glen gained considerable public auditing experience in one of the big four international auditing firms, in which he spent 7 years honing his auditing and taxation skills and serving a wide range of clients in the manufacturing, services, plantation and banking industries.
- His areas of expertise are accounting, corporate finance and treasury, internal audit and controls and risk management. He is now the Chief Audit Executive (CAE) heading the Internal Assurance and Consulting function of a Group listed on the Main Board with an annual turnover exceeding RM1 billion and extensive business presence across the ASEAN region.
- Besides Malaysia, he is also conversant with the main accounting and financial practices in Singapore, Myanmar, Indonesia, Thailand and Vietnam as he travels regularly to conduct audits of the Group's operations in these countries.

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DR. PETER CHEE

P.K.T., D.J.N

BIOGRAPHY

- President and CEO of ITD World, the Global Leadership Development Expert
- First Asian in the world to be ranked #4 among the top Global Coaching Gurus
- ITD World's Chief Coach and Mega Guru who has developed leaders from over 80 countries.
- Author of books with Brian Tracy, William Rothwell and Jack Canfield who holds the Guinness Book of Records for the most books on New York Times Best Seller List with 210 books and 500 million copies in print.
- Inventor of the Coaching for Breakthrough Success Meta Model and the Situational Coaching Model.
- Author of: Coaching for Breakthrough Success with Jack Canfield.
- Author of: Becoming an Effective Mentoring Leader and The Leader's Daily Role in Talent Management with William J. Rothwell who is an award-winning author of over 80 books and Professor at Pennsylvania State University.
- Author of: The 12 Disciplines of Leadership Excellence with Brian Tracy who has written 60 books in 38 languages.
- Doctor of Business Administration Degree from the University of South Australia, MSc. in Training and HRM from the University of Leicester, UK.
- Chief developer of the Certified Coaching and Mentoring Professional (CCMP) program which is fully recognized and approved by ICF (International Coaching Federation)
- Recipient of the ARTDO Internal Management and HRD Excellence Award