



DANNY TOH

ASSOCIATE

Danny is a Professional Certified Coach (PCC) with the ICF. He has a strong corporate senior leadership background, with more than 25 years of extensive MNC experience in strategic HR, organisation learning and development, people, and change strategy.

Danny has varied interests in travel, trekking, classical music, he plays the cello and enjoys conversations around wine and good food. Danny is also curious about culture, history, geography and enjoys diversity.

TESTIMONIALS

“Danny is an incredible listener and through our conversations is able to help me beyond the challenges I’m immediately facing. He has helped bring to light the true underlying issue and this has helped me create plans to take action and followed up with me to ensure it happened.”

- SENIOR DIRECTOR PROGRAM MANAGEMENT APAC

“Danny’s poise, calm and thoughtfulness are distinctive qualities he skilfully leverages as an Executive Coach. They ensure he naturally cuts across complexity and focuses his coaching on what really matters for his client.”

- EXECUTIVE COACH AND CONSULTANT, LEADERSHIP SOLUTIONS

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Organisational Coach, IECL ▪ Certified Team Coach, IECL ▪ MA (Lancaster, UK) ▪ Marshall Goldsmith Stakeholders Centered Coach ▪ ORSC (Organisation Relationship & Systems Coach) ▪ Systemic Team Coaching, Peter Hawkins ▪ Mastery in Deep Facilitation

DIAGNOSTICS

Hogan ▪ Workplace Big 5 (WPB5) ▪ Team Connect 360 ▪ Lorminger, Leadership Architect, Voices, Profilor ▪ Perill Diagnostics for Teams

COACHING EXPERIENCE

Danny began professional coaching in 2014 with a focus on senior executive leadership development, emerging leaders/high potentials development, future-ready leaders, and leaders in transition. His coaching engagements span across varied sectors in pharmaceuticals, technology, financial services, FMCGs, hospitality, manufacturing, real estate and investments, infrastructure and engineering, not-for-profit and public service.

COACHING STYLE AND APPROACH

Danny adopts a collaborative adult learning approach to coaching. He works with counterparts on personal and people leadership styles, success factors, stakeholder perspectives, strengths-based principles and solutions focus. Counterparts appreciate his consultative style, in-depth diagnostics and pragmatic stakeholder and business-centred approach. He gains a counterpart’s confidence as a trusted advisor, taking time to understand their business, asking probing questions, drilling down to real issues, clarifying expectations, goals, and outcomes.

BUSINESS EXPERIENCE

To coach, Danny draws from his professional career in strategic HR, organisational development, change leadership and development, across several diverse sectors (US & European), including investment banking and financial services, specialty chemicals, logistics, technology, and leadership consulting. Prior to coaching, he capitalised on business and leadership experience across the APAC region to become Director of Client Solutions and Executive Consultant at PDI Ninth House and Director of Client Solutions for Korn Ferry Leadership and Talent Consulting.

AREAS OF EXPERTISE

- Developmental coaching for sustainable leadership development and improved leadership impact
- Transition coaching for leaders new to the organisation or role
- Coaching for enhancing performance & personal leadership development
- Navigating change and transitions

PREVIOUS ENGAGEMENTS

- **Leaders, Pharmaceutical** - coached emerging leaders across southeast Asia and Korea, using data from diagnostic tools to help manage across borders with the virtual and remote leadership team. Resulted in the ability to work collaboratively across borders and lead remote teams effectively.
- **Deputy CEO, Banking** – coached on transitions and executive leadership. Coaching resulted in the counterpart being able to lead through greater executive presence.
- **Senior Director, Travel Management** - managing up, change and transitions and executive presence. Coaching resulted in navigating change and transitions successfully.
- **Country MDs & GMs, FMCGs** – based on 360 feedback and development plans, coached on innovative thinking and change leadership. Coaching resulted in effective leadership through generating innovative thinking and change.