



TINA HUANG

ASSOCIATE

Tina is an experienced coach with over 3,500 individual and team coaching hours and over 20,000 facilitating and training hours for leadership development and coaching.

Mandarin is Tina's native language, and she also speaks fluent English.

TESTIMONIALS

"Tina is a coach full of positive energy. Whenever I encountered some difficulties or setbacks at work, Tina always supported me to solve them and helped me come up with a solution or interpretation in a positive way. After a coaching session with Tina, my mood is always very good."

- VICE PRESIDENT, OPERATIONS, IT

"Tina is a great balance of friendly, trustworthy and direct, armed with powerful questions that gave me many "aha" moments. She enabled me to think of my strengths and assets which I can utilise to deal with challenges and deliver my best."

- MARKETING AND OPS LEAD, IT

"Tina's tailor-made coaching supported me to explore the role of people manager from different angles, observed my blind spots, enriched my mindset, and advanced my skill sets to face challenges in our fast-changing industry."

- HEAD OF DISTRIBUTION, ASSET MANAGEMENT

QUALIFICATIONS & ASSOCIATIONS

Master Certified Coach (MCC), ICF ▪ Stakeholder Centered Coaching by Marshall Goldsmith, Certified Coach (SCC) ▪ Institute for Social + Emotional Intelligence (ISEI, USA), Leadership SEQ Coach ▪ Certified Coach Supervisor, Coaching Supervision Academy (UK) ▪ Master of Business Administration (MBA) in Finance, Hawaii Pacific University (USA) ▪ Points of You® Top View Master

DIAGNOSTICS

Leadership Effectiveness Analysis and LEA 360 (MRG, USA) ▪ MBTI ▪ Strength Deployment Inventory (corestrength®, USA)



COACHING EXPERIENCE

Tina has more than 15 years of experience in leadership development and executive coaching. Her clients include C-suite executives, leaders, and professional coaches around the world, mainly in the Greater China and Asia Pacific region. Tina partners with leaders to be the change and through her coaching, clients experience inside-out breakthroughs, which drives authentic behavioural change.

COACHING STYLE AND APPROACH

Tina creates a safe space and a trusted partnership with clients. She serves with love and empathy while holding a mirror for clients to see their blind-spots, including patterns and breakthrough opportunities. Tina provides direct communication and supportive challenge to help clients extend their thoughts and perspectives. She assists clients to amplify their potential and strengths, to stretch their ability to step out of the comfort zone.

BUSINESS EXPERIENCE

Tina has experience working in a "big four" accounting firm's human capital department and was responsible for delivering and designing coaching leadership programs for managers to partners. She was also the master trainer who trained the internal facilitators. Prior to this, she was a project manager in the international human resource development department at a ministry, which provides scholarships and leadership training programs for officials and scholars of developing countries around the world.

AREAS OF EXPERTISE

- Leading with coaching competencies
- Social and emotional intelligence for leaders and coaches
- Relationship awareness - interpersonal power and conflict resolution
- Strength management and team development
- Energy management/resilience

COACHING/FACILITATING ACHIEVEMENTS

- **Partner/Litigation Lead, Legal** - coaching to help counterpart reflect and discover their values, and to keep to those values in a leadership role and extend the impact across countries and regions.
- **Country Head, Electronical Security System** - coaching to help counterpart increase leadership, influencing and communication skills, to extend impact across countries and regions.
- **Marketing and Operations Lead, Software** - coaching to help counterpart change behaviours and explore strengths for a new role.
- **Vice President, IT Manufacturing** - coaching to help counterpart hone communication, influencing and leadership skills for future role.
- **Head of Distribution, Asset Management** - coaching to help counterpart change attitudes and behaviours to extend impact cross-functionally.
- **Successors, Online Game Industry** - designed and delivered leadership, social and emotional intelligence, and coaching skills workshops, as well as provided team coaching and one-on-one coaching, to help key talent prepare for further leadership roles in the organization.
- **Human Resources Team, Sports Industry** - trained and facilitated workshops for a team of HR executives, including facilitation and coaching skills, and provided individualised feedback to each counterpart.