



Lily Cheng, Chief Executive Officer and co-founder of PACE Organization Dynamics Private Limited. Has over 28 years of working and organization development (OD) consulting experience in human resource management, education and office administration and is also one of first two persons in Asia to be certified a Master Facilitator for The Leadership Challenge® (TLC) and a Master Trainer for The Leadership Profile (TLP).

Professional Expertise/Services

Lily is a certified consultant for People Developer Standard and a practitioner of Business Excellence Consulting, Executive Coaching and Leadership Management. At the same time, she is also a certified behavioral consultant and administrator of Myers-Briggs Type Indicator (MBTI), DiSC, FIRO-B, and Strong Interest Inventory psychometric instruments. Her expertise lies in:

- Leadership Development
- Learning and Development
- Business Excellence
- People Developer Standard
- Singapore Quality Class
- Change Management
- Innovation and Creativity
- Effective Working Relationships
- Customer Service Excellence
- Human Resource Management and Development
- Core Values Alignment and Realization
- Performance Management Systems
- Career Management Systems
- Competency Frameworks

Being a pioneer, Lily has been introducing an OD perspective to organizational and people excellence in the following areas:

- Delivery of training results through pre-program and post-program assessment
- Customization of learning interventions and programs with an experiential learning approach and useful learning materials based on industry and functional contexts and real challenges
- Utilization of an organization approach to identify requirements at the individual, team and organizational levels in order to develop organization-wide interventions for senior management, middle management and staff in an organization to achieve peak performance

As a result, PACE has clientele ranges from government bodies, multinational corporations (MNCs), small and medium enterprises (SMEs) in the manufacturing, retail, transport, and healthcare and pharmaceutical industries in Singapore to organizations in Malaysia, Indonesia, Thailand, Vietnam, the Philippines, People's Republic of China and Hong Kong



Recent Assignments - Examples below

- Diagnosis, design, development and implementation of a competency-based framework and HRM system for an industry leader of the mobile communications industry based in PRC
- Implementation of an organizational performance management system for a leading Japanese MNC in the bicycle, golf and fishing equipment manufacturing industry and a pre-eminent arts institution in Singapore
- Development of a competency-based performance management system for both a government oral healthcare centre and a public transport company, and a government oncology care centre and a prestigious luxury hotel in Singapore

Education and Professional Affiliations

- Master of Arts, Education and Human Development, The George Washington University, USA
- Bachelor of Business, University of Tasmania, Australia
- Diploma, Education, Ministry of Education, Singapore
- Certified The Leadership Challenge[®] and The Leadership Profile[™] Master Facilitator
- Accredited behavioral consultant and administrator for Myers Briggs Type Indicator[®], DISC[®], Fundamental Interpersonal Relations Orientation - Behaviour[™] and Strong Interest Inventory[®] psychometric instruments
- Certified consultant for People Developer Standard

Contact Information

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