

Mr Harold Kwan Yit Cheong, AACMP member, is the founder of HRM3 Asia, a consulting company in the industries of: Banking & Financial Institutions, Petrochemical & Water Treatment, FMCGs, Manufacturing, Insurance and Plastic/Metal Stamping.



**Mr Harold Kwan Yit Cheong**  
**Managing Director/  
Principal Consultant, HRM3Asia**

## ***INTERVIEW with MR HAROLD KWAN YIT CHEONG***

*Mr Kwan was recently awarded the Leading HR Entrepreneur at the Singapore HR Awards 2006 - organized by the Singapore Human Resources Institute (SHRI).*

*Since he started HRM3 Asia he has Lectured in SIM, SIMM, NPB, IMC, MBA Curtin Program, MINDEF; trained over 6,000 HR Practitioners; presented HR Papers; recruited, coached & out-placed hundreds of local and expatriate Senior executives in Asia; facilitated over 50 strategic leadership development workshops with Top Teams; and much more.*

### **TV: What has contributed for you to get this award?**

**HK:** Since incorporation in year 2000, HRM3 Asia has been a strong advocator for the Human Resource profession and has always been at the forefront of HR management practices. Based in Singapore, HRM3 Asia has supported multinational clients in the Asia Pacific region with well-established strategic alliances in Asia, Australia, USA and Europe. This has positioned the company well in managing more growth in the Asian region within the next 2-3 years.

### **TV: How has winning this award spur you on in your own personal development?**

**HK:** It's an honor to receive this award on behalf of the HR professionals and community. HR is in my blood and I enjoy what I am doing and as such I did not take on this profession to win awards but it is certainly a strong encouragement - this represents the recognition and expectations of the HR profession in the industry. Winning this award makes me think of so many people, including my colleagues, fellow HR practitioners, bosses, family, etc who have helped and taught me so much along the way. Winning this award also made me realize the transformation and change of roles I went through - from a student to lecturer, from a line to staff role, from a junior HR officer to HR Regional director, from an employee to entrepreneur, from an internal to an external HR partner, from an operational to managerial and then strategic business partner and from having a job in an organization to creating an organization and jobs for employees!

## ***INTERVIEW with MR HAROLD KWAN YIT CHEONG***

(Continued)

### **TV: What advice would you have for hr practitioners?**

**HK:** I think we are heading towards exciting times! Organizations at global, regional and local levels are under tremendous cost pressures which resulted in smaller HR departments doing more, demanding and complex roles.

Therefore, the stages of development in human resource management, as I see it has been moving from personnel manager to human resource manager to human resource business partner to human capital partner.

The emerging role I should will be real HR Entrepreneur where the incumbent will not only “talk” about being a business partner but actually has the responsibility, authority and accountability in the organization that will impact the financial bottom-line in a more direct way.

This obviously translate into demands for professional HR consultants and facilitators to partner the internal corporate HR practitioners in all areas of human resources management building a solid people-centered management technology covering the five strategic competitive areas of human resource development (HRD), human resource environment (HRE), human resource utilization (HRU), human resource administration (HRA) and human resource research & development (HR&D) to align all resources to achieve the company's direction.

**In short, HR Practitioners should seize the vast opportunities presented!**

*On behalf of the AACMP community we would like to present Mr Kwan with our best wishes for the continued success and may his shared experience inspire many more.*

