

Transforming Organisations

FROM ME TO WE

GAIN INSIGHTS. ENGAGE TEAMS. ENHANCE ORGANISATIONAL PERFORMANCE.



Follow us @ Emergenetics Asia Pacific



Simplifying Human Connections

At the heart of what we do at Emergenetics is to simplify human connections.

By doing so, we clear the clutter in organisations, removing misconceptions between individuals and teams, resulting in a culture shift that leads to positive and productive organisations.

THE WHOLE EMERGENETICS APPROACH

The Whole Emergenetics (WE) Approach begins with ME - the individual that makes the team.



**RAISE
SELF-AWARENESS**



**ESTABLISH & BUILD
TEAMS**



**TRANSFORM & SUSTAIN
CULTURE**

ORGANISATION-WIDE SOLUTIONS AT EVERY LEVEL

Globally, Emergenetics offers solutions for the individual, team and organisations. Customise these solutions to cater to the unique needs of your organisation, or take advantage of our tried and tested programmes.



INDIVIDUAL

Invest in the professional development of your staff. Help them realise personal strengths and blind spots, and develop strategies to be more effective individuals.

- Raise self awareness**
- Improve communication**
- Develop leadership**
- Resolve conflict**
- Develop professionally**

“Emergenetics saved my career... (it) gave me the information, tools and resources I needed to persevere.”

— Sherry Helmke
New View Now



TEAM

Boost the effectiveness of your teams, whether locally or globally. Use our technologies to close the divide, easily and effectively.

- Form and engage teams**
- Build trust**
- Align team norms and values**
- Boost team effectiveness**
- Harness diversity**
- Set team goals**

“Emergenetics has helped my team to function so much better ...it helped communication and engagement within the team.”

— Seah Wee Thye
Universal Studios Singapore
Resorts World Sentosa



ORGANISATION

Transform your organisation and embed our solutions into your existing frameworks to ensure sustainable change.

- Develop organisation**
- Develop talent**
- Manage change**
- Transform culture**
- Review mission, vision and values**
- Plan for strategy and action**

“As CEO of a financial advisory firm, I saw how Emergenetics could add significant value to my firm, both for our staff and also our clients.”

— Christopher Tan
Provident Ltd

Choose Your Emergenetics Experience

Choose to engage with Emergenetics in the way that meets your organisational objectives. No matter your preference, our engagement with your organisation always begins with partnering you to identify your business challenge. From there, we work with you to develop a solution that suits your timeframe, budget and constraints.

Take our proprietary assessments to reveal thinking and behavioural preferences, or motivators and aptitudes at work. Tested for validity and reliability, these tools form the foundation of our engagement with your organisation.

ASSESSMENTS



Take advantage of our range of individual and group reports that highlight gaps in communication, potential blind spots and more. Leverage job aids and tip sheets to enhance performance at work, both at the individual and team levels!

APPLICATION TOOLS



Busy employees? Not a problem. We provide eLearning modules and platforms that can enhance the pre- or post-workshop learning experience.

ELEARNING



Transform and integrate Emergenetics into your organisation at every possible level. We work closely with you to ensure implementation is smooth and effective.

STRATEGIC INTEGRATION



Measure performance and sentiments so that you know that your investment is yielding results.

INSIGHTFUL METRICS



CUSTOMISED WORKSHOPS



Workshops are customised and put together to meet your organisation's needs, no matter the group size, or where they are located.

EMERGENETICS+ APP



Access your Emergenetics Profile and personal coaching strategies. Connect with others in the Emergenetics community easily through the Emergenetics+ Mobile App, available through both the Apple App Store and Google Play.

INTERNAL CERTIFICATIONS



Build in-house capability by equipping your staff members with the foundational Emergenetics theories so they too, can learn to apply it in their everyday work.

COMMUNICATION SUPPORT



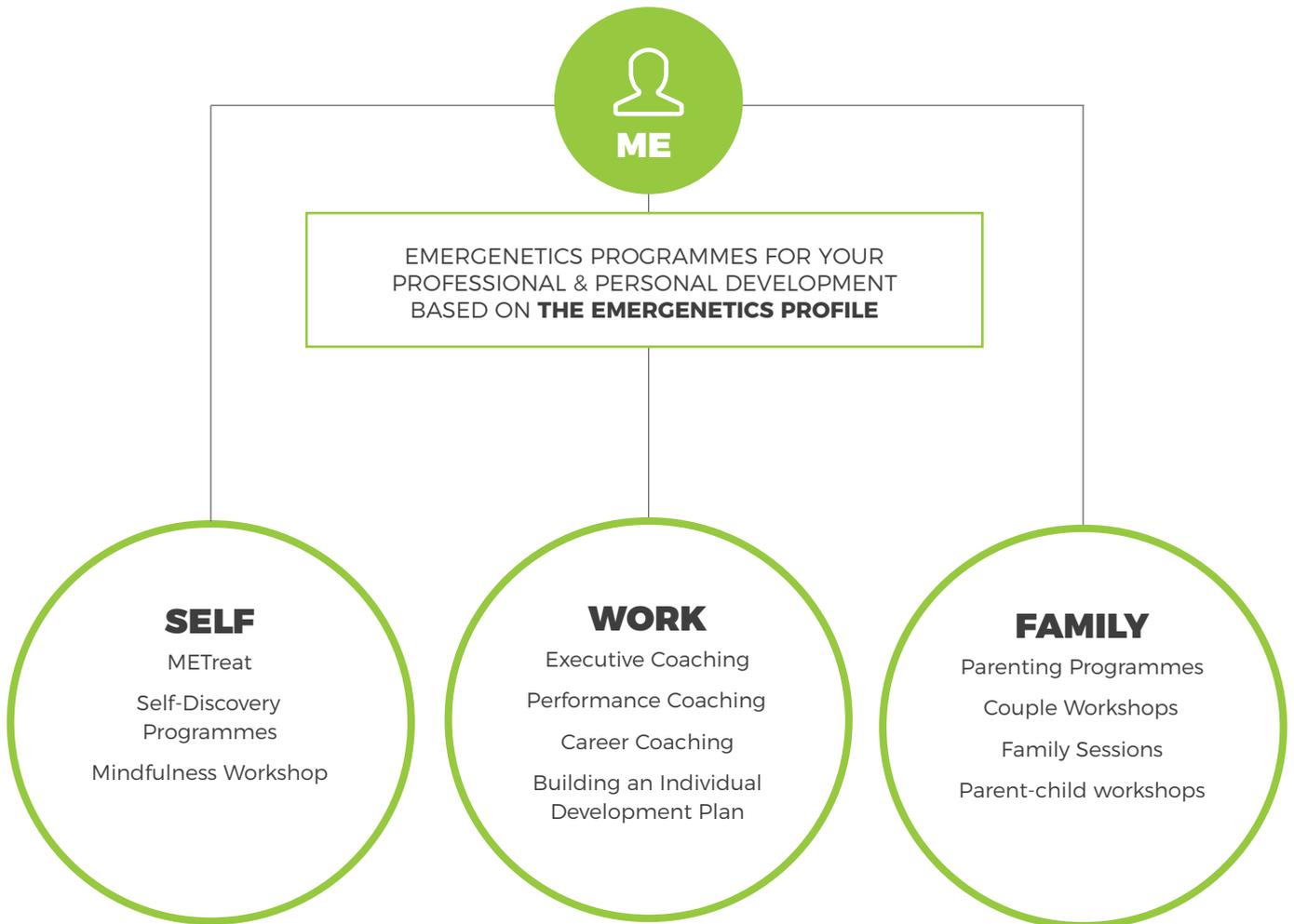
Change is never easy. We assist you in communicating change organisational wide and translate the jargon into simple language so your team understands the benefits of using and applying Emergenetics approaches in their work.

Individual Professional Development

UNDERSTANDING YOURSELF. REALISING YOUR POTENTIAL.

The Emergenetics Profile reveals your brilliance – the way you prefer to think and behave.

We use this as a foundation to help you learn and build strategies that help you relate better with others at the work place. In the process, you learn to understand yourself and others better, improving your approach to your personal development, professional development and even in your interaction with others outside of work.



APPLICATIONS



Better understand your **natural preferences and blind spots**



Set better **personal development goals and strategies**



Improve **communication and engagement with others**

TO FIND OUT MORE

Contact us at info.asia@emerogenetics.com to get your personal Emergenetics Profile!

Case Studies

The awareness of the seven thinking and behavioural attributes can be seen contributing to the professional and personal development of these two individuals.

Developing A More Cohesive and Effective Team

Seah Wee Thye

Vice President, Entertainment
 Universal Studios Singapore
 Resorts World Sentosa

After taking the Emergenetics Profile, I was amazed at how powerful the tool is in helping me understand myself better, and in communicating more effectively with the people around me.

I have since introduced the tool to the managers within the Entertainment department. They became more aware of each other's preferences, which helped to build stronger understanding and empathy. As a result, communication and engagement level within the team was strengthened.

Together, there is a deeper level of understanding which contributes to a more cohesive and effective team.



Self-awareness and the understanding of others is very powerful in building a more cohesive and effective team at the workplace.



I will look at our Emergenetics Profiles to understand how each of us prefer to think and behave, and strategise the best way to coordinate with him or her to achieve mutual success.

Emergenetics Makes It Easy to Connect with Others

Weerapat Sapakarn

Chief Human Resource Officer
 FWD Life Insurance Public Company Limited

I have done several assessments before, some of them were easy to understand, and some were not. Amongst those that I have tried, I find the Emergenetics Profile to be the most user-friendly, easy to read and reliable.

I have used it to better understand myself, my colleagues, and those around me. Whenever I interact with my colleagues, I will look at our Emergenetics Profiles to understand how each of us prefer to think and behave, and strategise the best way to coordinate with him or her to achieve mutual success.

I also found it easier to connect with others, with the use of the Emergenetics+ mobile application, which provide group summary and other helpful features such as job aids. I would very much recommend others to have their Emergenetics Profile taken as well.



Check out more stories of people who have benefitted from Emergenetics

www.emergenetics.com/myegstory

Team Development

GAIN INSIGHTS. ENGAGE TEAMS. ENHANCE PERFORMANCE.

The Emergenetics Team Development Programme is designed to create awareness of individual and team preferences, to uncover the team's strengths and blind spots for the development of effective intra-team strategies.

THROUGH TIME AND PRACTICE

INFORM

Team Building
Topical One-Day Programmes - customised to client needs

This first stage of engagement seeks to raise individual and team awareness, and allows each person to appreciate the unique strengths and blind-spots that each individual brings.

FORM

Team Conversations and Development
Team Coaching Sessions
Harnessing Diversity Workshops

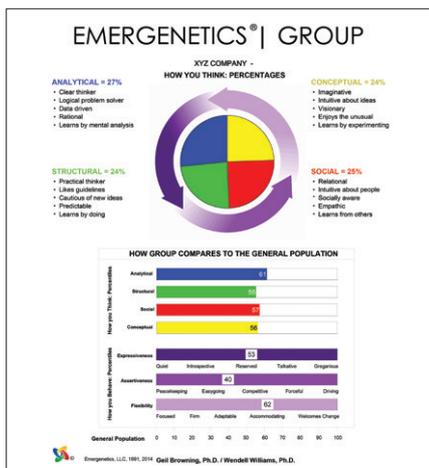
At this stage, teams deep dive into what is learnt through continuous practice and application as they interact with each other.

TRANSFORM

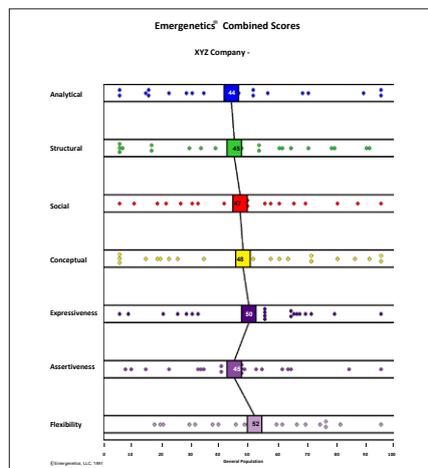
Change Management
Culture and Values Programmes
Integration with existing frameworks within organisation

Achieve sustained, positive change by integrating Emergenetics with existing frameworks, policies and values across an organisation. See the organisation transform with intentional practice and application over an extended period of time.

TEAM APPLICATION TOOLS



Group Report



Team Dot Graph

While this model of Team Development is recommended, we make it a point to work closely with your requirements to fulfil specific learning and organisational objectives.

We know that no two solutions are similar because no two organisations are the same.

APPLICATIONS



Enhanced strategic planning through an awareness of natural approaches and blind spots



Personal coaching by identifying an individual's strengths and blind spots within the team



Common language that enhances conversation between individuals within the team



Assist team leaders in identifying gaps for better team strategies

WANT TO APPLY EMERGENETICS TO YOUR TEAM?

Speak to our Corporate Programmes Team at info.asia@emergenetics.com.

Case Study



Achieving Productivity in the Management Team

Engaging the Management Team and having them to participate in their Annual Strategic meetings was important for Simmons SEA Pte Ltd. However, they faced challenges in knowing how to go about doing this effectively.

It was observed that while some individuals would appear bored, disinterested or even be stressed out whilst attending such meetings, a handful, usually the more vocal ones, would participate actively.

Simmons SEA realised that not being able to leverage the power of the entire team, and as such, the desired outcomes of such meetings were often not met. This in turn, has hindered its potential to grow as a company.

GOALS TO ACHIEVE



Increase in Contribution and Diversity of Ideas

Ensure full participation of every team member in meetings.



Achieve Meeting Goals

Ensure the management team effectively completes a 3-day strategic meeting session and meet its goals.

THE IMPACT



Increased Contribution and Diversity of Ideas

Those who were not expressive before, spoke up and started to contribute more to meetings.



Increased Motivation to Attend Meetings

Members from the management team were more motivated to attend meetings, especially the Annual Strategic Planning meeting.

Overview

Company

Simmons SEA Pte Ltd

Industry

Technological Innovation for Bedding Products

Participants profile

Managers

Challenges

- Ineffective meetings
- Limited participation and contribution in meetings

Goals

- Increase team engagement
- Achieve meeting goals

About Simmons SEA Pte Ltd

Simmons is a world leading bedding company specialising in bedding products, committed to helping consumers attain a higher quality of sleep and supporting its mission through a Better Sleep Through Science® philosophy.



“Emergenetics enables effective communication with positive outcome.”

- Casey Teh,
Managing Director



Check out more results we've brought to companies around the world

www.emergenetics.com/our-impact/case-studies

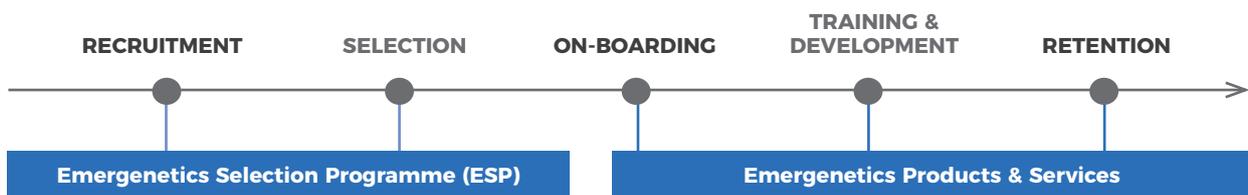
Organisation Development

INSIGHTS. METRICS. GROWTH.

The Emergenetics Organisation Development Programme is designed to help grow your organisation and take it to the next level. With insights to how your people think and behave, you can now take a holistic approach to developing your organisation for the future.

OUR APPROACH STARTS WITH REALISING PEOPLE POTENTIAL

With a strong team, anything is possible. We look into how one organisation can groom and develop its people to be effective, productive and future-ready through their career journey.



REALISING PEOPLE POTENTIAL

PEOPLE DEVELOPMENT

Hiring and selection of right candidates

Management training



TEAM DEVELOPMENT

Intra-department development

Enhance communication within team



CULTURE IN THE ORGANISATION

Developing team norms, company philosophy and mission statements

Build internal capabilities



EMERGENETICS FRAMEWORKS

Strategic planning

Improving function capabilities and processes

APPLICATIONS



Targetted recruiting and selection process - right talent for the right job



Builds leaders' capabilities within the organisation



Alignment of organisational goals within management and staff



Strategy planning using the Emergenetics approach and methodology



Increase productivity within the organisation with improved communication

TRY EMERGENETICS AT OUR PREVIEW

If you are keen to roll Emergenetics out to the organisation, do come to our next preview session, exclusive for decision makers.

For more information, please contact our Corporate Programmes Team at info.asia@emergenetics.com.



Scan QR Code to fill in your interest to join our preview!

Case Study

'Sunset' Industry Renewed and Revamped through Organisational and People Development

How does one gear an entire workforce to be ready for an industrial change in a traditional postal carrier business? You do so with passion and commitment.

It is indeed no easy feat but **Joanna Yeoh, Director of Five Talents Consulting, and Certified Emergenetics Associate**, certainly was able to do it with a national postal carrier company.

Using Emergenetics, Joanna and her team, were able to help to align the people within the organisation to not only be ready for a change, but also ride the waves and be the leader in the region.

In Joanna's own words, "A candle loses nothing by lighting another candle."

PEOPLE DEVELOPMENT GOALS ACHIEVED



Translate the Transformation initiative into action
by preparing its workforce and getting the whole business in shape



Bridge the new leadership and the existing management



Getting employees ready and excited for the challenge of industrial change



"Emergenetics became a new language for the management - they no longer take words personally but instead understand that it is simply preferences.

As it gets rolled out throughout the organisation, more and more people can understand one another and communicate better."

- Joanna Yeoh

Overview

Industry
Postal Service

Profile of Trainer
Joanna Yeoh
Director, Five Talents Consulting

Period of Facilitation
May 2012 - Aug 2014

People Development Goals

- Translate a Transformation initiative into action by preparing its workforce and getting the whole business in shape
- Bridge the new leadership and the existing management
- Getting employees ready and excited for the challenge of industrial change

Challenges Faced

The postal company was experiencing a decline in traditional postage but saw growth in parcel delivery due to online commerce.

As part of the Transformation initiative, Joanna and her team needed to find the right talent to build this new potential of digital e-commerce.



Read more similar case studies at
<https://www.emergenetics.com/our-impact/case-studies>

EMPOWERED BY EMERGENETICS

Many organisations globally have embraced the Emergenetics approach to transforming their organisations. Here are some clients that have benefitted from our work.



EMERGENETICS

Emergenetics is a **people and organisational development consulting company** dedicated to simplifying human connections in organisations, the community and at home.

With over 1800 Certified Associates in over 79 countries, our mission is to improve communication, enable learning, develop personal effectiveness and promote job satisfaction.



GLOBAL PRESENCE

AMERICAS & GLOBAL HEADQUARTERS - DENVER, COLORADO, USA

Canada · Mexico · United States of America

ASIA PACIFIC HEADQUARTERS - SINGAPORE

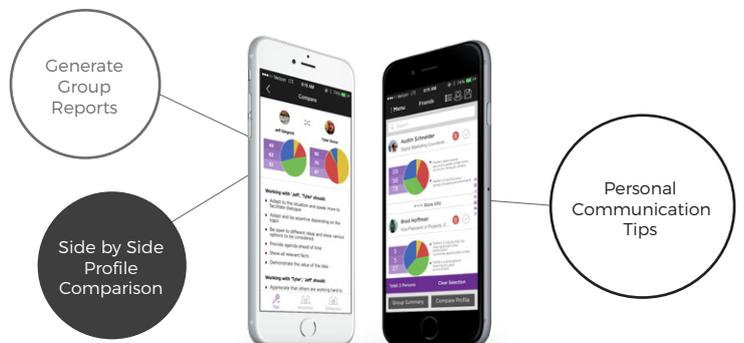
Brunei · Greater China · Indonesia · Japan · Malaysia · South Korea · Thailand · Vietnam

EMEA HEADQUARTERS - DUBLIN, IRELAND

Belgium · Egypt · France · Germany · Italy · Luxembourg · Romania · The Netherlands · Scandinavia · United Kingdom

emergenetics+™

Access your Emergenetics Profile and personal coaching strategies, and connect with others in the Emergenetics community through the Emergenetics+ App.



CONNECT WITH US

Need more information? Connect with us at info.asia@emergenetics.com