



STEPHEN TJOA

Advocate for People-Centred and Empathetic Leadership
Talent Veteran

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People, performance and culture guru

Stephen is an experienced chief talent officer and thought-leader who possesses more than 30 years of relevant experience in the people space at KPMG, one of the Big Four professional services firms in the world. In recognition of his expertise, he was admitted as partner of the firm in 2005 and serving as a full-time Central Services Support partner; the first of his kind to be promoted to join the ranks of largely revenue-generating professionals at the very top.

He has been responsible for the successful development and implementation of innovative and progressive people solutions at every stage of the employee lifecycle. His expertise includes employee engagement, performance and rewards management, business partnering, multi-generational talent interventions, and leading the firm's scholarship and campus programs. He mentored and led a team of over 50 HR professionals across various people specialisms to deliver the firm's multi-faceted strategic talent agenda; many of whom are now CHROs in industry. He has also been responsible for leading major restructuring and transformation projects which resulted in significant wins and recognition for the firm nationally and internationally as an Employer of Choice.

In the latter part of his career, he has been instrumental in developing the leadership and succession planning agenda for the firm and pioneered the virtual partnership assessment and development centre, as well as launching the purpose and values campaign as part of the firm's trust agenda for our people, clients and communities.

Stephen is the senior advisor at the award-winning organisational development firm, Influence Solutions. He has been sought-after on his expertise in HR and served many not-for-profit boards such as the Employer Alliance (pre-TAFEP), REACH Singapore, the Singapore Chinese Orchestra's compensation committee, the Singapore Chapter of Enactus and as Chairman of the Business School Advisory Board of the Singapore Polytechnic.

The empathetic people person with the Midas Touch

"He is highly respected for his professionalism, tenacity, great interpersonal skills and a strong passion to drive excellence" **Koh Tat Liang, Chairman, Intel Wise Group**

"Stephen is an inspirational professional of people and leadership development" **Melvin Yong, Country Head, CPA Australia, Singapore**

"Stephen is one of the most open-minded professionals...stems from his innate ability to relate to people of all ages or backgrounds" **Rachele Focardi, Global Thought-Leader in Multigenerational Workforce Dynamics**

"Not only has great technical skills in HR management and leadership development, but is also capable of providing solid business insights" **Andrew Thompson, Partner, AMROP**

"Stephen brings a rare blend of forward thinking, technical excellence and a common sense approach to his leadership" **Victoria Muir, Chief Talent Officer, Global Head of People, Prescient Healthcare Group**

National Leading HR Leader

Stephen received a national award for the leading HR leader in 2010 by the Singapore Human Resource Institute SHRI in recognition of his professional excellence and contributions to advancing HR practices in his organisation and external communities. In addition, he has led the win for KPMG for other national citations including the Worklife Excellence Awards, Total Defense Awards and Skills Future Award.

