

# The Board of Advisory



**REV SOPHIA TAN**  
**BOARD OF ADVISOR**

Sophia is the Founder and Director of Morphos International Pte Ltd, a growing coaching, training and consultancy service provider, with regional presence in Singapore, Peninsular Malaysia, East Malaysia, Indonesia, Taiwan, Hong Kong and China. She is responsible for designing and delivering people solutions to companies and developing global talents to expand the work of Morphos in the Asia Sophia holds a Master of Social Science ( Counselling ) Pacific Region. from South Australia. She is certified in PEAKS , w University of which enables her to use psychometric profiling at the PEAKS individual, team and organisational levels. In addition, she attained the Advanced Certificate in Training and Assessment (ACTA), as rewarded by the Workforce Development Agency (WDA) and is also a qualifying Blue Ocean Strategy Practitioner as recognised by the Blue Ocean Strategy Initiative Centre, London. Transforming lives since 1983, Sophia has accumulated rich experiences in handling intricate and sensitive people issues. Her artful ability to unearth hidden problems and resolving issues at their roots make her an invaluable partner in organisation development, change management and conflict mediation. A few selected highlights:

In December 2012, Sophia was invited by Channel U, MediaCorp, to be part of a panel of influential business leaders and coaches on the Mandarin programme SMART @ WORK, to offer her insights on various career Topics including: **WORKPLACE, ROMANCE, HANDLING DIFFICULT PEOPLE, EMPLOYEE ENGAGEMENT, and CONSIDERATION in CHANGING JOB.**

In November 2012, Sophia was invited by iN988, an interactive internet 'live' broadcast station to share a series of workplace topics including: **MANAGING EMOTIONS AT THE WORKPLACE, COMMUNICATING WITH BOSSES AND COMMUNICATING WITH PEERS AND SUBORDINATES.**

In October 2012 and September 2011, Sophia was invited to provide leadership training covering aspects of **Organisational Culture, Leadership Competencies and Mentoring**, to more than 100 organisational leaders in Shanghai, China.

As a Strategic HR Partner for various companies, Sophia also:

- ❖ *Resolved senior management conflict issues, bringing about improved decision quality and increased productivity.*
- ❖ *Restructured business units and turned business around, from loss to profit.*
- ❖ *Advised business leaders on recruiting and managing talent, leading to increased talent pools, and improved retention rates.*
- ❖ *Coached managers and supervisors to empower and develop others.*
- ❖ *Aligned company culture, increasing employee engagement and satisfaction*