



Tôn Nữ Quỳnh Như

Country HR Manager Vietnam and Cambodia at Royal De Heus

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Royal De Heus

Law University

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About

Solid experience in talent development & management, leadership & management capability development plus organizational development

Activity

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Experience



Country HR Manager Vietnam and Cambodia

Royal De Heus · Full-time

Feb 2020 – Present

· 1 yr 3 mos

Ho Chi Minh City, Vietnam

Novartis

4 yrs 6 mos



Talent Management and Organizational Development cum HRBP Manager

Aug 2015 – Jan 2020

· 4 yrs 6 mos

- Deliver existing approaches and solutions impacting the organization.
- Support HR Business Partners in the implementation of key talent processes and initiatives, aimed at building organizational capability (e.g. OTR, My Career, Leadership development programs, OD interventions etc).
- Contribute to building capability and readiness of the line management and HR organization in change management skills, experience and expertise.

... see more

HR Project Manager (Taiwan)

Mar 2017 – May 2017

· 3 mos

Taipei City, Taiwan

Talent Retention Optimization project

HR Manager

Emerald Digital Marketing



May 2014 – Aug 2015

· 1 yr 4 mos

- Take role of a member of management team, participate in developing company's short & long-term objectives, formulate HR strategies
- Achieve short & midterm business objectives by managing & leading HR function toward Emerald vision, mission and core values
- Build workforce planning with right headcount and high quality to ensure organizational capabilities
- Develop and implement HR system and policies (recruiting, training and development, succession planning, performance management, compensation and reward)

see more

Learning & Development Assistant Manager

Johnson & Johnson



Apr 2012 – Apr 2014

· 2 yrs 1 mo

Ho Chi Minh City

Senior T&D Officer



FrieslandCampina

Jun 2009 – Mar 2012

· 2 yrs 10 mos

Binh Duong Province

Show 3 more experiences

Education

Law University

BA, Law studies

2010 – 2013

Foreign Trade University



BA, International Business

2005 – 2009

Activities and Societies: Social club, VN8X club

Licenses & certifications

Business Strategy and Financial Performance

INSEAD Online Programmes

Issued Jan 2019 · No Expiration Date

Credential ID 12472657

[See credential](#)

High Performance Team Facilitator

Sokrates Partners LLC


Issued Sep 2016 · No Expiration Date

Organizational Culture Index (OCI) & Leadership Work Style (LWS)



Human Synergistics

Issued Sep 2016 · No Expiration Date

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Volunteer experience

Member



/VN8X

Jan 2007 – Dec 2009 · 3 yrs

Skills & endorsements

Training · 24



Endorsed by **3 of Tôn Nữ's colleagues at FrieslandCampina**

Performance Management . 20



Endorsed by **2 of Tôn Nữ's colleagues at FrieslandCampina**

Coaching . 18



Endorsed by **2 of Tôn Nữ's colleagues at FrieslandCampina**

Industry Knowledge

HR Consulting . 17

Project Management . 9

Human Resources . 7

Recruiting . 4

Psychotherapy

Interpersonal Skills

Interviews . 11

Negotiation . 9

Employee Relations . 7

Talent Management . 5

Management . 4

Teamwork . 2

Leadership . 1

Other Skills ⓘ

Train the Trainer . 2

TNA . 1

BEST Communication . 1

Competence-based Interview

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Recommendations

Received (1) Given (0)



Assoc. Prof. Dr. Duc Tran Huu (PhD in Edu)

Corporate HR Consultant, Executive Coach,
Psycho-Therapist at BCC, Better Living

June 17, 2012, Assoc. Prof. Dr. was senior to Tôn Nữ
but didn't manage directly

Ton Nu was assertive, self-starter, self-disciplined, ambitious and would try her very best to live up to the highest professional standards in her fields of training and people development. Duc.

Accomplishments

Courses

Advanced Life Coaching & Counseling Skill • Art Therapy • Neuro Linguistics Programming & Timeline Therapy • Psychological Experts in Business

4
✓

2

Languages

Chinese (Simplified) • English



Interests

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793,282 members



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Host of First Person Plural: Emotional Intelligence and Beyond

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Ha Linh Nguyen •3rd

[Regional Head of Human Resources - Asia at Royal De Heus](#)

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Thi Bui •3rd

L&D cum TA Lead at De Heus Vietnam

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BE BA (My Nguyen)

Recruitment Specialist cum Admin at Milensea Retail

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Le Nhat Huy

President at UTE Logistics and Supply Chain Club

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Khánh Linh Đỗ

Human Resources Assistant at Hachinet Software

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Nguyen Dinh Dat

Frontend Angular Developer

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