

SHEILA AGUINALDO

A partner-enabler of leaders and organizations as they push for resilience and drive for performance excellence in an ever-changing and complex world.



OUR PERSPECTIVE

Leaders need to evolve their way of thinking and understanding issues of increasing complexity in their businesses and in the contexts their businesses operate in. This is a growing imperative for them to remain competitive and certainly if they intend to grow.

Companies' systems and processes are more typically designed for a very predictable world. Increasingly the complex challenges businesses face are not predictable, often quite abruptly so, and the unfolding challenges are often ambiguous as well.

It is not enough for leaders to improve just their leadership capabilities, they also need to simultaneously change how their organizations are designed and operate to thrive and eventually excel in complexity. This change involves modifying norms and behaviors, changing policies and procedures, and implementing programs, systems and technologies that can enable and support these modifications.

SHEILA IS SOMEONE WHO...

- builds collaborative partnerships to help in self-discovery and personal growth.
- is committed to helping others develop and install learning solutions that are relevant, impactful, holistic and integrated with talent management process.
- creates a way for others to see correlational and causal relationships that deepens the process of sense-making, leading to informed decision-making and taking action.

SHEILA'S WISH FOR THE FUTURE

Wants to be that spark that ignites curiosity in others, energizing them to discover purpose and meaning in their learning journeys. Sheila aspires to be authentic and grow in the discipline of lifelong learning.

CAPABILITIES

- Leadership, Coaching and Mentoring
- Culture and Organization Development
- Learning Development Solutions
- Performance Management

QUALIFICATIONS

ASIAN INSTITUTE MANAGEMENT
Management Development Program
2000

DE LA SALLE UNIVERSITY
Liberal Arts and Commerce (LIACOM)
Majors in Psychology and Marketing
1986- 1991

Certifications:
2019 TEAM PSYCHOLOGICAL
SAFETY FACILITATOR
Team.As.One, Thailand

2017 ADVANCED COACHING
Coaching Masters Academy, Singapore

2016 CONVERSATIONAL INTELLIGENCE
(CIQ) FOR COACHES ENHANCED
PROGRAM

2015 THE LEADERSHIP CIRCLE PROFILE
CERTIFICATION
The Leadership Circle, Singapore

2015 TRANSFORMATIVE COACHING
Coaching Masters Academy, Singapore

CAREER HISTORY

Prior to joining The Catalyst Asia, Sheila has built her expertise in learning and coaching from her combined experience as the Head of Learning and Development of large companies and as an external consultant.

In her capacity as the Vice President of Learning and Development of EastWest Bank Corporation , Capability Development Solutions Head of Accenture Philippines, Training and OD Manager of Lafarge Cement Philippines Inc and Country Learning and Development of Philips Electronics, she led restructuring of learning function, established the foundations and developed the learning roadmap to ensure learning happens effectively and efficiently. Sheila was also a general HR Practitioner when she became the HR Manager of NIKE Philippines and HR Business Partner of Accenture's Finance and Accounting Outsourcing Services. Handling different facets of HR enabled her to provide a holistic and integrated talent management solutions anchored on business strategy.

As a Consultant, Sheila provided executive coaching, designed and implemented various leadership development solutions for both local and multinational companies in various industries - Telecommunications, Utilities, Technology, Outsourcing, and Maritime.

