



TWP

THE WORKS PARTNERSHIP



OUR CREDENTIALS



Working with TWP is an exercise in being willing to have the courage to have a look in the mirror and challenge your habitual beliefs, attitudes and points of view.

ABOUT THE WORKS PARTNERSHIP



The Works Partnership is a leading provider of high-impact experiential interventions and consulting services to businesses and governmental agencies worldwide. We assist our clients to maximise the potential of their people so that they deliver outstanding results.

TWP has worked in partnership with over 300 leading organisations and over 100,000 people to further personal and organisational growth via the development of self-awareness, commitment, responsibility, leadership and team development. With offices in Hong Kong, Taipei, Singapore, Kuala Lumpur, Mumbai and Jakarta, and consultants, coaches and trainers located throughout the world, TWP offers services in the areas of Leadership Development, Change Leadership, Performance Coaching, Personal Effectiveness and Team Development on a global basis.

The goal of TWP interventions is to enable people to create transformational change within their organisation, and trigger breakthroughs to new levels of effectiveness for individuals and teams. We offer on-going support in applying, sustaining and further developing people in a systematic manner over a period of time necessary to sustain new, more effective behavioural and attitudinal habits.

We believe that it is only possible for a business to grow if its' employees are also growing.

Using an experiential process which begins with self-awareness and moves to honesty, trust, openness, commitment and responsibility, TWP interventions challenge unproductive behaviour, build genuine commitment to an organisation's vision and goals and create more effective leaders by challenging people to take responsibility for their organisation's results, to communicate authentically, to work in a cooperative spirit of partnership, and to have the courage to take appropriate risks.

We are dedicated to the excellence of individuals, companies and communities.



WHAT DIFFERENTIATES TWP FROM OTHER PARTNERS?



TWP are different. Clients approach TWP almost exclusively through referral, as a result of someone having experienced profound change through attending one of our interventions. Clients come to us when they see that, in order to hit their goals, their current way of working will not suffice. They therefore need to think different, be different and importantly invest in different kinds of consulting, training and coaching.

TWP clients are those that realise that traditional forms of leadership education are not getting them where they want to go. TWP clients are part of a world that realises that the rational approach of science and logic does not provide the answer to their human challenges in the workplace. What is rather required instead is a mixture of science with skill, and even art, in the human coaching domain.

The basic foundation of the TWP approach is a belief that in order to really change behaviour, it makes no sense to focus on behaviour, in the first instance. If there is a sincere desire to change behaviour, then we need to look at the level beneath behaviour – and ask why it is that the current behaviour occurs, both at an individual level and a contextual (cultural) level.

Behaviour is not random. Behaviour is determined by at least two major forces. The first occurs because of the beliefs (habitual ways of thinking often developed at a much earlier time) held by the person in question, beliefs about themselves, other people and, ultimately, the world. The tricky thing about these beliefs is that they are so habitual or automatic that they disappear from the view of the person holding them – they become transparent.

The second major force is the context within which an individual or team operates. Often referred to as “culture” in the corporate world, the context in ANY situation determines the content that will be permitted to exist. Certain behaviour and ways of working fit a certain context but just like a fish in water, which has no awareness of a thing we call water, leaders cannot see the context or the forces around them. As a result, they try to change results through behaviour and processes but then are frustrated that unseen forces return them to the status quo. Another leadership intervention has failed.

Working with TWP is an exercise in being willing to have the courage to have a look in the mirror and challenge your habitual beliefs, attitudes and points of view.

“The world we have made, as a result of the level of thinking we have done thus far, creates problems we cannot solve at the same level of thinking at which we created them.”

Albert Einstein



Mark Hemstedt

Managing Partner and Senior Trainer

Mark is Managing Partner for the overall TWP Group, having opened the first office in Malaysia in 1995. In addition to his total group role, he is a Senior Trainer, Consultant and Executive Coach and has conducted programs in Europe, Asia, Africa, and the Americas. In the international arena, Mark has designed and led programs for both the United Nations and Unicef. He also led a team to design and deliver character building modules for over 200,000 teenagers in the Malaysian National Service and has led the mentoring program for the 150 most senior police officers in Singapore. Mark is certified to lead the Samurai Game® created by Mr. George Leonard.

Previously, he worked for more than 12 years with the multi-national Unilever, most recently as Commercial Director in Malaysia. Mark has held senior positions with companies in Britain, Hong Kong, China, Thailand, Korea, Malaysia, Indonesia and Singapore. He has a Bachelor of Science with honours in Accounting and Financial Analysis from Britain's Warwick University and is an Associate Chartered Management Accountant. Mark is based in London and Singapore.





Marcus Marsden

Partner and Senior Trainer

Marcus is responsible for building the TWP business as well as designing/delivering leadership development initiatives and Executive Coaching.

Marcus is a specialist in leadership/coach development, creative thinking, change management, internal communication, team dynamics as well as an experienced Executive Coach. He has worked all over the world with Senior Managers and Board directors from many multinational companies including Unilever, Aditya Birla Group, Yahoo, Dell, PETRONAS, Timberland, Imperial Tobacco and Pernod Ricard (formerly Allied Domecq) as a leadership trainer and executive coach.

Prior to joining TWP, Marcus worked at Unilever for 12 years, initially in the Marketing Department with roles including Brand, and Innovation Management and latterly as a Business Unit Head and Change Management Executive.

Originally from England, Marcus attended Oxford University where he earned a degree in Philosophy and Theology. He is married to a beautiful Indonesian lady who is a Personal Trainer and body builder. He remains a passionate sportsman (having represented England at cricket at schoolboy level) and is also an avid film-buff.





Global Office



36 Prinsep Street
#02-01/02
Singapore 188648

Tel: (65) 6734 3231
Fax: (65) 6734 1761