



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.

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“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

Senior Partner

Mark is Senior Partner in 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. Mark is also a level 2 certified Tension Release Exercise (TRE™) trainer.

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

Managing Partner

Marcus is responsible for building the TWP business as well as designing/delivering leadership development initiatives and Executive Coaching. He is also Managing Partner and lead trainer of TWP's sister company, Newfield Asia.

Marcus is a specialist in leadership/coach development, creative thinking, change management, internal communication, top 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. Marcus is certified to lead the Samurai Game® created by Mr. George Leonard and is also a level 2 certified Tension Release Exercise (TRE™) trainer.



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 herself an ICF-certified Coach and Nike+ Training Club Trainer. Together they formed Sarius Performance International, a consultancy that focuses on the role of the body in personal and leadership development.

Marcus remains a passionate sportsman (having represented England at cricket at schoolboy level) and is also a confirmed Bob Dylan addict.





Tini Fadzillah

Partner & Executive Coach

Tini is an executive coach and trainer based in Singapore with clients throughout South East Asia. Tini specializes in coaching executives in performance, leadership and change, with a reputation for being able to bring forth the underlying conversations needed to unlock a leader's full potential. Tini is known for her ability to create close and productive relationships with her clients.



Tini has a passion for working with people and translating their goals into reality. She was part of the team that started TWP in South East Asia and has worked with thousands of people around the region. Tini coaches clients with both our public and corporate divisions, interspersing performance and transformational coaching. She is a Newfield certified Ontological Coach™ and is a keen student of somatic practices where she is certified to introduce Tension Releasing Exercises™. She is also a PCC level certified coach with the International Coach Federation.

As a daughter of a Malaysian diplomat, Tini travelled extensively while growing up. She has a Bachelor of Arts in Advertising and Design from Bradley University in Illinois, USA and has worked in Grey Advertising and the Malaysian Design Council promoting Malaysian design overseas. She has lived in Canada, Libya, USA, Indonesia, Fiji, Korea, Malaysia and currently lives in Singapore with her husband and daughter.



D N Prasad

Associate & Executive Coach

D N Prasad (Or, DNP as he is known as in professional circles) is an Executive Coach (PCC, International Coach Federation), Leadership facilitator and Talent & Culture Strategist, based in Singapore. He serves clients across Singapore, India and South East Asia.

Prasad specializes in the areas of Management/leadership skills and values, Building and scaling orgs/functions/teams, Coaching culture, Executive presence and high Impact communications, Personal awareness and developing a "new observer" in the client. Prasad is known for his first principles of collaboration and building trust and a challenging, yet respectful coaching style; he brings in his own "battle scars" from his experiences in two leading people-focused organizations, in diverse, distributed and multi-cultural environments, across regions.



Prior to his Entrepreneurial journey as a full-time coach, Prasad's progressive leadership experiences in his career spans seven and a half years with Infosys and over eleven years with Google. In his last corporate role with Google, he served as Director and Head of Google People Services for APAC and a Leadership Coach. He has to his credit, leading several large transformational engagements and setting up several new functions – in market (in India and Singapore), in region (APAC) and globally, building teams, culture and careers.

Originally from India, and, a permanent resident in Singapore, Prasad is a (Civil) Engineer by his academic qualification and has a Masters in Human Resources Management and Organization Behavior. He is also certified for Hogan Assessments and EQ-i 2.0 and 360 assessments, and, is a certified Targeted Selection Interviewer by DDI. He is married to a college junior and a fellow HR professional, and, they are proud parents to a (recently turned) teenage boy and a five-year old girl.

Prasad is passionate about sports (formerly, a national level Basketball player, sports administrator and coach) and mentoring. He is an on-again / off-again fitness enthusiast, and into movies, reading and music.





Katrina Gisbert-Tay, M.D.

Associate & Executive Coach

Dr. Katrina Gisbert-Tay is an executive coach, integrative health coach and coach supervisor with experience coaching executives from various multinational corporations in Asia.

With a strong interest in human behavior and development, Katrina graduated with an honours degree in psychology, before going on to study medicine. Because of Katrina's great passion for continuous learning, she then pursued a course in coaching supervision with Coach Supervision Academy and is a Certified Integrative Health Coach with Duke Integrative Medicine in North Carolina. She is also a National Board Certified Health and Wellness Coach in the United States.



Katrina is thrilled for the opportunity to bring together her experience in coaching, psychology and healthcare, through Integrative Health Coaching. She works with clients to empower them to take concrete steps to reach their health and wellness vision and support their progress. She envisions a shift in the dynamics of healthcare to being patient driven and patient centered, therefore creating more effective and sustainable results.

She grew up in Manila and the United States and comes from a family of doctors. Growing up as a third culture kid with a Spanish-Filipino-Chinese background, she loves travelling and immersing in different cultures. She lives in Singapore with her husband and three children, and enjoys cooking, baking and long walks in nature.



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