

## Annex C: Newly conferred IHRP-MPs



**Chan Yit Foon**  
Senior Vice President,  
Human Resources  
Marina Bay Sands Pte  
Ltd

Chan Yit Foon is the Senior Vice President of Human Resources of Marina Bay Sands and is responsible for prioritizing and implementing human resources strategies for the integrated resort. Yit Foon plays a vital role in developing programs for talent management, rewards and benefits, leadership training, staff development and team engagement as well as initiatives for the welfare of over 11,500 team members at Marina Bay Sands.

Prior to joining Marina Bay Sands in 2011, Yit Foon was the Executive Vice President of Human Resources at Mediacorp Pte Ltd. She was responsible for delivering a spectrum of human resources services such as staff development and career progression plans, talent and retention programs and overseas expansion recruitment needs.

Yit Foon began her career in IBM Singapore Pte Ltd. During her 24 years with the technology company, she held various roles in different functions, working her way up to Head of Human Resources. As the Director of Human Resources at IBM Asia Pacific, she had supported business divisions across five regions, namely Japan, Australia/ New Zealand, Korea, Greater China and ASEAN/ South Asia



**Tanie Eio**  
Vice President, Human  
Resources Business  
Partner  
UPS Asia Pacific

Tanie Eio is the Vice President of Human Resources Business Partner (HRBP) for UPS, one of the world's largest integrated logistics solutions companies. She is responsible for the strategic Human Capital Strategy for Global Business Services and Global Finance that comprises of more than 17,000 employees across more than 100 countries and territories.

Tanie was named the Asia's "Best HR Leader" title at the 2022 HR Tech Festival organised by HRM Asia. Within the same year, she was honoured as the "HR Leader of the Year" by the prestigious #HRExcellenceAwards by Human Resources Online. Tanie was recognised for her efforts in leading APAC's culture change and for successfully executing the human capital strategy whilst championing for talent management and leadership development.

Tanie holds a Bachelor in Arts & Social Sciences Degree from the National University of Singapore as well as a Graduate Diploma in Human Resource Management from the Singapore Institute of Management. She has completed the Advanced HR Executive Program at the University of Michigan Ross School of Business. Tanie is also certified as a Senior Professional by the Singapore Institute of Human Resources Professionals (IHRP), and holds a Certified Human Resource Manager (CHRM)® title by the International Academy of Business and Financial Management.



**Lynn Hong**  
Head of People,  
McDonald's Singapore

Dedicated to creating exceptional teams, Lynn brings with her over 15 years of HR expertise, with leadership experience in MNCs, SMEs, and diverse sectors like manufacturing, oil and gas, and retail F&B. Adept at fostering organisational culture and driving growth, Lynn emphasises data-backed decision-making and manage multi-functional teams, and champions mentoring, talent cultivation, and compassionate leadership.

In her pivotal role within McDonald's Singapore's senior leadership, Lynn offers forward-thinking leadership while spearheading the People function. She crafts and executes HR strategies aligned with business aspirations. She oversees the entire People domain, ensuring a proud organisational culture, robust talent pool, and a progressive focus on employee experience, sustainability, and inclusivity. As an ExCo member, she contributes to crucial business and policy determinations.

Under her stewardship at McDonald's Singapore, the organisation has garnered several prestigious HR accolades, including the Aon Best Employer Award and Straits Times Best Employer Award. Lynn has also been spotlighted in publications like Straits Times, HRD Singapore, and Women's Weekly.



**Mr Gerard Koh**  
Vice President, People &  
Culture, Singtel Group

Gerard Koh started off his career in the Singapore Armed Forces (SAF) where he held key leadership appointments in diverse HR roles in strategic workforce planning, change management and implementation, recruitment, HR business partnering, and resource management.

Currently, Gerard formulates and delivers on Strategic People Plans and Projects in Singtel Group to power its transformation and deliver on its B.I.G promise to its people – Belonging, Impact and Growth. Concurrently, he is the Advisor to the NCS People and Culture team leadership. He also oversees the workplace design and construction of the NCS Hub Campus for over 4,000 staff, where he takes a progressive human centric approach to workplace design to shape a forward-looking culture of innovation, belonging and teaming.

Prior to working in Singtel Group, Gerard was the Chief Corporate Officer and CHRO of SMRT Corporation for six years, where he transformed HR practices into a progressive, industry leading, and award-winning force of change. He also oversaw the Infocomms, Training, Procurement and Organisational Excellence functions. During his tenure, SMRT was awarded the 2015 NTUC May Day Plaque of Commendation (Gold) in recognition of excellent contributions to labour management relations.