

HEIDRICK & STRUGGLES



SINGAPORE
INSTITUTE OF
DIRECTORS

CHAIRPERSON ACCELERATOR

PROGRAMME

CHAIRPERSON ACCELERATOR PROGRAMME

The role of a chairperson is both challenging and rewarding. It requires not only a deep understanding of governance and strategic oversight but also the ability to lead, inspire and manage diverse perspectives within a board. Recognising the complexities of this role, we have carefully crafted the **Chairperson Accelerator Programme** to equip experienced directors with the essential skills and insights needed to excel in this pivotal role.

ABOUT THE PROGRAMME

The Chairperson Accelerator Programme is a board leadership initiative designed to prepare first-time board chairs and directors identified as potential chairs to lead effective and high-performance boards. This advanced six-week programme takes participants through a comprehensive professional development journey, which includes psychometrics, board simulation exercises, group discussions and professional networking with experienced chairs.

Delivered by the Singapore Institute of Directors (SID) and Heidrick & Struggles (H&S), the holistic programme aims to equip participants with the skills and mindset needed to steer an organisation's direction and strategy.

WHAT YOU WILL ACHIEVE

As a participant you can expect to achieve the following:



Acquire the knowledge and skills to perform the role of a board chairperson effectively.



Gain insights into how high-performance boards function and make decisions to navigate challenges.



Develop a supportive network and a peer group to ease your transition into the chairperson role.

CURRICULUM OVERVIEW

This advanced curriculum offers a holistic learning experience through three key modules, each designed to deepen your understanding of the chairperson's role and elevate board effectiveness.

Module	Topics	What attendees will learn
The Role of the Chair	The Role of the Chair Governance Essentials for Chairs Effective Meetings and Decision-Making	<ul style="list-style-type: none"> Understand the key roles and responsibilities of a chair and how it differs from regular board members. Understand how to conduct effective board meetings. Apply learnings in a case study context.
Manage Effective Dynamics	Key Relationships of the Chair Chair/Board Dynamics Chair/CEO Dynamics Effective Chair Communication Succession Planning	<ul style="list-style-type: none"> Identify the different dynamics between key chairperson relationships. Employ various tactics to effectively manage relationship dynamics. Understand best practices in conflict management.
Ensure a High-Performing Board	Board Effectiveness Strategy-Focussed Agenda	<ul style="list-style-type: none"> Evaluate and analyse the effectiveness of boards. Develop strategies to establish a high-performing board. Apply learnings in simulations of difficult board conversations.

PROGRAMME FORMAT

All modules are delivered in-person with a combination of expert-led discussions, role-playing scenarios and peer learning activities. This hands-on approach allows participants to actively engage with the content, providing opportunities to apply key concepts in real-world scenarios.

YOUR LEARNING TOOLKIT

As a participant, you will have access to a comprehensive toolkit including:



PSYCHOMETRIC ASSESSMENTS



CASE STUDIES



BOARD SIMULATION EXERCISES



PEER NETWORKING



GROUP DISCUSSIONS



NETWORKING SESSIONS WITH EXPERIENCED CHAIRS



ACCESS TO SID RESOURCES

WHO SHOULD JOIN

If you are a first-time chairperson or board director identified in the succession pipeline to take on the chairperson role, then this programme is for you. This programme is suitable for those who are interested in mastering skills on how to drive board performance and effectiveness.

PARTICIPANT SELECTION PROCESS

To ensure the right fit for the programme, SID and H&S will evaluate all applications. Shortlisted candidates will be invited for an interview, which may be conducted in-person or virtually. Those who are selected through this process will be invited to join the programme.

PSYCHOMETRIC ASSESSMENTS

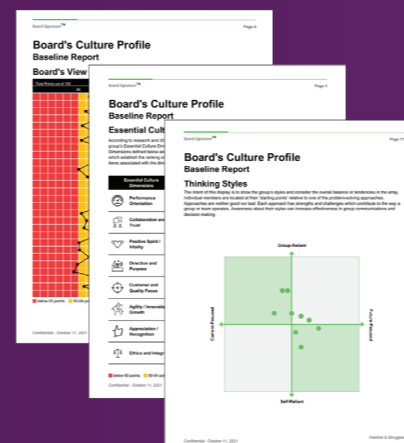
Hogan Psychometrics

Participants will complete the Hogan Forecast Series, a globally recognised, three-part assessment designed specifically for business contexts. Regarded as an “industry standard,” this psychometric instrument tool is rigorously researched and inclusive. Each participant will receive a personalised link to complete the assessment online before the programme commences. A one-on-one debrief will follow, focusing on the participant’s leadership style after Module 1.



Heidrick & Struggles Board Signature™

The Board Signature™ is a H&S proprietary tool that measures board members’ views of their collective culture, providing indications of health and board dynamics across eight essential culture dimensions. The online questionnaire will be administered before the programme commences. In the module, we will synthesise insights and observations during discussions and activity debriefs on the collective group.



HOW YOU WILL BENEFIT

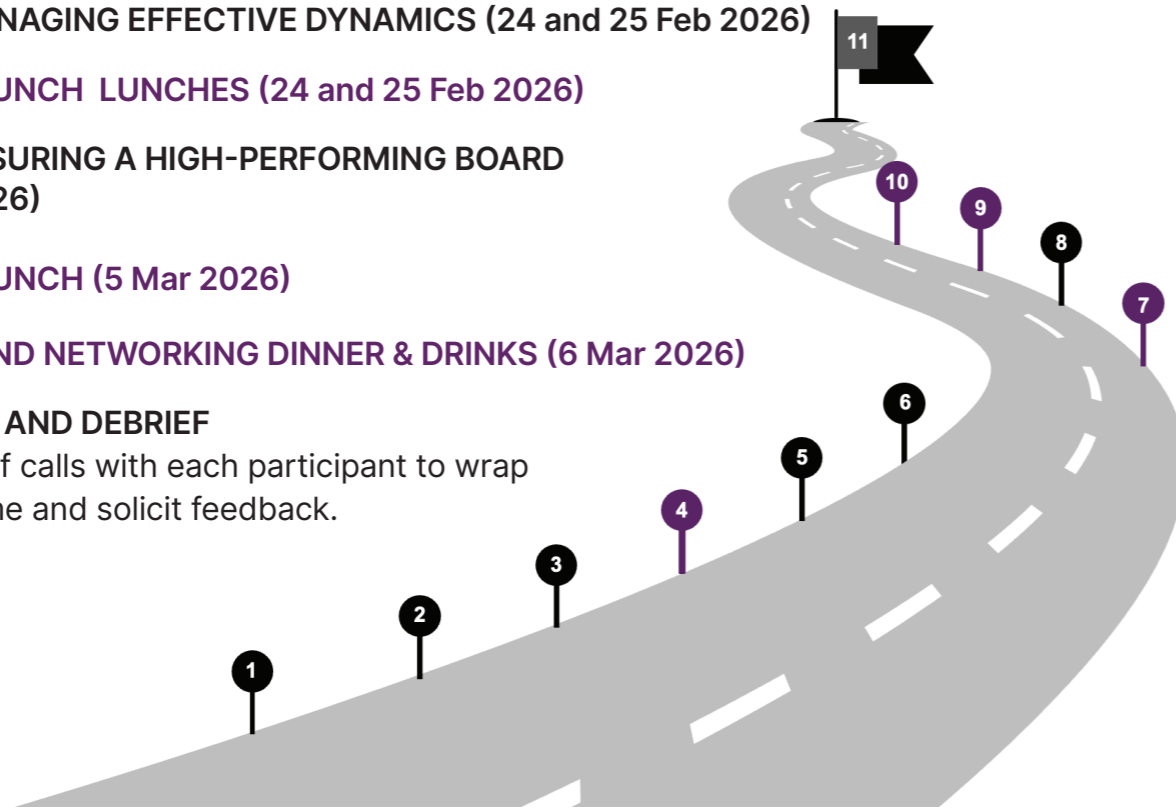
- Engage in practical, hands-on chairperson training through real-world case studies, board simulations, discussions and peer learning.
- Learn from experienced chairpersons and expand your professional network.
- Earn 40 continuous professional development (CPD) hours to support your professional growth
- Eligibility to apply for SID Accreditation if participants have 32 hours of directorship training. To learn more, visit www.sid.org.sg/accreditation

TIMELINE

- Start date: 10 February 2026
- End date: 6 March 2026

YOUR PROGRAMME ROADMAP

- 1. PREP: PSYCHOMETRICS**
H&S Board Signature™ psychometric, Hogan Forecast Series psychometric.
- 2. KICK OFF SESSION (10 Feb 2026)**
Welcome session with the cohort to provide introductions, set expectations and build rapport.
- 3. MODULE 1 – THE ROLE OF THE CHAIR (10 and 11 Feb 2026)**
- 4. NETWORKING LUNCHES (10 and 11 Feb 2026)**
- 5. HOGAN PSYCHOMETRIC DEBRIEF**
1-hour 1:1 debrief with each participant to interpret and discuss their Hogan profile, highlighting strengths, potential derailers, and development opportunities.
- 6. MODULE 2 – MANAGING EFFECTIVE DYNAMICS (24 and 25 Feb 2026)**
- 7. NETWORKING LUNCH LUNCHES (24 and 25 Feb 2026)**
- 8. MODULE 3 – ENSURING A HIGH-PERFORMING BOARD (5 and 6 Mar 2026)**
- 9. NETWORKING LUNCH (5 Mar 2026)**
- 10. GRADUATION AND NETWORKING DINNER & DRINKS (6 Mar 2026)**
- 11. POST: WRAP UP AND DEBRIEF**
15-minute debrief calls with each participant to wrap up the programme and solicit feedback.



YOUR INVESTMENT

S\$22,890.00 (incl. 9% GST) per attendee (SID member)
S\$26,160.00 (incl. 9% GST) per attendee (non-SID member)

REGISTRATION

To register your interest for the Chairperson Accelerator Programme, scan QR code or email us at learning@sid.org.sg



MEET YOUR FACULTY

The Chairperson Accelerator Programme is based on a blend of best-in-class practices and board practitioner experience. In addition to guest speakers who are experienced chairs, the programme is conducted by renowned core faculty.



Markus Wiesner
Global Head of Board Advisory, Heidrick & Struggles

Dr Markus Wiesner is a trusted adviser to boards and senior executives on strategic organisational and human resource matters, with a proven ability to link strategy to the people agenda and create bottom-line business results. With more than 25 years of experience in consulting, his technical expertise spans across board evaluations, board development, organisational design and change, leadership assessment and development, culture shaping and top team acceleration. Dr Wiesner is a Chartered Director (IoD London), board member and board advisor. He coaches chairs and directors across a wide set of board issues. He is Faculty at the GCC Board of Directors Institute, the Singapore Institute of Directors (SID) and the lead faculty for the SID Chair Accelerator program.



Patrick Dunne*
Chair, Boardelta, Royal Voluntary Service and ESSA

Mr Patrick Dunne's executive experience includes roles at Air Products and FTSE 100 private equity firm 3i Group. Over a 26-year career as an investor and leader, he served as Communications Director, a member of the Operating Committee and Chair of the Operational Risk Forum. Through Boardelta, he has supported chairs in transforming the effectiveness of their boards across a wide range of sectors in Europe, Africa, Asia and North America. A member of the Higgs review and author of the award-winning book Boards, he has also helped establish many successful courses on board skills including for the BVCA, Invest Europe and the Financial Times. Mr Dunne is the Chair of the Royal Voluntary Service and of ESSA- Education Sub-Saharan Africa and is a Visiting Professor at Cranfield University.

**Subject to availability*

PAST GUEST CHAIRS

As part of the programme, experienced chairpersons will join participants for lunch and dinner networking sessions, providing valuable opportunities to engage in conversation and learn from their perspectives. Here are a few of the chairpersons who have joined us in previous runs of the programme.



Chew Gek Khim, FSID
Executive Chair, The Straits Trading Company

Ms Chew Gek Khim, a lawyer by training, is the executive chairperson of The Straits Trading Company and Tecity Group. She also serves as chairperson of Malaysia Smelting Corporation and ARA Trust Management (Suntec), and is a board director of Singapore Exchange. Additionally, she is the deputy chairperson of the Tan Chin Tuan Foundation and a member of the Board of Governors of S Rajaratnam School of International Studies; Board of Trustees of National University of Singapore; and Governing Board of Lee Kuan Yew School of Public Policy. Ms Chew has received numerous accolades for her contributions, including the Chevalier de l'Ordre National du Mérite, Singapore Businessman of the Year, the Meritorious Service Medal and an Honorary Doctor of Letters from Nanyang Technological University.



Euleen Goh, FSID
Chairperson, Singapore Institute of Management

Ms Euleen Goh is the chairperson of the Singapore Institute of Management, non-executive independent director of Jebsen and Jessen Private Limited and a member of the Public Service Commission. She recently retired as non-executive chairperson of SATS Limited. She holds professional qualifications in banking and taxation and is a Fellow of Singapore Institute of Chartered Accountants and Singapore Institute of Directors. Since retiring, she has held non-executive roles on various boards, including deputy chairperson and senior independent director of Royal Dutch Shell, DBS Holdings and DBS Bank to name a few. She is the former chairperson of the DBS Foundation, Singapore International Foundation, International Enterprise Singapore and Accounting Standards Council, Singapore. Additionally, she has served on the boards of Temasek Trustees, the NUS Business School Management Advisory Board and as rector of Cinnamon College.



Richard Eu, FSID
Chairperson, Eu Yan Sang International

Since stepping down as CEO of Eu Yan Sang International (EYSI) in 2017, Mr Richard Eu has served as non-executive chairperson where he leads its board in providing strategic and governance oversight. With over 30 years at EYSI, he has been instrumental in transforming the group into one of Asia's largest consumer healthcare groups based on traditional Chinese medicine. Prior to EYSI, Mr Eu worked in merchant banking, stockbroking, computer distribution and business development for a retail group. Besides EYSI, he sits on the boards of several listed and unlisted companies as well as nonprofit organisations. Mr Eu was named the Ernst & Young Entrepreneur of the Year 2011 (Singapore) and recognised as CEO of the Year at the Singapore Corporate Awards 2010. He was conferred the Public Service Medal at the Singapore National Day Awards 2020.



Ho Kwon Ping, FSID
Founder and Executive Chairman, Banyan Group

Mr Ho Kwon Ping is the founder and executive chairperson of Banyan Group, Laguna Resorts and Hotels. He is also the executive chairperson of Thai Wah Public Company. Both groups are family-owned companies listed in Singapore and Thailand. The founding chairperson of Singapore Management University, he is the former chair of Singapore Power and MediaCorp Singapore. He has also served on the boards of Standard Chartered Bank, Diageo, Singapore Airlines and GIC. Over the years, Mr Ho has received the London Business School Entrepreneurship Award, CEO of the Year at the Singapore Corporate Awards, CNBC Travel Business Leader Award, and Distinguished Alumnus Award from the National University of Singapore, to name a few.

MEET YOUR PROGRAMME ADVISERS

The SID programme advisors have played a pivotal role in curating the programme. Both are SID Fellows and former SID Chairs, bringing with them years of diverse experience and extensive board practitioner knowledge.



"Chairpersons play a crucial role as guiding forces within the board, and it's reassuring to see a programme now available to nurture the development of our future leaders in this capacity."

John Lim, FSID (Hon)-SRAD
Past Chair of SID and experienced board Chair

Mr John Lim is a former Chair of the Singapore Institute of Directors and the OECD Asian Corporate Governance Network for State Owned Enterprises, as well as the Building and Construction Authority and Senoko Power and Gas Supply. Mr Lim has served on listed company boards for over 30 years and recently stepped down as independent non-executive Chairman of a Singapore mainboard-listed company and the manager of a listed real estate investment trust. He is an industrial adviser to a European private equity fund and a director of two private companies. He chairs the advisory board of the Centre for Governance and Sustainability at National University of Singapore and is the nominated corporate governance expert for Singapore for the ASEAN Corporate Governance Scorecard.



"This innovative programme caters specifically to aspiring and novice chairpersons. Its novel approach encompasses psychometric evaluations, personalised one-on-one coaching and immersive board simulation exercises – to optimise participants' learning experiences."

Wong Su-Yen, FSID-SRAD
Chairperson, James Cook University Singapore

Ms Wong Su-Yen is Chairperson of James Cook University Singapore and immediate past Chair of the Singapore Institute of Directors. She is a former Chairperson of SGX mainboard-listed Nera Telecommunications and Marsh McLennan Singapore. She brings experience in business strategy, human capital development and organisation transformation. Ms Wong serves on the boards of listed companies, family businesses, high growth startups and government-linked organisations in Asia, Australia and North America. She is lead independent director at Yoma Strategic Holdings and a director at First Resources, CSE Global and Infocomm Media Development Authority. She is an Adjunct Professor of Leadership at the National University of Singapore Business School, and an active member of the Young Presidents' Organization.

PARTICIPANTS' TESTIMONIALS



"I enjoyed the inaugural SID Chairperson Accelerator Programme which was spread over 3 modules. The key benefit I valued most from this training was the rich dialogue of real-life experiences and cases shared by the faculty, guest speakers and the participants from a diverse range of industries, professional backgrounds and nationalities. By the end of the programme, I feel more confident in understanding what is expected of me to perform well as a Chairperson."

Lisa Liaw, MSID-SRAD
Member, Board of Governors, Temasek Polytechnic Singapore



"CAP is a unique programme from which I benefited greatly, not only from the knowledge shared by the faculty but also from the board experiences shared by the participants as well as invited guests from varied industries and geographic backgrounds. I would certainly recommend CAP to friends who are aspiring to become chairpersons!"

Chng Hwee Hong, MSID-SRAD
Independent Director, Singapore Land Group Ltd



"I thoroughly enjoyed this programme. The content curated was exceptional, and the camaraderie with my classmates made the experience even more enriching. This programme has deepened my appreciation for the immense value a strong board can bring to any organisation. I highly recommend this course to aspiring/first-time Chairs."

Mike Hagbeck, MSID-SRAD
Chairman, Storhub

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