



SPECIAL ISSUE: **SINGAPORE HR AWARDS**

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THE
SINGAPORE
HR
AWARDS
2008

Leading HR Leader Award

The Award is bestowed upon an individual who demonstrates outstanding leadership capabilities to oversee, conceptualise, initiate and implement innovative HR practices that position the HR function as an effective strategic business partner that contributes to the success and achievement of his / her organisation's business strategy and goals. SHRI congratulates our 3 recipients of the Leading HR Leader Award. The interview with Ms Anne Fok, HR Director of Singapore General Hospital, can be found on Page 19. Recipients featured are not in any order of merit.



MS JACLYN LEE

Senior Vice President, Group Human Resources
Certis Cisco Security Pte Ltd

Your thoughts on receiving the Leading HR Leader Award.

I am indeed honoured to receive this award. I am glad that SHRI is leading the way for the HR Profession by recognising

individuals who have contributed vastly in the field of Human Resources. This award is a national recognition of the work we as HR practitioners have done to contribute to our organisations and to the society. It is also a recognition of the HR profession which has come a long way in Singapore. I hope that it will motivate others to excel and join the field of Human Resources.

What motivates you on the job?

I always tell my staff that HR is a very "Heart Job". It is a job where you need to have a lot of passion and heart for the people you work with and work for. I am motivated by the ability to make changes, and to recommend improvements to the organisation through the HR function, and by the ability to make the working environment a much better place for employees to work in. HR for me must make a visible impact to the organisation which I work, and this impact must be visible in the business results, higher employee satisfaction and productivity.

Share with us what attracted you to the HR profession?

I studied Psychology in University and have always been fascinated in working with people. I started my career as a

social worker and gradually moved on to Employee Relations in a manufacturing plant in my earlier days. From there, I have never turned back, and have moved on in the field of Human Resources until today. I guess what attracted me to the profession was the ability of the HR function to impact human lives, and yet at the same time, play a business role in the organisation. Human Resources is a versatile profession where you are able to multi-task and use different facets of your talent to work with all levels of people in an organisation to deliver business results.

Who has been a major influence in your HR journey?

I would say it is not one person but a multitude of different individuals that I have worked with in my HR career. Most prominently would be my bosses who have supported me in my career over the years, and given me the opportunities to excel in the areas that I am good in. Other influences would be gurus like Dave Ulrich who has developed cutting-edge thought processes in the field of Human Resources. I would also say that I have learnt a lot from my professors in my Masters programme in Rutgers University who are all renowned HR practitioners in their specialised fields.