



HR CONSULTING SERVICES

Annexion

OUR PROCESS

1



Determining organizational challenges

- What kind of talent do you need to realise your strategy?
- How do you attract talent you need?
- How do you select the best candidates to achieve your aspirations?
- How do you best grow your talent pool to meet future needs?
- How do you define the performance expectations and assess potential?
- How do you best engage and retain your talent?
- How do you best activate culture to enable true transformation?

2



Identifying solutions



3

Delivering Outcomes



Talent Needs Aligned to the Business

The organization has a plan for top talent that is responsive to current needs and risks, and also anticipates the future needs of the business.

Development of Talent Pool

Leaders across all levels build capabilities to translate strategy into reality.



Clear Roadmap in Transformation

Clarity in the process and expectations of what is to come in transforming the business.



Sustained Effort

Organisations build capacity so that it is a sustained effort. All 'sacred cows' are laid out and a consensus taken to do what we must.



Rationalised and optimized business process

Clear data flows to facilitate analytics and reduce duplication of work and wastage.



Transforming while Performing

Talents are positioned for success and their risk of failure – both personal and organizational - is minimized.



Enhanced ROI

The organization achieves greater value of its investment in talent.



OUR CONSULTANTS

ETHAN TAN

Director

Ethan has more than 8 years of recruitment experience in the Built Environment sector with a niche practice in Property and Real Estate, Interior Design, and Architecture. As a recruitment business leader, he is passionate about helping his hiring partners be successful and achieve their dreams. Throughout his recruitment years, he has deepened his skills in team building, team management, business partnering, recruiting, and strategic sourcing, as well as in data analysis and account management.

Ethan is strong in building teams within organizations and has extensive advisory experience with businesses in talent attraction and retention. With that, he has successfully built and enabled teams in nearly 100 organizations over the years and placed more than 300 professionals into their dream careers during the course of his career so far.



OUR CONSULTANTS

ABLE CHEONG Principal Consultant

Able is a seasoned professional who has worked with various organizations to enhance their capabilities by aligning people strategy with business strategy. He has a wealth of experience in leading business and people transformations, and has spearheaded consulting teams in the development and execution of growth strategies.

His expertise lies in designing organisational interventions and managing complex projects in areas such as Leadership Development, Talent Management, Succession Planning, Performance Management, and Competency Model Development. He has a global work footprint and thrives in diverse cultural environments.

In his recent role as Chief Transformation Officer at a major F&B enterprise, Able analysed business issues and financial metrics to identify challenges, determine root causes, and develop strategic workforce and business solutions. He champions organisational values and fosters a culture of growth, teamwork, and empathy at all levels. He also oversees HR strategy design and implementation, ensuring alignment with the organization's strategic goals and business needs, which may include skills taxonomy, career development, and talent mobility.

Able is passionate about developing high performing cultures through HR Business Partnering, Business Transformation, Learning and Development, and Talent Management. Outside of work, he enjoys family time and a good book.

#INQUIRENOW

Contact Us



Message Us

info@annexion-partners.com



Office Location

11 Collyer Quay #12-01
The Arcade
Singapore 049317



Call +65 6432 8316



More Information

www.annexion-partners.com