



Malaysian Institute of Management

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VICTOR FOO MMIM, MIM-CPT

Diploma of Imperial College

B.Sc (Hons) (Mech Eng) Manchester University, UK.

MSc (Ops Research & Mgt. Science) Imperial College, London University, U K

Victor Foo's professional experience was with Shell Malaysia and Shell Singapore for 30 years in various managerial positions viz. technical engineering, marketing, sales, employee & industrial relations, HR policies and planning, recruitment & compensation. His life-work interest in people and organisational development shifted his focus from engineering (which was his academic qualification) to HR issues, particularly in learning and development.

Recently, because of his continued interest in marketing, he has developed training workshops in business skills and commercial sense. These workshops, introduced into Shell Companies in Asia-Pacific in 1998, have had excellent reviews and a few were also successfully conducted for Shell customers and business associated companies.

Victor's last posting was with Shell as Manager of the Asia Pacific Zone Learning Centre based in Singapore. Under his stewardship, the Centre is now an active self-funded business unit offering in-house learning programmes to about 20 Shell operating companies within the Zone in the areas of Leadership and Management Development, Strategic and Personal Change Management, Business Strategy and Engagement Skills. Specifically, Victor researched and developed the initial concepts for Shell's now world-wide talent development system.

Outside Shell, Victor has been closely associated with MIHRM, MIM and SIM for several years. In MIHRM in the 80's and early 90's, he served as Director of Education & Training, Honorary Secretary and Vice President and is now a member of the Court of Fellows. In MIM, he was on the faculty of their MBA programmes and he headed the organising council of an International HRD Conferences for the Singapore Institute of Management (SIM). He has presented HR/OD strategy papers at national and international conferences.

Victor, a Malaysian, is now back in Kuala Lumpur and is engaged in his twin passion of (a) helping people to develop their talents and, hopefully, to realise their full potential in organisations and (b) helping Malaysian and Multinational organisations develop learning agility and a stronger business focus and presence.

Victor Foo is a member of the Malaysian Institute of Management (MIM) and a MIM Certified Professional Trainer (MIM-CPT).



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