

# Joyce HL Wong

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Human Resources Director with 20+ years of experience in HR Strategy and Management. A proven track record for strong business partnership through teamwork, agility and understanding of people capabilities and business needs. Team player with excellent communication skills, high quality of work, driven and highly self-motivated. Strong negotiating skills and business acumen and able to work independently.

## Experience

### INTERNATIONAL SOS

JANUARY 2019 - JUNE 2023

**Regional Human Resources Director** (Malaysia, Vietnam, Myanmar, Thailand, Cambodia, Philippines, Sri Lanka, Bangladesh, Nepal, Mongolia, India, Greater China, Indonesia)

Partners with the Regional GM to lead the Human Resources function to ensure that the business has the people and organizational capabilities to support the business growth objectives through provision of strategic customer focused HR solutions.

Responsible for overseeing all aspect of the Human Resource function: i.e. Talent Management, Acquisition, Rewards and Recognition, Performance Management, Learning and Development, legislative and internal audit compliance of all Human Resources (HR) related business requirements, Employee relations, payroll and administration as well as Real Estate / Facilities management.

Compensation and Benefits coverage : Asia

Real Estate/Facilities management coverage : APAC

### *Key Achievements :*

- Ensure full compliance to local legislation for International SOS to operate in Cambodia
- Introduced to the region compensation program based on seniority, title, and market comparison
- Selected benefit programs for medical, dental, short and long term disability, life insurance, and workers compensation
- Set up the Mongolia and Cambodia HR function
- Successful implementation of new payroll system for Malaysia
- Designed, authored, and implemented HR processes and policies, eliminating existing liability and exposure
- Establish Return to Office guidelines across South East Asia
- Roll out of Sale Communication training program to support better online presence
- Set up Real Estate function for the region and successfully completed 1 office move, 2 office renovations

## **SCHLUMBERGER**

MAY 2006 – JAN 2019

*Provide leadership and management of the full range of HR functions to the businesses, representing almost USD1 billion in revenue. Partner with key executives across the businesses to drive employee engagement, morale, and performance in an environment experiencing both significant external and internal organizational change. Establish and implement short- and long-term corporate human capital plans, which include maintaining or improving employee relations, talent acquisition and development, succession planning, workforce planning, compensation and benefits, and performance management.*

- Guided the executive team through organizational restructurings due to the down turn which created a more flexible, cost-efficient workforce.
- Designed an employee engagement strategy that improved morale, retained talent, and business continuity through multiple changes with the executive leadership team.
- Served as strategic adviser on all departmental restructuring, workforce planning and business realignments.
- Conducted Talent Review and Succession Planning sessions to determine organizational deficiencies and built development plans to fill gaps.
- Defined organizational structure and position content through position/talent analysis process, resulting in labor savings and greater efficiencies through staff reduction and enhanced accountabilities.
- Downsized the organization by nearly 1000 headcount without any legal exposure

JUL 2017 – DEC 2018

**Geomarket HR Manager – South and South East Asia** (Malaysia, Brunei, Philippines, Thailand, Vietnam, Myanmar, Cambodia, India, Sri Lanka, Bangladesh)

APR 2016 – JUL 2017

**Geomarket HR Manager – South East Asia** (Malaysia, Brunei, Philippines, Thailand, Vietnam, Myanmar, Cambodia)

- Successfully integrated 2 regions into 1. The management of Thailand, Vietnam, Myanmar and Cambodia was taken over by BMP

AUG 2012 – APR 2016

**Geomarket HR Manager – BMP** (Malaysia, Brunei, Philippines)

- Guided the executive team through organizational restructurings which was due to M&As.
  - Directly involved in the acquisition and integration of GSS, SMITH, MI-Swaco and Cameron

MAY 2010 – AUG 2012

**Financial Shared Services HR Manager – Eastern Hemisphere**

- Set up first Financial Shared Services Hub for Schlumberger
- Created HR policies to support the shared service set up as well as to address multicultural workforce.

NOV 2009 – MAY 2010

**Business Line HR Manager – Asia Pacific**

- Talent Management of employees within the Business Line called WesternGeco, which specialized in both land and sea Seismic technical services

MAY 2006 – NOV 2009

### **Compensation and Benefits Manager – Asia Pacific**

- Compensation and Benefits management for Asia Pacific
- Set up the first C&B regional support center for Schlumberger

### **HayGroup (approx. 5 years)**

2000 – 2006

### **Consultant**

- Compensation Consultant
- Leadership Consultant

### **KPMG – Consultant**

1998-2000

### **HR Consulting and recruitment**

### **Various Industries – HR Executive**

1996 - 1998

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## **Education**

### **Bachelor of Business Administration**

Monash University, Melbourne Australia