

Dr. Janson Yap is the Chief People Officer (CPO) of National University of Singapore (NUS). As CPO, he manages the Office of Human Resources (OHR) and oversees the talent agenda for the university. In this role, the key focus is to improve the various human resources service touchpoints with our staff community. The role requires thoughtful balancing of the operational aspects of human resources services whilst embarking on its transformation agenda. Learning & Development, a world-class Human Resources Digital-Physical Platform, Relocation Concierge are some of the strategic initiatives. Working on staff mindset alignment and culture is a strategic enabler for NUS to achieve its ambitions.

Besides his role as CPO, he is Adjunct Professor teaching Executive Education classes and programs at Biz School. His specialty includes Complex Problem Solving, Business Foresight competence, Strategic Decision Making and Systems Thinking, Transformation and Organisational Work-Culture. Prior to his new role as CPO, he was the Chief Risk Officer, a role he held for 3 years also with mandates to transform the Risk agenda at NUS.

These roles require deep experience in managing complex risk issues, people management and talent transformation knowledge and skills. Prior to NUS, he had previously served on various Advisory Boards including the IT Steering Committee of SkillsFuture and Asia Accounting Research Centre (AARC). He currently serves on the Advisory Board of Tan Hiep Phat (THP) Beverage Group in Vietnam. One of the projects is facilitating the business to develop its next growth strategy 2023-2025 as well as developing a transition plan from a founder led business to a corporatized business.

Social Impacts: Has led various initiatives previously to raise funds for the underprivileged. This include supports artists with disabilities in his Art & Culture programs. His soon to be published book, “Why ME?” features artworks from different artists from ART:DIS. The artworks will be auctioned at the book launch cum fundraising event for charity.

Dr. Yap’s has a dual track career in corporate industries and professional services. Prior to assuming his present position, Dr Yap served in various capacities in the Deloitte network. He was Managing Director of Deloitte Consulting based in Bangkok, Thailand before taking on the role of Southeast Asia Regional Managing Partner of Risk Advisor Services, a position he held for 10 years till June 2020. Concurrently, he was the Asia Pacific Regional Managing Partner of Risk Advisory Services as well as a member of Deloitte’s

Global Risk Management Team. The business portfolio reached USD800 million under his supervision at the Asia Pacific level. He oversaw various portfolios, including that of Southeast Asia Innovation Leader.

His earlier career commenced in the IT Industry after graduating from University and his first role was managing a IT Department at AVON Malaysia, subsequently followed by Estee Lauder and and CSR Limited in Australia.

Dr Yap is the author of several books and publications. Besides being an author, he is also a talented artist who not only composes but also sings his own compositions, some of which are related to his corporate work.

His tertiary qualifications include a Doctor of Professional Studies from University of Southern Queensland, Executive Masters of Business Administration (University of New South Wales) and a Bachelor of Science and Post-Graduate Diploma in Education (Monash University). He also holds a Diploma of Biblical Studies from Moore College.

Books and Publications

Foresight & Strategy in the Asia Pacific Region by van der Laan, Luke and Janson Yap, 2016

Wow! How Did You Know That? by Janson Yap with Nelson Nones, 2018

Average to Aces: Sharing Lives, Living Better Lives by Janson Yap, 2020

BELIEVE: Autobiography by Janson Yap

"A Socio-Psychological Perspective" in Challenges and Opportunities in the Post-COVID-19

World, 44-48. World Economic Forum, 2020 by Chan, Ghee Koh, Leonard Lee, Carolyn Lo, Catherine Wong and Janson Yap

Why ME, Janson Yap, Motivations & Expectations and Work Culture

Appointments

2018 - Present

Advisory Board

Tan Hiep Phat (THP) Beverage Group in Vietnam

2019 to 2020

Advisory Board

IT Steering Committee of Skill Future & Asia Accounting Research Centre (AARC)

Education

2009 - 2013

Doctor of Professional Studies (DPST)
University of Southern Queensland, Australia

1993- 1996

Executive Master of Business Administration
Australian Graduate School of Management
(AGSM), University of New South Wales,
Australia

1982- 1982

Post Graduate Diploma of Education
Monash University, Melbourne, Australia

1979-1981

Bachelor of Science (B.Sc), Accounting and
Computer Science, Monash University,
Melbourne, Australia

2023 – present

Chief People Officer

Office of Human Resources

National University of Singapore

2020 - 2022

Chief Risk Officer

Office of Risk Management and Compliance, National University of Singapore

2015 – 2019

Additional appointment within Deloitte Network. Asia Pacific Regional Managing Partner of Risk Advisory Services & member of Deloitte’s Global Risk Management Team

1999 – 2020

Deloitte Southeast Asia

Various roles including Regional Managing Director & Cognitive Analytics Solutions Centre Leader

1996 -1999

Director

PricewaterhouseCoopers, Coopers & Lybrand

1992 – 1996

Senior IT Director, CSR Ltd, Australia

1982 -1992

Senior IT positions

Avon Cosmetics, Malaysia and Estee Lauder, Australia

Industry Experience

Nov 2015

Foresight & Strategy in the Asia Pacific Region

Jul 2015

Global ERS Innovation Award - Special Recognition

Oct 2014

Guinness Book of Records - Change Leadership

Jan 2012

Green Dot Award

Deloitte Touche Tohmatsu Limited (DTTL)

July 2022

Lecturer, Executive Education, Biz School, NUS

Oct 2022

Thought Leader, Silver Category, Stevie’s Award

Lectures at Executive Education

Feb-22	MBA class	SME for REAL	Strategy Made Effective	EE
Jul-22	Siam Cement	Truly Great	Strategy	EE
Aug-22	Inhouse	Design Thinking 2022	Design Thinking	ORMC
Feb-23	IESE - NUS	Asian Leadership	Cultural Leadership between East/West	MBA
Mar-23	FOE Eng MBA	Creative Problem Solving	Creative Problem Solv - Guest speaker	MBA
Mar-23	Finance Leaders	Design Thinking		AFL
Mar-23	DBS Senior Leaders	DBS	Strategic Decision Making and Future of Work	EE