



LEADERS
NETWORK

SGLN Fellowship 2026

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Welcome to the SGLN Fellowship Experience



Fellowship Duration
Jan - Sep 2026



Cohort
Run 3



The Singapore Leaders Network Fellowship (SGLN Fellowship) is a prestigious leadership development programme for mid-to-senior level Singaporean leaders. It is designed to prepare participants for global leadership roles, with a focus on general management and leadership in a global setting. The SGLN Fellowship is for Singaporean leaders who aspire to take on regional/global leadership roles.

SGLN is managed by the Human Capital Leadership Institute (HCLI) and supported by the Singapore Economic Development Board (EDB).





The SGLN Fellowship is amazingly impactful and intensive. There is never a dull moment with 60 high-performing individuals gathered in a room actively listening, contributing and applying. Leadership is a deliberate and intentional journey, and this programme reminded us that to get to the top, hard work and drive need to be continually injected. I'm proud to have been included in this cohort, and am sure we will forge strong ties ahead to cheer and support one another.

Camy Loh
Pioneer SGLN Fellow (2024)
Deputy Managing Director, Royal Vopak

Key Features

- Annual cohort-based programme commencing in January 2026
- Programme participants will be addressed and known as SGLN Fellows
- SGLN Fellows will serve as role models for the wider community through their active participation beyond the events of the programme
- SGLN Fellows benefit from being part of a lifelong community of Singaporean leaders in global leadership roles, including SGLN Fellows from previous cohorts
- Admission to the SGLN Fellowship is based on a rigorous application process that includes a video presentation, personal essays, and reference letters

There are 7 components of the SGLN Fellowship:

01	Leadership Training Module 4 days in person	Compulsory
02	Mentoring Minimum 5 sessions	
03	Action Learning Project February to September	
04	Virtual Workshops 3 sessions	
05	Networking Sessions 3 sessions	Strongly Encouraged
06	Executive Coaching 3 sessions	
07	Overseas Learning Journey 3 days in person	

* Full details of each component can be found on pages 13 - 23



The SGLN Fellowship has been an amazing journey where I got to meet new people and discover new perspectives outside of my industry. It has been a great opportunity to broaden my network and experience new learning opportunities.

Hui Min

SGLN Fellow (2025)

Director, Corporate Strategy & Business Development, Jumbo Group of Restaurants

2025 Class Profile

18 years

average work experience



45%
women

3 years

average overseas work
experience



50+
companies

65

participants



18+
industries

Where our participants work

Denmark

Shanghai

Hong Kong

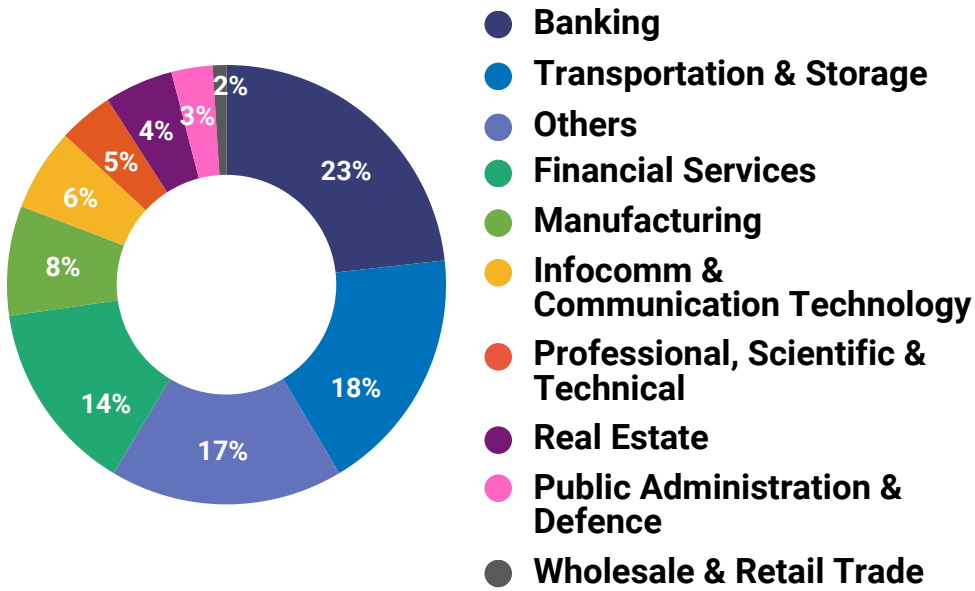
Singapore

Indonesia

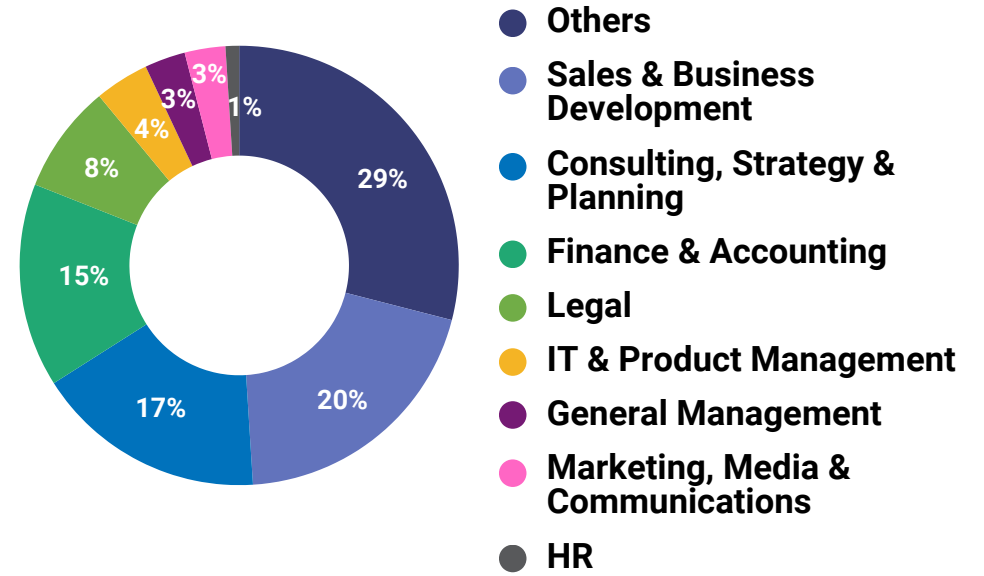
5 countries



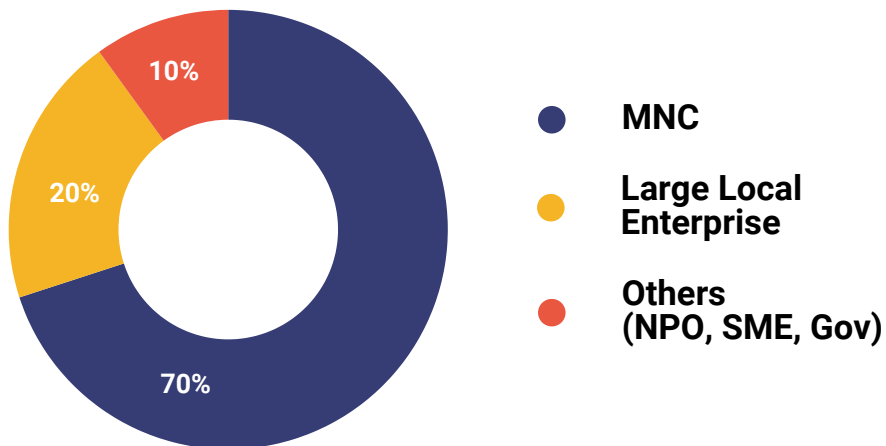
Industry



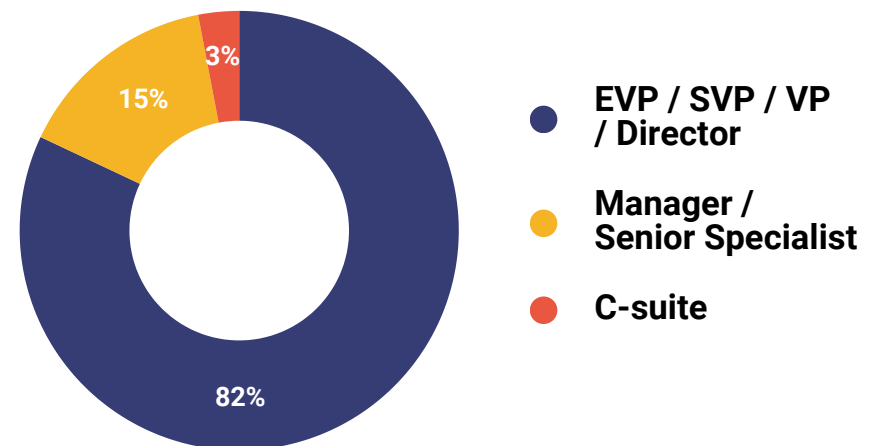
Job Function



Company Type



Job Level





The SGLN Fellowship has been a life changing experience for me. The opportunity to be part of a concise and structured programme to interact, grow, and build a network together with other Singaporean leaders in a safe environment is invaluable.

Deven Lim

SGLN Fellow (2025)

Chief Executive Officer, Lockton Companies (Singapore)

2026 Timeline

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<p>Programme Launch 12th Jan, Mon 5 - 8.30pm <i>In-person</i></p>	<p>Action Learning Project Launch 6th Feb, Fri 3 - 9pm <i>In-person</i></p>	<p>Start of Mentoring and Coaching Programme 2nd Mar, Mon</p>	<p>First Virtual Workshop 14th Apr, Tue 6 - 8pm <i>Virtual</i></p>	<p>Overseas Learning Journey May (TBA), Mon - Thu</p>	<p>Second Virtual Workshop 23rd Jun, Tue 6 - 8pm <i>Virtual</i></p>	<p>Third Networking Event 14th Jul, Tue 6.30 - 8.30pm <i>In-person</i></p>	<p>Third Virtual Workshop 18th Aug, Tue 6 - 8pm <i>Virtual</i></p>	<p>Close of SGLN Fellowship 2026 30th Sep, Wed</p>
<p>Leadership Training Module 27th - 30th Jan, Tue - Fri 4 Full Days <i>In-person</i></p>	<p>Onboarding for Mentoring and Coaching Programme 25th Feb, Wed 7 - 8pm <i>Virtual</i></p>	<p>First Networking Event 17th Mar, Tue 8.30 - 10.30am <i>In-person</i></p>		<p>Second Networking Event 19th May, Tue 12 - 2pm <i>In-person</i></p>				
<p>Action Learning Project (ALP)</p>								
<p>Mentoring Programme</p>								
<p>Coaching Programme</p>								



The SGLN Fellowship has been a great curated experience. I am very proud of Singapore for putting this valuable programme together, and I am excited about our journey ahead.

Rafidah Rahumathullah

Pioneer SGLN Fellow (2024)

Director, Global Solution Design, Innovation, and Sustainability, OIA Global

Learning Outcomes

01

Thrive in a **complex and ambiguous** environment



03

Demonstrate **cultural flexibility** for inclusive leadership

02

Create and leverage **strategic networks and communicate** with clarity and authenticity for impact



04

Gain **new perspectives, mindsets and inner motivation** to courageously step outside the comfort zone

Key Learning Elements



Experiential Learning

Interactive and engaging activities that allow participants to learn by doing and reflecting on the experiences



Action Learning Project

Work collaboratively in a diverse team to make an impact on the wider SGLN community



Interactive Lectures

Interact actively and directly with the material through varied learning tasks such as 'reflect-pair-share' and role plays



Discussions / Dialogues

Share and exchange with global leaders and trailblazers



Personal / Group Reflections

Reflect, leverage on knowledge gained, and share insights with fellow participants



Profiling Assessment

Discovery of leadership strengths to shift minds and hearts to be a global leader



The value of the SGLN Fellowship lies in its unique ability to bring leaders across multiple disciplines together for a common purpose, something I greatly value as it broadens my perspective on culture, leadership, and ability to navigate in an increasingly fragmented world, allowing me to grow in ways I otherwise wouldn't have.

Luke Ingrouille
SGLN Fellow (2025)
Associate Director, HSBC

Leadership Training Module

SGLN Fellows will launch their leadership journeys with an enriching and thought-provoking in-person module. Across the four days, SGLN Fellows will be exposed to the following content topics that align with the SGLN Fellowship's four learning outcomes. Topics that are covered include:

 Navigating Global Complexity through Effective Stakeholder Management	LO 1: Thrive in a complex and ambiguous environment
 Adapting your Communication Style for Global Audiences	LO 2: Create and leverage strategic networks and communicate with clarity and authenticity for impact
 Developing your Global Personal Branding to Influence and Build Networks	
 Leading Diverse Global Teams with Cultural Flexibility	LO3: Demonstrate cultural flexibility for inclusive leadership
 Connecting to your Sense of Purpose through Inner Work	LO4: Gain new perspectives, mindsets and inner motivation to courageously step outside the comfort zone
Profiling your Leadership Style for Global Roles	

These topics will be further explored in the fireside chats with global business leaders, the various interactive sessions, as well as the group discussions.

Mentoring

The SGLN Fellowship Mentoring Programme pairs SGLN Fellows with a global business leader who will provide invaluable guidance and support. Mentors of the 2025 cohort of SGLN Fellows comprise over 18 nationalities and include Board Directors, CEOs, CHROs, and senior leaders of leading companies. SGLN believes that mentoring helps push the envelope and challenge SGLN Fellows to explore uncharted personal and professional growth trajectories. Through regular check-ins, SGLN Fellows would be able to reflect on their mentoring journey and provide feedback to the SGLN team.

SGLN Fellows will elevate their leadership potential by purposefully engaging with their paired mentor over the course of seven months by meeting with them 1:1, at least five times, with each session lasting 45 minutes minimally.





The SGLN Fellowship is a programme driven towards professional outcomes, via a deeply personal experience. The opportunity to meet Singaporeans on leadership tracks within their organisations who are willing to share openly about their leadership learnings has been invaluable to me. If you're looking to broaden your professional network across diverse sectors and challenge assumptions about your leadership style amongst trusted peers, I highly recommend this.

John Tay, SGLN Fellow (2025)
Head of Partnerships, Tin Men Capital

Action Learning Project

The Action Learning Project (ALP) is for each team to put into practice their leadership skills towards accomplishing a clear goal of making an impact on the wider SGLN community. The ALP is a great opportunity for the SGLN Fellows to step up as role models of the community in capability, capacity, and community building for global leadership.

The ALP teams have the flexibility to identify a project that aligns with SGLN's mission of preparing Singaporeans for global leadership roles. Past themes for the ALPs include:

- Preparing for global leadership roles
- Working effectively in a complex and ambiguous environment
- Leveraging the power of networks
- Leadership communication for impact
- Exercising cultural flexibility in leading diverse teams
- Economic / social sustainability issues for global businesses
- Harnessing business opportunities and mitigating risks presented by technological disrupters



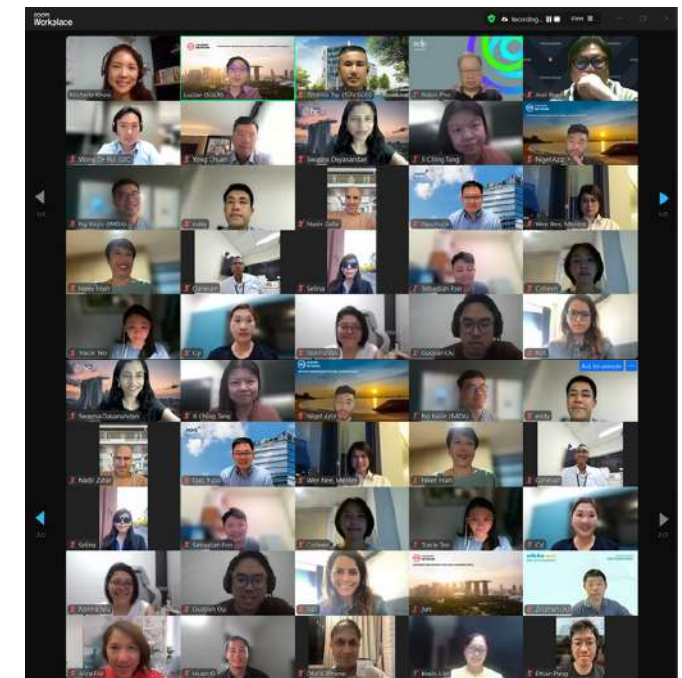
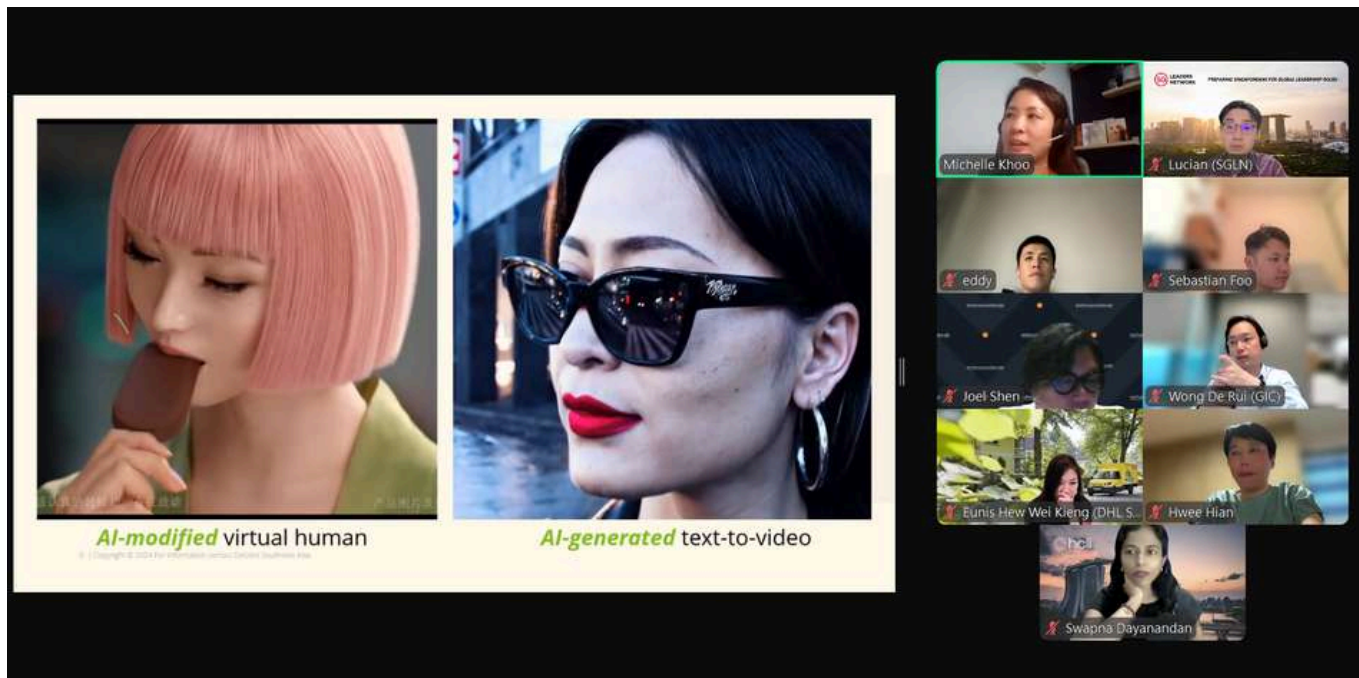


Co-created session on networking by SGLN Fellows at the Arts House, 2024
Action Learning Project by Fellows from SATS, Applied Materials, OIA

Virtual Workshops

The engaging virtual workshops aim to deepen the SGLN Fellows' understanding of emerging global trends. Led by industry experts and practitioners, these interactive sessions offer focused learning opportunities that build on topics explored in the in-person leadership module.

Through the innovative white space discussions incorporated in the programme design, SGLN Fellows will have the opportunity to collectively shape the topics they want to learn. There are three virtual workshops over the course of the programme.





It has been an amazing journey where I got to meet new people and discover new perspectives. It's also a great opportunity to network!

Tan Eng Hwa
Pioneer SGLN Fellow (2024)
Director, Business Planning, SMRT Corporation Ltd.

Networking Sessions

These exclusive networking sessions are designed to allow SGLN Fellows to build lasting connections within the SGLN Fellowship community. The engagements provide a platform to share experiences, forge valuable relationships, and gain insights from a diverse range of invited global leaders. The sessions also provide an opportunity to expand one's professional network by meeting with SGLN Fellows past and present as one SGLN Fellowship community.

Through the innovative white space discussions incorporated in the programme design, SGLN Fellows will have the opportunity to collectively decide on the leaders they want to invite. There are three networking sessions over the course of the programme.





In my opinion, the time spent networking with the other SGLN Fellows was crucial. Especially because we can always find time to learn concepts and models from distinguished trainers and speakers, but great peers in the form of the SGLN Fellows don't come by easily, and hence the time we spend sharing and learning from each other every day was priceless.

Ganesan Arasapam
Pioneer SGLN Fellow (2024)
General Manager, Public Sector, ST Logistics

Executive Coaching

The SGLN Fellowship Coaching Programme helps SGLN Fellows unlock their full leadership potential with personalised, tech-enabled, and bespoke online coaching sessions. SGLN believes that coaching complements the SGLN Fellowship Mentoring Programme through self discovery conversations and co-development of solutions.

Over the seven months, the three 1:1 sessions with selected accredited coaches will allow SGLN Fellows to develop a customisable action plan, address specific leadership challenges, and refine their global leadership skills.



Overseas Learning Journey

9.4
out of 10

**Overall Programme
Rating for OLJ 2025
to Vietnam**

SGLN Fellows will immerse in a new culture and gain fresh perspectives on global leadership through the Overseas Learning Journey (OLJ). The last cohort went to Ho Chi Minh City, Vietnam, for a rich learning experience. The proposed OLJ for the 2026 cohort is in China.

This unique three-day experience is anchored by 3 core elements:

- 1 A global leadership training module adapted to the specific cultural and operational context of the country of visit**
- 2 Site visits and learning from local companies, Singaporean companies, and foreign MNCs to understand how they do business from their different lenses**
- 3 Deep local cultural immersions and activities complemented by extensive networking with local, Singaporean, and foreign business leaders to open up new networks and social groups**

The OLJ is an optional component of the SGLN Fellowship that comes at an additional fee of \$4,500 if paid before 31st December 2025, or \$5,000* after (inclusive of accomodation).*

**Excluding GST*





The Overseas Learning Journey to Vietnam has expanded my leadership perspective and sharpened my understanding of global challenges. Engaging with senior leaders and peers across borders pushed me to lead with greater clarity and purpose, especially in energy, trade, and sustainability. I'm grateful for a bold, values-driven community that inspires action. I carry this experience with deep appreciation and renewed commitment to lead with impact.

Low Hui Ping

SGLN Fellow (2025)

Commercial Development Lead, Supply, Trading & Shipping, bp

Applying to the SGLN Fellowship



Fellowship Programme Fee *
S\$15,000 (Subject to GST)

** Does not include the Overseas Learning Journey*



Eligibility Criteria

- Singapore citizens
- Currently at a mid-to-senior leadership level
- A minimum of 10 years of work experience
- Executives with identified potential and strong aspirations to take on global leadership roles within the next five years
- Overseas work experience will be an advantage
- Open to both company-nominated and self-nominated applicants, with priority given to the former



Commitment Expectations

Attendance Requirements

Compulsory Attendance

- Programme launch on 12th January
- 4-day in-person leadership training module from 27th to 30th January
- A minimum of 5 mentoring sessions in the mentoring programme between March and September
- Action Learning Project (ALP) launch on 6th February and group completion of ALP between March and September
- 3 virtual workshops on 14th April, 23rd June and 18th August

Strongly Encouraged

- Attendance at the 3 networking events
- 3 coaching sessions
- Overseas Learning Journey, May 2026 (Dates TBA)

Accountability Partner (e.g. Supervisor or HR) Commitment to Support Participant

- Company-nominated participants are required to secure the commitment of their Accountability Partner to attend the programme launch on 12th January and conduct check-ins with them
- Self-nominated participants are strongly encouraged to identify an Accountability Partner to attend the programme launch on 12th January and conduct check-ins with them

Programme Effectiveness Evaluation

- Company-nominated participants are required to participate in the evaluation of programme effectiveness, and also secure the commitment of their Supervisor or HR to do the same
- Self-nominated participants are required to participate in the evaluation of programme effectiveness

Selection Criteria

01

Current Leadership Performance

Do you exhibit outstanding leadership and work performance?

02

Global Leadership Potential

Do you have global career ambitions and potential?

03

Growth Mindset

Do you exhibit a growth mindset to continue learning and growing as a leader?
Do you have potential to give back to the community?

04

Diversity of Cohort

We are committed to building a diverse community of participants

Important Application Dates

**21st July 2025, Monday**

Applications Open

**14th Nov 2025, Friday**

Applications Close

**Week of 24th Nov 2025**

Successful applicants will be notified via email

**By End Nov 2025**Verification of identity and contact details,
payment of programme fee

Application Requirements



Professional Details

- Personal information
- Professional and work information
- LinkedIn and CV



Video Presentation

Up to 3 minutes max

- Please share with us a video introduction of yourself
- Please also share what you hope to get out of the SGLN Fellowship



Essay Questions

Two essays (up to 300 words each)

- Let us know why you should be considered for the SGLN Fellowship and what value you can bring to the SGLN Fellowship and the wider community.
- Tell us about your personal experience working with a regional or global leader. How did this person make a significant impact on your own professional career and leadership growth?



Reference Letters

Two reference letters are required from two distinct referees; one from a current/former supervisor; and another from someone you have collaborated with on an activity outside work, who is not personally related to you.

Referees must address the following 2 guiding prompts in their reference letters:

- Tell us how you know the applicant and in what capacity you have worked with them (e.g., in what role, how many years).
- From your perspective, does this applicant have the potential to take on a global or regional leadership role within the next five years? Please elaborate and share specific examples of the applicant's qualities and potential.



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