human capital leadership institute

Human Capital Fellowship

For NextGen Enterprises

Redesign the future.

JAN 2027 - SEP 2027

Where Leaders Make Leaders.

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Purpose

The Human Capital Fellowship is uniquely designed to shape Singapore's *first* 300 Human Capital Fellows: exceptional leaders equipped to architect enterprises that thrive amid the challenges and complexities of the economy ahead.

Get ready to step into the top echelon of enterprise leadership.

The Human Capital Fellowship is uniquely designed to shape the first 300 Human Capital Fellows for NextGen Enterprises in Singapore, with the inaugural programme starting in January 2027.

We invite accomplished enterprise leaders focused on leading with Human Capital as a critical strategic asset to join a transformative 9-month executive development programme. In an age of AI, we believe human capital has become even more vital, with accelerated learning and application needed to lead NextGen enterprises. Human capital is no longer just for HR leaders; it is the strategic agenda for every leader in an organisation.

Organisations that achieve sustained competitive advantage do so through superior human capital strategy and organisational design. That transformation is urgent, and it demands leadership that understands enterprise strategy, human capability, and the profound intersection of both.

It demands leaders who can engage boards with commercial rigour on the decisions that matter most. Leaders who can architect organisations for complexity, velocity, and innovation. Leaders who carry the executive presence and influence to shape conversations at the highest levels.

What Leaders Take Away

What makes this a top echelon leadership programme are four core elements built to shape top-performing enterprise leaders:

01 Strategic and Commercial Acumen

From strategic doer to strategic thinker. Master how to build compelling business cases for people strategy and communicate with fluency in the language of finance, commercial outcomes and enterprise value creation.

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02 Enterprise Design & Architecture

From builder to architect. Learn to design organisations that thrive in complexity and velocity, leveraging AI as a key redesign strategy for how work and human capital are structured, governed and executed.

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03 Executive Presence and Board Influence

From involvement to influence, to excel at the c-suite and board level. Cultivate the credibility, strategic communication and political acuity that separate enterprise leaders from functional leaders.

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04 Real-World Application and Capstone

LIVE case studies in which you make actual business decisions of consequence, a capstone programme where you present directly to CEO and Board panels, and immersive learning journeys with leading companies in China to observe how organisations operate at the frontier of AI transformation.

With government subsidies for Singapore citizens, this is an exceptional executive development programme to lead the next generation of enterprises.

Programme Journey

Our modules provide deep, real-life learning experiences, including Leadership Labs and Overseas Immersions, showing you how world-class organisations are designing their future. You bring a live organisational challenge and undertake structured reflection on how to apply these insights at home. **Specific dates and content are subject to change.**

1	**Onboarding** Singapore Jan/Feb 2027	Cohort onboarding
2	**Module 1** Singapore Jan/Feb 2027	Strategic Business Acumen
3	**Leadership Lab #1** Singapore Jan/Feb 2027	The Commercial Conversation
4	**Module 2** Singapore Apr/May 2027	Org Architecture & Enterprise Design
5	**Leadership Lab #2** Singapore Apr/May 2027	What Boards Really See
6	**Overseas Immersion** China May/Jun 2027	China's leading companies on AI
7	**Module 3** Singapore Jul/Aug 2027	Executive Presence & Board Influence
8	**Leadership Lab #3** Singapore Jul/Aug 2027	The AI & Technology Organisation
9	**Overseas Immersion** TBA Aug 2027	Immersive Learning: Location TBA
10	**Leadership Lab #4** Singapore Sept 2027	Capstone & Graduation

Why Human Capital Fellowship?

Intellectual Rigour and Perspective Diversity

This fellowship is designed for accomplished leaders with deep organisational experience and the proven capacity to shape business, workplace and workforce strategy at the highest levels. The cohort is intentionally assembled with a sophisticated mix of leaders:

15+
years of experience

Across Industries and Functions

CHROs and Senior HR leaders positioned for advancement to CHRO or other C-level enterprise roles.

Indicative Faculty

This programme is led by experienced industry leaders and practitioners who are experts in the domains of NextGen enterprises. CEOs and enterprise leaders from Singapore's most admired companies will share real-world insights on how they build organisational advantage through human capital strategy.

MICHAEL MORRIS
- Chavkin-Chang Professor of Leadership, Columbia University

ONG CHIN YIN
- Chief Organisation Capability Officer, Grab

KEVYN YONG
- Chief Executive Officer, HCLI

SRIRAM IYER
- Principal, Novellus Advisors

ELAINE YEW
- Board Director & Former Senior Partner, Egon Zehnder

SEAH CHIN SIONG
- Chairman, Aligence & Former Country MD, Accenture Singapore

CLARENCE SINGAM
- Former Head of International Banking Group, First Abu Dhabi Bank

Start your journey

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Start Date

Jan 2027 · Singapore

Duration

9 months

Who Should Attend

- Senior management leaders keen to develop a focus on human capital and enterprise transformation
- Business heads of divisions, functions and markets, driving enterprise-wide organisational transformation
- CHROs and Senior HR leaders positioned for advancement to CHRO or other C-level enterprise roles.

Programme Fee & Subsidy

To be announced – *Singapore citizens are eligible for a subsidy on the programme fee.*

Click Here To Register Your Interest

Or scan the QR code:

Contact

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