

MEDIA RELEASE

**EnterpriseSG's Singapore Global Executive Programme to  
enable homegrown companies to ramp up talent  
development for international roles**

*Participating companies will offer opportunities abroad and provide structured  
progression pathways to attract and groom top local talent*

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1. Enterprise Singapore (EnterpriseSG) has launched the Singapore Global Executive Programme (SGEP), which is targeted at helping homegrown companies with global presence to ramp up talent development in line with their growth ambitions. Participating companies will work with EnterpriseSG's partners to co-design and implement a customised human capital roadmap, to attract and groom local talent that will be critical in advancing their business growth plans.
2. First announced at Budget 2022, the new programme is part of the government's ongoing efforts to strengthen the core capabilities of high-potential Singapore companies and support their growth under the Enterprise 2030 strategy. Up to 20 Singapore companies will be onboarded to SGEP over the next three years. This was shared by Minister for Manpower and Second Minister for Trade and Industry Dr Tan See Leng, who was the Guest of Honour at the launch event for SGEP earlier today.
3. The first two batches of companies to participate in SGEP comprise Castlery, Commonwealth Capital, Sing Fuels (Batch 1) and AEM, Durapower and Rigel (Batch 2). Besides having a strong track record, these companies also have a clear long-term business growth strategy and are committed to invest in talent across diverse areas – such as data and analytics, digital transformation, business development and product research – to support their global expansion plans. More companies will be onboarded to SGEP progressively in the second half of 2023.

4. Said Mr Png Cheong Boon, EnterpriseSG's Chief Executive Officer, "Companies that want to scale up into global enterprises need to focus on grooming talent and develop deep leadership bench. SGEP aims to strengthen Singapore enterprises' talent development capabilities, help them attract young talent, and groom them into global-ready leaders."
5. SGEP companies will receive comprehensive training and consultancy support to help them intensify their talent development efforts. They will work with experienced industry partners such as Heidrick & Struggles (H&S), LinkedIn, the Institute for Human Resource Professionals (IHRP) and Procter & Gamble (P&G) to expand their know-how in employer branding, talent assessment and analytics, as well as talent acquisition and development, so that they can develop a human capital roadmap tailored for their business growth plans. With the support of EnterpriseSG, the companies will also strengthen their in-house human resource team, with a dedicated talent manager to oversee the human capital roadmap.
6. Young local talent looking to join SGEP companies can look forward to structured career progression pathways, which will prepare them for potential global leadership positions. They can expect to build their industry expertise through job rotations across core business functions, receive one-on-one mentorship from company leaders, and go on overseas work attachments to gain global business insights. This, in turn, will enable SGEP companies to build a skilled leadership pipeline for their global expansion.
7. Local companies with a strong track record of growth, high commitment to nurture young talent and the ambition to scale globally, can find out more about SGEP at [www.enterprisesg.gov.sg/SGEProgramme](http://www.enterprisesg.gov.sg/SGEProgramme). Fresh and recent graduates with an entrepreneurial spirit and keen to join a local company on its internationalisation journey can visit [www.enterprisesg.gov.sg/SGEP](http://www.enterprisesg.gov.sg/SGEP) for more information.

#### **Annex: Details on the SGEP partners**

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### **About Enterprise Singapore**

Enterprise Singapore is the government agency championing enterprise development. We work with committed companies to build capabilities, innovate and internationalise.

We also support the growth of Singapore as a hub for global trading and startups, and build trust in Singapore's products and services through quality and standards.

Visit [www.enterprisesg.gov.sg](http://www.enterprisesg.gov.sg) for more information.

## Details on the SGEP partners

### **Heidrick & Struggles (H&S)**

H&S is a premier provider of global leadership advisory and on-demand talent solutions serving the senior-level talent and consulting needs of the world's top organisations. They partner with clients to develop future-ready leaders and organisations, bringing together their services and offerings in executive search, diversity and inclusion, leadership assessment and development, organisation and team acceleration, culture shaping and on-demand, independent talent solutions.

SGEP companies will work with H&S on a six-month evidence-based training course based on [The Performance Engine](#), to translate their strategic business plans into measurable and actionable pilots and prototypes. Through an experiential learning experience, leaders will explore new methods and gain fresh perspectives to solve real-life business or organisational challenges. Together with the H&S consultants, they will go on to design and evaluate a fully operational pilot that can be scaled and implemented to solve an actual challenge within the organisation. This will equip leaders with new capabilities and shifted mindset around topics such as customer-centric design, data-driven innovation and active agility, to empower and sustain business transformation efforts.

### **LinkedIn**

LinkedIn connects the world's professionals to make them more productive and successful, and transforms how companies hire, learn, market, and sell. Their vision is to create economic opportunity for every member of the global workforce through the ongoing development of the world's first Economic Graph. LinkedIn has over 875 million members and offices around the globe.

SGEP companies can gain insights and best practices on successful employer branding strategies suited to their company culture and business operations. Through curated workshops, companies can explore new ways to refine their company branding to boost employee morale, as well as to attract and retain top talent. This will allow them to build a strong and unique employer branding that contributes to a skilful, motivated and stable workforce equipped to lead the companies through accelerated stages of growth.

### **The Institute for Human Resource Professionals (IHRP)**

IHRP is set up by the tripartite partners – the Ministry of Manpower (MOM), the National Trades Union Congress (NTUC) and Singapore National Employers Federation (SNEF) to professionalise and strengthen the HR practice in Singapore. They act as a strategic enabler of business and workforce transformation, fostering a vibrant HR services ecosystem to drive innovation and change.

SGEP companies will work with IHRP to assess their current Human Capital capabilities in 11 process areas such as employee value proposition, organisational culture and strategic workforce planning. Using IHRP's national database Human Capital Diagnostic Tool (HCDDT), they will learn more about the various tenets contributing to good Human Capital practices, the various sectoral benchmarks, and their company's performance relative to these national sectoral average values. The HR process assessment and evaluation will empower the leaders to identify and prioritise HR process improvements with more clarity and certainty, as well as to chart concrete steps to enact change in targeted areas.

**Procter & Gamble (P&G)**

P&G is the world's largest consumer goods company and home to iconic, trusted brands that make life a little bit easier in small but meaningful ways. It specialises in a wide range of consumer health, personal care, and hygiene products that are being used by over five billion customers worldwide.

Under the SGEP, employees in leadership roles will be mentored by P&G's professionals on design thinking, branding and supply-chain management. Through content sharing sessions, SGEP employees will gain a wider perspective and deeper knowledge on key business functions and operation know-hows. This will enable SGEP companies to build a pipeline of effective business leaders with expertise and industry knowledge to help grow their businesses, locally and abroad.