

Resume of Edgar Tan

Edgar Tan

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Consultant & Partner

ROLE IN STRAITS KNOWLEDGE

HOLDS OPINIONS ON

Training and Development
Instructional Design
Online Collaboration
Web Design and Usability
National and Organizational Learning Culture
Learning Styles
Open Space Technology

RELEVANT EXPERIENCE

Edgar's career in training and development began in 1998 when he joined the Singapore National Council of Social Service. While there, he was also involved in research and analysis work that impacted national-level policies.

In 2000, he joined Knowledge Platform, an e-learning company, as a content developer. He was promoted after 3 months to become Community Manager. As Community Manager, he was in charge of designing, developing and managing online collaborative communities for both clients and the company.

Edgar is one of the founding practitioners of Open Space Technology in Singapore, and is trained in the consulting and research methodologies of the IBM Cynefin Centre for Organizational Complexity.

CASE 1 – ONLINE COMMUNITIES AND PROJECT MANAGEMENT

While in Knowledge Platform Edgar led a project team to design and build 8 online communities related to the topic of e-business for a client. The project required the team to work under highly demanding circumstances such as tight deadlines and changing client needs. The communities provided a current awareness service as well as a series of interviews with key industry players. The project was successfully completed and it was featured in *CIO Magazine* in July 2001 as a case study in the newly evolving field of inter-enterprise learning and knowledge management.

CASE 2 – RESEARCH AND ANALYSIS

While in Knowledge Platform Edgar also helped carry out research in areas relating to e-learning adoption in Singapore. In August 2001 he managed a survey of managers in Singapore subsequently published by Knowledge Platform as "The State of E-Learning in Singapore". The first of its kind in Singapore, the survey was very well received. This research on e-learning in Singapore was carried a step forward in his private academic pursuit in the form of a Master's dissertation on the impact of national and organisational culture on e-

learning adoption and on instructional design in Singapore.

Edgar successfully carried this approach forward into his work with Straits Knowledge, and has co-authored a series of survey based reports in Singapore and Hong Kong on E-learning, Knowledge Management and Innovation.

**CASE 3 –
E-LEARNING COMMUNITY**

Edgar developed Singapore's first e-learning community while working at Knowledge Platform. The development of the community included aggregating content, designing the community website and devising the membership and sponsorship plan, as well as designing member interactions and knowledge sharing opportunities.

PERSONAL HISTORY

Jan 2002 - Consultant & Partner, Straits Knowledge
Sep 2000 – Sep 2001 Knowledge Platform – Community Manager
Aug 1998 – Sep 2000 National Council of Social Service – Training Executive

EDUCATION

2001 University of Leicester
 MSc – Training and Performance Management (Distinction)
 1988 National University of Singapore
 BA – Sociology and European Studies

**PERSONAL COMMITMENT
STATEMENT**

Edgar is committed to helping organizations deliver the right training to their employees to improve business performance. He believes that to do so there needs to be an understanding of what is happening in the training and development industry and an awareness of the role of culture and individual learning styles in influencing learning. He also believes in the value of localized research to enhance client knowledge of how their organizations actually work. Edgar values reliability and achieving complete client satisfaction.