

Chan Yin Loong Adrian

76 Jalan Redop, Singapore 808622

Singapore

Mobile: +65 9634 2135

Email: Adrian189@gmail.com

EDUCATION

University of Nebraska-Lincoln, USA (2002-2010)

- PhD (Management)
 - Dissertation: Reflecting on Experience for Leadership Development
- MA (Management)
 - Thesis: A Meta-Analysis of the Impact of Transformational Leadership on Follower Development

Royal Holloway and Bedford New College, University of London, UK (1991-1994)

- Bachelor of Sciences (with Second Class Upper Honors in Psychology)
- Major: Psychology

Victoria Junior College (1988-1989)

- Completed GCE 'A' Levels
- Distinctions: Mathematics C, Further Mathematics, Chemistry, English
- 2 Special Papers (Mathematics, Physics)

Dunman High School (1984-1987)

- Completed GCE 'O' Levels
- Distinctions obtained: 7

SUMMARY OF APPLIED LEADERSHIP DEVELOPMENT & RESEARCH IMPLEMENTED

Talent Development Programs for junior, mid and senior executive levels

- Designed and conducted Talent Development programs for Singapore Armed Forces scholarship holders and talent from other militaries.
- Supervised the design of validation and Return-On-Investment (ROI) evaluation for mid and senior officer talent programs.

Action Learning Processes and Competency Development for Organizational Learning

- Introduced action learning to talent in the Singapore Armed Forces.
- Developed competencies and designed validation and impact analysis protocols (quantitative and qualitative) for documenting impact of action learning on organizational learning and performance outcomes.

Core Values Inculcation

- Successfully sourced for funding, authored the doctrine, and designed the intervention and validation for values inculcation in the Armed Forces.

Leadership Assessment

- A certified interviewer in the annual government scholar selection interviews organized by the Public Service Commissions.
- Co-designed SAF assessment center for selection of military leaders.

Leadership Development and Training Evaluation

- Successfully sourced for funding, managed, designed, implemented and validated a 360-degree feedback system for the Armed Forces.
- Contextualized Leadership Development tools for use in the Armed Forces (see section on Leadership Research Products featured).

Leadership Effectiveness and Impact Evaluation

- Successfully sourced for funding to create LD measurement capability in the Armed Forces.
- Designed framework for Return-On-Development (ROD) for leadership investments.
- Created and manage in-house capability for conducting sensitive leadership ROI research inappropriate for outsource to external contractors.

Research Training for Junior Psychologists

- Design and conduct on-boarding, continuing education and training for all junior psychologists in the Armed Forces in the areas of applied research, leadership and professional ethics.

Leadership Research Products created in Applied Research implemented:

- Developmental Readiness Assessment Tool
- Leadership Efficacy Assessment Tool
- Values Clarification and Alignment Tool
- Leadership Event History Calendar Tool
- Network Analysis of Leadership Impact Info Graphic Display
- Reflection and Journaling templates for Leadership Development
- Experiential Learning Training Protocols for use in workshops
- Developmental Triggers Harvesting for Leader Self-Awareness Training
- Biodata Research Protocols for predicting leadership emergence
- Multi-Source Feedback Protocol and Products for leadership development
- Developmental Roadmaps for guiding career-long leadership development
- Leadership Education products (monthly articles, military leadership pamphlets and textbook, interactive e-content suitable for deployment in self-directed learning contexts)
- Leadership Implications of Personality Types

OTHER WORK AND COMMUNITY INVOLVEMENT

- Organized National Day Parade : Chairman, Commemorative Publications Committee (1998)
- Researcher, Qualitative Study of Leadership Habits of 300 Industry Leaders in Singapore. A Gallup Research Initiative.
- Chairman, University of Nebraska-Lincoln Friends and Alumni Network, Singapore Chapter.
- Director, Small Groups Ministry in International Baptist Church.

LANGUAGE PROFICIENCY

- English, spoken and written
- Mandarin, spoken
- Chinese dialects (Hokkien, Cantonese), spoken

PROFESSIONAL CERTIFICATIONS IN PSYCHOLOGICAL ASSESSMENTS

- Myers-Briggs Type Indicator (MBTI) – Expanded Interpretive Report
- FIRO-B

REFEREED PUBLICATIONS

Avolio, B. J., Reichard, R. J., Hannah, S. T., Walumbwa, F. O., & Chan, A. (2009). A meta-analytic review of leadership impact research: Experimental and quasi-experimental studies. *The Leadership Quarterly*, 20(5), 764-784.

Chan, A. (2008). Leadership Development in the SAF: Planting the Seeds for our Future. *Pointer*, 34(4).

Avolio, B., R. J. Reichard, R. J., Hannah, S. T., Walumbwa, F. O., & Chan, A. (2005). 100 year review of leadership intervention research: Briefings report 2004-01. *Leadership Review*, Gallup Leadership Institute Kravis Leadership Institute. 5: 7-13.

May, D. R., Chan, A., Hodges, T. D., & Avolio, B. J. (2003). Developing the moral component of authentic leadership. *Organizational Dynamics*, 32, 247-260.

BOOKS

Chan, A. (Editor) (2009). *SAF Core Values Handbook*. SAF

Chan, A. (Editor) (2011). *Called to Lead*. SAF

BOOK CHAPTERS

Chan, A. (2005). Authentic leadership measurement and development: Challenges and suggestions. In W. B. Gardner, B. J. Avolio & F. O. Walumbwa (Eds.), *Authentic leadership theory and practice: Origins, effects, and development* (Vol. 3, pp. 227-250). Oxford: Elsevier.

Chan, A., Hannah, S., & Gardner, W. (2005). Veritable authentic leadership: Emergence, functioning, and impacts. In W. B. Gardner, B. J. Avolio & F. O. Walumbwa (Eds.), *Authentic leadership theory and practice. Origins, effects, and development*. (Vol. 3, pp. 3-41). Oxford: Elsevier

Avolio, B., & Chan, A. (2008). The dawning of a new era for genuine leadership development. In G. Hodgkinson & K. Ford (Eds.), *International Review of Industrial and Organizational Psychology* (Vol. 23). London: Wiley.

WORKS IN PROGRESS

Revise and Resubmit

Hannah, S.T., Avolio, B.J., Walumbwa, F.O., & Chan, A. A Self-Concept Based Measure of Generalized Leader Efficacy. (Revise and Resubmit at OBHDP)

Manuscripts in Preparation

Wernsing, T., Chan, A. & Avolio, B.J. Leadership Self Awareness. Intended for: Academy of Management Review

Chan, A. Developmental Readiness: Review and Construct Development. Intended for: Journal of Applied Psychology

COMPUTING AND STATISTICAL SKILLS

Proficient with:

- SPSS (Statistical Packages for Social Sciences)
- AMOS (for Structural Equations Modeling)
- MPLUS (for Structural Equations Modeling)
- UCINET (for social network analysis)
- Microsoft Office (Excel, Word, Powerpoint, Project, Visio)
- Mindmanger (mindmapping software)
- Automap (software for concept mapping)
- Nvivo (software for content analysis)

MILITARY HONOURS, AWARDS AND APPRECIATION

- Singapore Armed Forces Merit Scholarship (1991)
- Singapore Armed Forces Good Service Medal
- Singapore Armed Forces Long Service and Good Conduct Medal 12 Years
- Singapore Armed Forces Long Service Award 10 Years
- Singapore Armed Forces Long Service Award 15 Years
- Singapore Armed Forces Post-Graduate Scholarship (Special Development) (2002)
- Excellence Award (Critical Incident Stress Management Team) (2000)
- Appreciation for Exemplary Conduct and Professionalism in assistance rendered for SIA SQ006 Crash in Taiwan (2001)
- Defence Administration Group Excellence Award 2001 (Quality)
- Defence Administration Group Excellence Award 2001 (Dedication)

REFEREES

Bruce Avolio, PhD

Professor of Management
Marion B. Ingersoll Professor
Executive Director, Foster Center for Leadership
Foster School of Business
University of Washington
Box 353226
Seattle, WA 98195-3226
Phone: 206-543-7908
Fax: 206-616-5851
Email: bavolio@u.washington.edu

David Chan, PhD

Professor of Psychology
Deputy Provost
Faculty of Social Sciences
Singapore Management University
90 Stamford Road
Singapore 178903
Phone: +(65) 6828 0300
Fax: +(65) 6828 0833
Email: davidchan@smu.edu.sg