



## **Jennifer Fan**

Jennifer has around 12 years of organizational and leadership development working experiences with several multi-national companies in Mainland China and Hong Kong. She is currently working in the Center of Expertise of Nokia Solutions and Networks (NSN), responsible for the leadership assessment projects, leadership development program design, coaching and mentoring implementation worldwide within NSN. Before that, she had been working in Maersk China Limited as the Organizational Development General Manager for Greater China Region and North Asia Region, and the OD manager for the Headquarters of COFCO Coca-Cola Bottling Group. Jennifer has been focused in areas of talent identification, talent development, succession planning, leadership model and assessment, integration of relevant tools, leadership program design and performance management etc.

Apart from being responsible of designing different levels of leadership development programs in the companies she has been working for, she has also been invited to consult and design competency models and leadership solutions for other companies. Jennifer is a keen practitioner in coaching and mentoring too. She is a certified PI coach, OPQ coach, 6 seconds EQ coach, Action Learning coach and CCL coach. As the internal global owner of 360 feedback system, she has trained more than 200 HR within NSN to work as the internal coaches for leaders in the past three years. She is also certified in group feedback and facilitation for Team Management Profile tool.

Jennifer has strong cultural awareness and is good at working in multi-cultural environment. Before she started to work as HR and OD professional, she worked in the investment banking and participated in foreign investment projects in China's brewery and auto components industries as an investment analyst. Jennifer is a M.A. from Stanford University, studying history and literature.