SECURITY

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Be The Recognized Leader Advancing Security Worldwide

ASIS Newsletter
Issue 03 / 2021

Contents...

Chairman's Message

Dear Members,

I hope you are well and in the best of health, both physically and emotionally.

I reckon it's been a tough time for most if not all of us during this prolonged crisis. Some are battling the crisis, responding to the dynamic situation in your own organizations while some of us are battling it in other ways be it in your professional or personal life.

I hope that all of us would take some time to develop your own personal inner agility. To avoid falling back on survival instincts when faced with complexities, I feel one needs to learn to relax at the edge of uncertainty and recognize and appreciate emergent possibilities. The building blocks of building agility is to embrace your ignorance; good new ideas can come from anywhere.

In such a world, listening and thinking from a place of not knowing is a critical means of encouraging the discovery of original, unexpected, breakthrough ideas. Be ready to radically reframe the questions: One way to discern the complex patterns that give rise to both problems and windows of emergent possibilities is to change the nature of the questions we ask ourselves. Asking yourself challenging questions may help unblock your existing mental model.

As leaders, agility cannot be achieved in isolation and transformation requires building agile teams as well. Agile teams are typically small, diverse, empowered, and connected by an underlying creative mindset of partnership. This involves not only trusting, listening, and collaborating more, but also being prepared to welcome plural views, and to foster inclusion.

Another hallmark of agile teams is having members who are empowered and trusted to make timely and necessary decisions. Agile leaders should focus on guiding and supporting rather than directing and micromanaging. Leaders should work towards creating a psychologically safe environment where people feel comfortable sharing knowledge and taking calculated risks. Such an environment facilitates joint problem-solving, creates room for experimentation, and encourages all team members to take ownership of individual and team outcomes.

Continued from page 3...

Enough of my thoughts and moving on to Chapters' activities since the last update. After the easing of restrictions in the recent heightened alert in Singapore, the Chapter managed to organize our hallmark CPP review program which was attended by close to 20 aspiring certificants. Held at the National Gallery Singapore premises the CPP Review run was a largely successful one. We are anticipating running the next PSP program in October so fingers crossed we can pull this off. There has been some continued interest in our programs, long it may continue. In reality, the seeds were planted in the previous Management Committee's term, we are reaping the benefits with contacts made with the Career Transition Offices of the Home Affairs and the Defense Ministry.

Our planned ASIS Singapore Annual Security Conference looks like it will be going ahead in November. Members can look forward to some notable speakers and it is likely to be an in-person event with SMMs in place. We will share the details as soon as its firm so stay tuned.

We are also planning an in-person AGM and Meeting in late Nov / early December. Having secured some sponsorship, we hope to bring this back. We sincerely hope not to go virtual having done last year's AGM online.

Congratulations to two of our distinguished members, AK Moorthy, CPP and Anthony Lee, CPP, PSP who have been recognised for reaching their 25 year ASIS International membership anniversaries. They now join Ponno Kalastree as the 3 members of the Singapore Chapter who have reached this significant milestone.

The Chapter exists because of our members, and we hope to continue to serve you. If you need any help please reach out to any of the Management Committee Members. Thank you for your support thus far and I hope to see you all in person or via webcam sometime soon. Meanwhile, please stay safe, chin up and be well my friends.

Your faithfully.
Muhammad Iskandar, CPP
Honorary Chairman
ASIS International (Singapore Chapter)

Past Event –
CPP Review Course (August 2021)

An in-person CPP Review Course was organized from 17 – 20 Aug 2021 at National Gallery Singapore. 18 participants from the security industry, came together (in face mask and remaining socially distanced, as usual) and were guided by the Chapter's board-certified CPP trainers through the domains of the CPP exams, including business & security principles and practices, physical security, investigations, and crisis management. The 4-day (in-person) review program provided a great platform for trainers and participants to network and exchange ideas and further allowed trainers to better aid participants prepare for their CPP exams through the sharing of both their knowledge and mock exam questions.

We wish all aspirants of the CPP certification success in their exam!

Past Event -
ASIS Webinar Series
CV Writing, LinkedIn Profiles, & Interview Preparation

More than 20 Singapore Chapter Members took an hour off their Friday evening on 17 September 2021 to listen to Chris Meager who gave an enlightening talk on how hiring managers think, the ways to perfect your CV and LinkedIn profiles, avoiding common mistakes and how to track down job opportunities.

He covered the best approach to interviews and the best way to present yourself to potential future employers.

Chris is a specialist recruiter in the corporate security and resilience fields with more than 20 years recruiting within the security industry. He has placed candidates in senior-level and niche roles across 50+ countries and 5 continents in a wide range of industry sectors including oil & gas, mining, pharmaceutical, tobacco, FMCG, food, engineering, technology, retail, telecoms, and financial services.

Chris regularly speaks at industry events, and we were honoured to have him provide his insights.
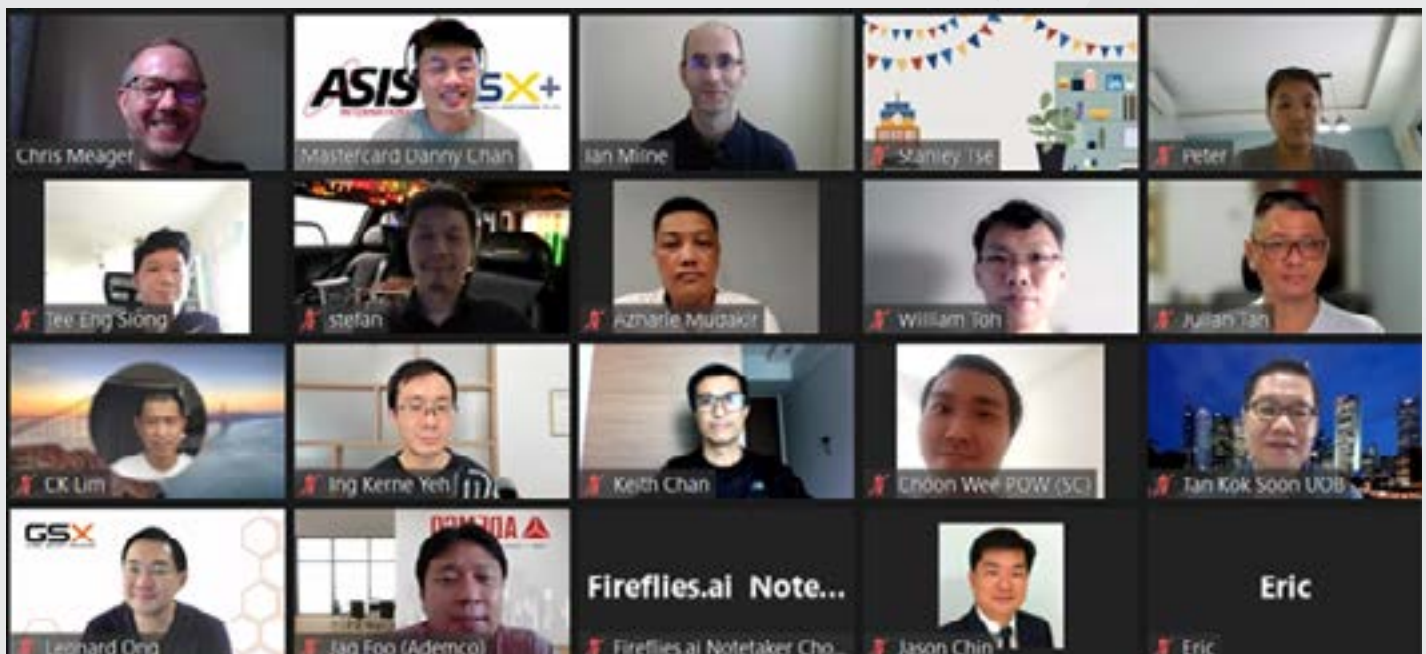
Applying Audio to Security

Article contributed by:
Jeffrey Lam
Assistant Secretary
ASIS International (Singapore Chapter)

He is currently a Senior Program Manager with Axis Communications. Starting his career as an M&E engineer, he has been designing, proposing, and delivering different technology-based building services solutions for the last 20 years and security systems for the last 12.

"To be someone eyes and ears" is a common metaphor to monitor for and gather information. While video is commonly used in physical security, audio is an oft forgotten element. In this article, we examine how audio analytics may be used in detecting disturbances and possible threats and also explore the use of networked speakers deterring and responding to these disturbances.

Audio Analytics

Video analytics is a widely used application in physical security – software enabled cameras would monitor the environment and "look out" for behaviour that indicate an incursion or possible threat. Similarly, audio analytics may also be used to "listen" for suspicious sounds and alert the Command Center that a disturbance or threat has taken take place. Common sounds to "listen" for includes verbal aggression, breaking of glass, explosions, and the discharge of firearms.

There is a myriad of benefits to an audio analytics system.

1. Audio analytics provides the Command Center with an added dimension for situation awareness. A gunshot may cause people on the scene to panic and start running. Without the added dimension of sound, the Command Center would only see pandemonium through the video screens but may not know what had caused it.

2. Certain sounds are a pre-cursor to violence. According to the American Psychological Association, 90% of all aggressive incidents are preceded by anger. By monitoring for verbal aggression, one can pre-empt an escalation of events.

3. Microphones are small and non-obtrusive. This is useful in locations where video surveillance may not be feasible or acceptable. E.g., rest rooms, dressing rooms, etc. In such cases, audio analytics may be considered to detect possible disturbances.

An audio analytics system requires a microphone as well as a networked device to run the software. Most high traffic, high risks areas are already installed with networked devices such as video cameras, intercom, or network speakers. Many of these devices are already equipped with an embedded microphone; even if they are not, it's easy to add a microphone. Audio analytics are relatively small programs and can be installed directly onto these devices. This further reduces the complexity of the system by removing the need for back-end servers.

Across the APAC region, there are different legal and ethical considerations regarding recording audio in public. One possible means to work around this is to use audio analytics software that runs locally on the networked devices. These devices monitor the environment without recording and send an alarm to the Command Center when it identifies a particular sound. The Command Centre would then use video images or other means to verify and respond to the threat. Several diverse environments such as schools and prisons have implemented audio analytics. This has demonstrated that audio analytics when complemented with video and an appropriate response protocol is effective in reducing the number of security related incidents.

Networked Speakers

Once a possible threat or incursion is detected, a guard can be dispatched to the scene to verify and contain the threat. While a guard is the most versatile approach, this may not be the best approach.

1.   Time is needed for the guard to arrive at the scene. In that period, the intruder could have caused damage or penetrated the next layer of protection.

2.   Frequent false alarms would increase the fatigue and reduce the effectiveness of our guards.

3.   Multiple threats may occur at the same time or the detected incursions may be a decoy. Unnecessarily activating the guards may undermine the efforts in responding to actual threats.

Network speakers could provide an immediate response in the form of a talk-down. A guard at the Command Center could speak to the intruder and deter him from furthering his actions. While this is happening, another guard may assess the situation and decide if he needs to attend to the scene.

When used in conjunction with video analytics, network speakers are also an effective way to automate the detection and response to low-level incursions. A camera with video analytics would detect possible trespassing and automatically activate a network speaker to play a pre-recorded message to instruct the perpetuator to leave. At the same time, the Command centre is alerted and would determine if further intervention is required.

Finally, network speakers are often equipped with an embedded microphone. While originally used to test if the speakers are working, they also allow for

1.   Audio analytics as described in the section above

2.   Limited 2-way communication. The Command Center could converse with and verify the intent of the perpetuator. This would prevent any misunderstanding or escalation of the situation.

Conclusion

Audio can provide an added dimension to physical security design. By complementing audio analytics and networked speakers with existing systems and guards, we are able to quickly detect, deter and respond to any incursions to our premises. This in turn would reduce the workload on guards and improve their effectiveness. We currently face a manpower shortage in security guards; leveraging technology, especially on audio, would reduce our manpower needs while maintaining the security of our premises.

Managing Pandemic in a Hospital

Article contributed by:
Yong Hwee Fong, APP
Vice-Chairman
ASIS International (Singapore Chapter)

Assistant Director
Tan Tock Seng Hospital

This COVID-19 pandemic, unlike SARS, is a long drawn one, with no cure in sight. As the virus mutates to the Delta and the Mu variants, with shorter incubation periods, it becomes clear that frequent Antigen Rapid Testing (ART) can help to pick up individuals who are infected.

While this may become a new norm within the community, it also means that Tan Tock Seng hospital will receive more individuals who are anxious and want to come forward for a Polymerase chain reaction (PCR) test and/or seek early treatment. They can do this either by walking in or conveyance via SCDF ambulance. This will invariably be an added stretch to the hospital resources, at various departments, which is also a pillar supporting the National Centre for Infectious Disease (NCID) in the pandemic response at National level.

To ensure that patient safety is not compromised, managing resources for the provision of medical care to patients who are critically ill and to those who are not has become a delicate balancing act for the crisis leadership at the hospital.

Clear segregation between COVID-related patients

Segregation of patients who are infected or suspected to be infected from those who are coming to the hospital for medical care is a necessity to prevent spreading of the virus. Creating the "Dirty" and "Clean" routes within the hospital requires collaboration with the various Clinical and Administration Departments to ensure there is no crossings of paths.

Re-deploying into new roles can be unsettling

While the Clinical Healthcare Workers (HCWs) are hard at work, the Administration HCWs are not spared. Many were redeployed into new pandemic responder roles as business-as-usual administration work became de-priortised. It takes leadership to convince them to embark on the new roles. To assure staff safety is taken care of, training is done creatively via videos and zoom sessions. Protocols for Personal Protection Equipment (PPE) donning and doffing is critical to ensure that safety is not compromised.

Leading by example, at leadership level, also serves as added assurance that staff safety is not side-lined.

Managing Mental Well-being and morale of HCWs

As HCWs battle to straddle managing pandemic related patients and business-as-usual operations, the fear of infecting loved ones can be taxing. HCWs' mental well-being must be taken care of, and the hospital management is well aware of the risk to patient care when that is not well managed.

The Tan Tock Seng Hospital's Human Resources (HR) Wellbeing team pairs up with the Clinical team from the Psychology Department to provide a slew of activities to engage HCWs via Zoom and closed group social media each month. This is in addition to the hotline that is accessible for HCWs who need to vent.

As the number of community cases start climbing after Phase 2 Heightened Alert is lifted, and with re-opening of borders to allow more travelling in tandem, the hospital is certainly facing more challenges ahead.

Protecting Your Sacred Place

Article contributed by:
Stanley Aloysius, CPP
Member
ASIS International (Singapore Chapter)
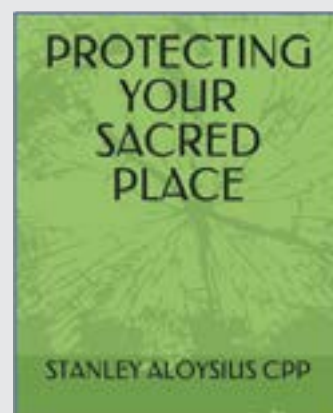
Stanley Aloysius, CPP had been contemplating writing a reference book for those responsible for life safety and security at religious institutions for several years, until eight religious institutions in Asia were attacked by terrorists between May 2018 and April 2019. Then two planned attacks against religious institutions in Singapore were foiled by the Singapore Police in November 2020 and February 2021.

Stanley got to work, not resting until it was complete. His new book, Protecting Your Sacred Place is available on Amazon in both paperback and Kindle.

The book mainly targets individuals with or without formal security training but are given responsibility for life safety and security at religious institutions like churches, mosques, temples, and synagogues. Although the examples provided in the book are specific to religious institutions, the threat management framework is also applicable to other 'soft target' locations such as schools, hospitals, and malls. Therefore, it is also ideal for experienced security professionals desiring to adopt a different approach towards managing risk and the threat of terrorism against 'soft target' locations.

Book Abstract (Overview)

Protecting Your Sacred Place provides in three phases, critical building blocks needed for creating a threat management framework for 'soft' targets like religious institutions which in recent years have become easy targets for terrorist attacks. It is written for untrained individuals tasked with the responsibility for life safety and security at religious institutions such as churches, mosques, temples and synagogues.

The introduction highlights the biggest 21st century threat to modern civilization which is the adverse physical and psychological impact from global terrorist groups operating with barbaric zeal fuelled by a warped understanding of religion and politics. It draws attention to the rising danger in Asia when within a short span of three consecutive months in 2018 alone, terrorists attacked six churches and two mosques and it sends a chilling message that attending a religious service at a sacred place may well be the final thing a person does before life is senselessly cut short by an act of terrorism. Religious institutions remain easy targets for terrorism and many such places in Asia remain unprotected and vulnerable to armed intrusions and active shooter incidents.

The first five chapters of the book deal with the dangers of inaction and managing uncertainty in a fast-evolving and unstable global threat environment. It identifies three critical challenges for decision makers to overcome if they are intent on improving the security posture of their sacred place for religious gathering. In addition, these first five chapters also deal with the necessity for a well-defined action plan and explains the various risk theories and concepts; and threat and crime prevention methodologies that serves as foundational building blocks required to create an appropriate threat management framework. The threat management framework is then constructed in three phases in the remaining five chapters of the book.

From Triple Crown to Triple Crown
The Ultimate Success Formula

Edison Koh, CPP, PCI, PSP (Left)
Melvin Pang, CPP, PCI, PSP (Right)
ASIS Young Professional (Mentor)

Article contributed by:
Edison Koh, CPP, PCI, PSP
Honorary Secretary
ASIS International (Singapore Chapter)

Assistant Manager, Consultancy
Aetos Technologies and Solutions Pte
Ltd

How did I get to know ASIS International (Singapore Chapter)

Back in 2017, I was lucky to be introduced to ASIS International (Singapore Chapter) through Melvin Pang, CPP, PCI, PSP, who was my client at the location I was working at. I asked him one day how I could progress myself within the security industry. He introduced me to ASIS and I haven't look back since.

Mentor and Protégé Program

Under ASIS, I signed up for the mentor and protégé program (now known as Young Professionals) organized by Leonard Sng, CPP, and somehow by a curious turn of fate, Melvin was assigned as my mentor. It is crucial to model after people of excellence. Finding a mentor in the early stages of your career can cut short your learning curve, give direction to avoid unnecessary potential pitfalls and put you outside your comfort zone for

growth. All the while, advising and guiding you along the way. The best thing is, there are also many people of excellence you may model after (e.g. behaviour, mindset, habits, beliefs, thought process, values and etc.) in different areas such as career, financial, spiritual, physical, intellectual, family and so forth. I encourage you to find them.

The Circle of Competence

I believe you know that to succeed in life, you need to have friends who are better than you, to encourage you. Let their positivity, energy, characteristics, habits, influence you and become yours. Imagine, if you had a group of friends who are always negative, always complain, have bad habits. Do you think you will grow and get better?

The Ultimate Success Formula

Beliefs

The beliefs we hold serve as switches to our brains and inner resources. The other steps of the Ultimate Success Formula mean nothing unless the right belief system is in place. The same applies to limiting beliefs about yourself where the situation will cause you to 'give up' instead of changing your strategy and taking action towards success.

I believe that everyone is born the same. We have the same hardware, which is the brain. If others can do it, so can I, it is just a matter of strategy. When I joined ASIS, I realized that people who are having tremendous success in this industry, have earned board certifications, which encouraged me to pursue them. I believe that for one to succeed, one can either be good at knowledge, emotional intelligence, or networking. Being an introvert (limiting belief), I pondered long and believed that knowledge is something I can be in control of, hence, the pursuit of lifelong learning. Being just a Progressive Wage Model (PWM) security officer (SO) when I first started my career, I was eager to show to others what I can, as well as to put food on the table. I was determined to get the Triple Crown, no matter what it takes.

Values

Second, our values play a major role in the Ultimate Success Formula and how we live our lives. The values we hold dear are like emotional triggers, which drive our actions. Our lives revolve around them because they are what matter to us.

My values – achievement, growth, happiness, wisdom, committed and relationships.

Goal

"To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you're going so that you are better understand where you are now and so that the steps you take are always in the right direction" – Stephen Covey

The first step to achieving what you want is to clearly define it. It seems simple and obvious, doesn't it? Even so, most people never seem to get what they want, because they are not clear about what they want right from the beginning.

It is common for people to say they want to achieve success in life, but if you asked them what they want, they would most probably say "I don't really know" or the vague answer "I want a better job".

There's nothing in particular you will be able to focus your energy and time on unless you have a specific goal in mind. It is for this reason that most people go in circles and wind up nowhere in particular.

My goal (back then) – To achieve CPP in 90 days, to achieve PCI in 30 days.

Strategy

Developing an appropriate strategy is easier when your goal is more specific. It doesn't matter how hard you work or how much energy you put into it – without the right strategy, you won't succeed. There is no limit to what can be done. Using the right strategy is all that matters.

My strategy for CPP: Protection of Assets – Total 1916 pages. 1916 pages / 83 days = to read approximately 23 pages per day. Flash Cards – Total 518 Questions (to read and re-read last 7 days prior to exam).

My strategy for PCI: Professional Investigator's Manual – Total 298 pages. 298 pages / 30 days = to read approximately 10 pages per day.

After taking ASIS broad certifications, I realized that it is beneficial to read through the reference material at least once, the flash cards will come in handy (even though about 5% of it will come out exactly in the examination, it is the prompting of the questions, where it allows you recap what you have learnt). In andragogy, this would be the retrieval cues technique. Do cater at least one week of final revision through flashcards.

Action

"Just do it" – Trademark of Nike

Discipline and consistent action is what separates the thinkers or dreamers from the doers.

When you take consistent action and follow your strategy, there will be 2 outcomes. Either you succeed by achieving your goal or you fail. Everybody fails at some point. Taking action in life increases your chances of failure. Because of this, people who are very successful often suffer more failure than their peers.

However, it is how you deal with the failure that matters. There are 3 ways how people deal with failure.

1) Give excuses, lay blame and give up,

2) Keep trying the same strategy over and over again,

3) Get feedback, change strategy and take action until you succeed.

Are there any common characteristics that successful people have in common? Yes, it is not failure when they fail to achieve their goals. In fact, they view it as feedback. It could be that they used an inadequate strategy or did not take enough action. As a result, they immediately alter their strategy and take action again.

They will continue to gather feedback, change their strategy and take action if they do not succeed. The same process is repeated until the results are obtained. They will go to any lengths to get the job done. You always get feedback from life when you don't get what you want. So remember that. It is this continuous feedback you need to help you adjust your approach until you hit your target.

Little will you know that I only managed to pass my PSP on my 4th or 5th attempt and took me 3 years to clear it. I would not have done it if I had given up earlier.

Conclusion

There you go, the Ultimate Success Formula. I hope that my humble sharing will inspire you to pursue the ASIS board certifications or anything in life you always wanted to pursue. If a PWM security officer back in 2012 can achieve, so can you!

Focus, balance, keep moving forward.

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1. Robbins, T. (1992). [Awaken the Giant Within : How to Take Immediate Control of Your Mental, Emotional, Physical and Financial Destiny!] [By: Robbins, Tony] [November, 1992]. Simon & Schuster.

2. Tan, S., & Khoo, A. (2012). Master Your Mind, Design Your Destiny - Proven Strategies that Empower You to Achieve Anything You Want in Life (Personal Mastery Book 1). Adam Khoo Learning Technologies Group Pte Ltd.

Calendar of Events

July

August

17 - 20 August
CPP Review Course

18 - 19 August
Asia Risk & Resilience Conference 2021

September

17 September
ASIS Webinar
Security Industry: CV writing, Interview
Preparation & LinkedIn Profile

27 - 29 September
GSX 2021

October

06 - 08 October
PSP Review Course
Park Royal @ Kitchener Road

November

25 November
ASIS Singapore Annual Conference

December

03 December
AGM cum Q4 Chapter Meeting

Members' Update

Warm Greetings to the following new ASIS International Members!

Ms	Ansley Tan		
Mr	Azrael Tan		
Mr	Balasubramaniam Selvam	CPP	
Mr	Benjamin Kong		
Mr	Brett Pickens		
Mr	Chan Jianhui		
Mr	Edward Seetoh		
Mr	Jamaludin Saad		
Mr	James Moloney		
Ms	Jennie Ho		
Dr	John Dwyer		
Mr	John Lee		
Mr	John Yim		
Ms	Karen Kho		
Mr	Khuan Roy		
Mr	Koh Kwang Wee		
Mr	Liang Song Woei		
Mr	Lim Min Siang		
Ms	Megan Webb		
Mr	Mervyn Asher		
Mr	Mitesh Arvind Shah		
Mr	Raja Dzulhisyam		
Mr	Rakesh Mattoo		
Mr	Roger Chan		
Mr	Roy Chionh		
Mr	Shaymentyran Shaem		
Ms	Shirley Chow		
Mr	Teng Hock Chye		
Mr	Thirukumaran Sankaran		
Mr	Vivig Satish		

Newly Certified Members

Newly Attained CPP

Mr	Ken Tong	CPP
Mr	Leong Hoe Meng	CPP
Mr	Lim Thian Beng	CPP
Mr	Mohamed Mudakir Azharie	CPP
Mr	Perry Peter Yeo	CPP
Mr	Sam Wai Peng	CPP

Newly Attained PSP

Mr	Eddie Koh Chee-Weng	CPP, PSP

Newly Attained PCI

Mr	Heng Zhi Gang	CPP, PCI, PSP

Members' Update

Certified Members

Certified CPP, PSP, PCI Members

Mr	Chan Chow Kiat	CPP, PCI, PSP
Mr	Colin J Spring	CPP, PCI, PSP
Mr	Heng Zhi Gang	CPP, PCI, PSP
Mr	Jag Foo	CPP, PCI, PSP
Mr	Koh Shi Sheng	CPP, PCI, PSP
Mr	Melvin Pang-Boon-Choon	CPP, PCI, PSP
Mr	Pandian Govindan	CPP, PCI, PSP
Mr	Peter Tan	CPP, PCI, PSP
Mr	Quek Wei Chew	CPP, PCI, PSP
Mr	Rajesh	CPP, PCI, PSP
Mr	Stefan Shih	CPP, PCI, PSP

Certified CPP, PSP Members

Mr	Adrian Wong Voon-Ming	CPP, PSP
Mr	Charles Fabian Khoo	CPP, PSP
Mr	Chua Boon-Hwee	CPP, PSP
Mr	Eddie Koh Chee-Weng	CPP, PSP
Mr	Kagan Gan	CPP, PSP
Mr	Kenneth Lau Yip Choy	CPP, PSP
Mr	Ling Tuck Mun	CPP, PSP
Mr	Lee Choon-Wai Anthony	CPP, PSP
Mr	Melvin Cheng Tze-Hui	CPP, PSP
Mr	Tan Wee Hock	CPP, PSP
Mr	Willie Heng Chin-Siong	CPP, PSP

Certified CPP, PCI Members

Mr	Timothy Klass	CPP, PCI

Certified CPP Members

Mr	Abdul Redha Bin Abdullah	CPP
Mr	Alfian Idris	CPP
Mr	Andrew Fan Tuck-Chee	CPP
Mr	Ang Boon Kiat, Peter	CPP

Mr	Balasubramaniam Selvam	CPP
Ms	Beverly F Roach	CPP
Mr	Chan Kin Chong	CPP
Ms	Cheng Yen Hwa	CPP
Mr	Chia Hoo Hon	CPP
Mr	Chia Wai Mun	CPP
Mr	Chiu Ching Chiu	CPP
Mr	Damien Lim	CPP
Mr	Daniel Ng	CPP
Mr	David Lim	CPP
Mr	Edmund Lam	CPP
Mr	Edwin Goh	CPP
Mr	Hartmut Kraft	CPP
Mr	Ho Choo Liang	CPP
Mr	Ho Kai Quan Den	CPP
Mr	Huajun Ren	CPP
Mr	Ian D Milne	CPP
Mr	Isaach Choong	CPP
Mr	James Toh	CPP
Mr	Jason Moran	CPP
Mr	Jason Tan Cheng Hock	CPP
Mr	Jeffrey Yeo	CPP
Mr	Julian Tan	CPP
Mr	Justin Chen Jianan	CPP
Mr	Kan Young Loong	CPP
Mr	Kelvin Koh	CPP
Mr	Ken Ang Guorong	CPP
Mr	Ken Tong	CPP
Mr	Krishnamoorthy Arunasalam	CPP
Mr	Law Chee Keong	CPP
Mr	Leonard Ong	CPP
Mr	Leong Hoe Meng	CPP
Mr	Lim Cheng Yong	CPP
Mr	Lim Choon Kwang	CPP

Members' Update

Current Certified Members

Certified CPP Members

Mr	Lim Chye Heng	CPP
Mr	Lim Teong Lye	CPP
Mr	Lim Thian Beng	CPP
Mr	Loic Frouart	CPP
Mr	Look Kang Yong	CPP
Mr	Marcus Tan Chong Lay	CPP
Mr	Mark Chow	CPP
Mr	Mark Nuttall	CPP
Mr	Mitran Balakrishnan	CPP
Mr	Moasi Muhsin Ben	CPP
Mr	Mohamed Mudakir Azharie	CPP
Mr	Muhamad Firman Bin Abdul Latib	CPP
Mr	Muhammad Hafiz Bin Rohani	CPP
Mr	Muhammad Iskandar Bin Idris	CPP
Mr	Nair Jarrod James	CPP
Mr	Nilo S Pomaloy	CPP
Mr	Noriman Salim	CPP
Mr	Pang Jing Chyi	CPP
Mr	Patrick Chua	CPP
Mr	Paul Rachmadi	CPP
Mr	Pow Choon Wee	CPP
Mr	Richard Goh	CPP
Mr	Roy Sze	CPP
Mr	Sam Wai Peng	CPP
Mr	Samuel Zhang Junyang	CPP
Mr	Sharma Sachin Kumar	CPP
Mr	Simon Tan	CPP
Mr	Stanley Aloysius	CPP
Mr	Sujoy Dutta	CPP
Mr	Surendran Chandra Segaran	CPP
Mr	Taaouicha Mujahid	CPP
Ms	Tam Yuen Yee Jeannie	CPP
Mr	Tan Boon Hoe	CPP
Mr	Tan Gwee Khiang	CPP
Mr	Tan Hock Seng	CPP
Mr	Tan Kok Soon	CPP
Mr	Tay Choon Teck	CPP
Mr	Teo Kee Kiat	CPP
Ms	Vaagisha Vaagisha	CPP
Mr	Wayne G Edmonds	CPP
Mr	William Toh	CPP
Mr	Wilson Loh	CPP
Mr	Wong JK Kiat	CPP
Mr	Yeh Ing Kerne	CPP
Mr	Yeo Perry Peter	CPP
Mr	Yuen Kin Wai	CPP

Certified PSP Members

Mr	Chua Eng Chan	PSP
Mr	Heng Ji	PSP
Mr	Kamlesh Gope Ramchand	PSP
Mr	Khairul Anwar	PSP
Mr	Lee Huan Chiang	PSP
Mr	Lim Junjie	PSP
Mr	Mayank Sinha	PSP
Mr	Prabhath Chandrethileke	PSP
Mr	Stanley, Tse Chi-Fung	PSP
Mr	Tay Tong Leng Ryan	PSP
Mr	Toh Keng Wi	PSP
Mr	Wee Ting-Jin	PSP
Mr	Wong Wah Yan	PSP

Certified PCI Members

Mr	Michael Summers	PCI
Mr	Shamus Yeo See Yew	PCI

Certified APP Members

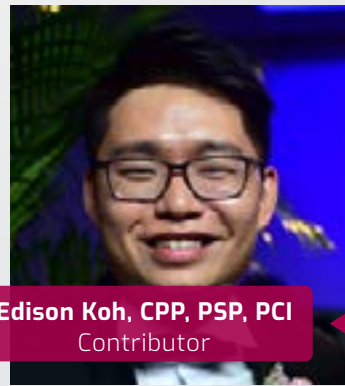|		
Mr	Daniel Chan	APP
Mr	Faizul Salamon	APP
Ms	Foong Yi Ling	APP
Mr	Johnny Leong Yoong Whye	APP
Ms	Karen Wong	APP
Mr	Kumar N Sham Prasad	APP
Mr	Soo Wei Lun	APP
Mr	Thio Tien Soon Glavin	APP
Ms	Yong Hwee-Fong	APP

Editorial Team

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Muhammad Iskandar, CPP
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Edison Koh, CPP, PSP, PCI
Contributor

Yong Hwee Fong, APP
Contributor

Stanley Aloysius, CPP
Contributor

Management Committee
2021 - 2022

Honorary Chairman
Mr. Muhammad Iskandar Idris, CPP

Honorary Vice-Chairman
Ms. Yong Hwee Fong, APP

Honorary Secretary
Mr. Edison Koh, CPP, PSP, PCI

Honorary Treasurer
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Mr. Zuraimi Bin Abdul Basheer

Honorary MC Member
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Mr. Eddie Koh, CPP, PSP
Mr. Ian Douglas Milne, CPP
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