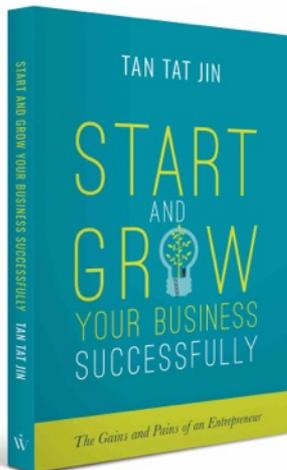


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TAN TAT JIN, Founder of Capelle Consulting, has been its Managing Partner and Principal Consultant since 1995. Spanning over three decades, Tat Jin has advised firms ranging from SMEs to MNCs on matters pertaining to Organisational Development, Leadership Development, Talent Management, Owner-Managed Businesses and Entrepreneurship. In addition, he has provided consultancy to entrepreneurs in their start-up phase to advanced stages of their businesses, as well as family-owned businesses. Prior to that, Tat Jin held several positions in Shell Eastern Petroleum from 1982 to 1995, including serving as its Organisation Effectiveness Advisor and Learning Systems Advisor in the East and Australasia region. In 2002, he was appointed by the Government of Singapore to be a member of the Economic Review Sub-Committee (Impact of Economic Restructuring).

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