

Featured News

CT Happenings in 2010 and Going Forward 2011



Looking Back

With the end of year 2010, we would like to thank our transiting servicemen for giving us the honour of riding alongside with them throughout their Career Transition (CT) Journey. We are thrilled to have contributed to our servicemen's transition to a rewarding and exciting career beyond MINDEF/ SAF.

We would also like to take this opportunity to show our appreciation to our CT partners, corporate guests, and our 'Old Boys' for supporting us in everyway to make 2010 a fruitful year for us!

To recap, the year 2010 has been a 'happening' year for CT. Besides the launched of CT framework, along with a suite of new CT provisions for our servicemen, there were also many new initiatives put in place. For the benefit of those who have missed our events, here are some the highlights:

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Senior Executive Programmes (SEP) and CT Workshop



Financial Planning Programmes



Editorial Team

Editor
Laine Tan

Contributor
Jaime Ng
Anita Anthony
Eric Koh

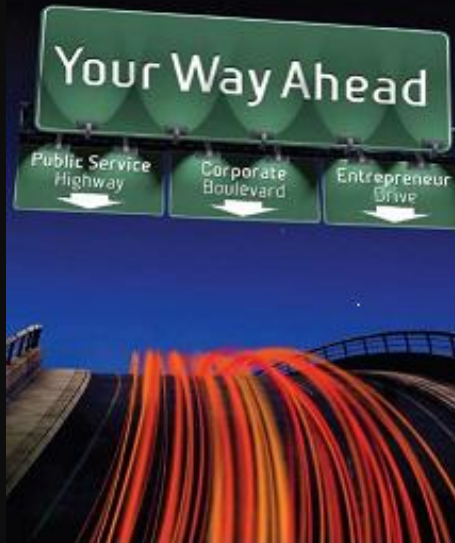
General Enquiries
tan_yan_ling@starnet.gov.sg

Thematic Networking Events and Seminars



Bi-annual MINDEF Career Summit 2010

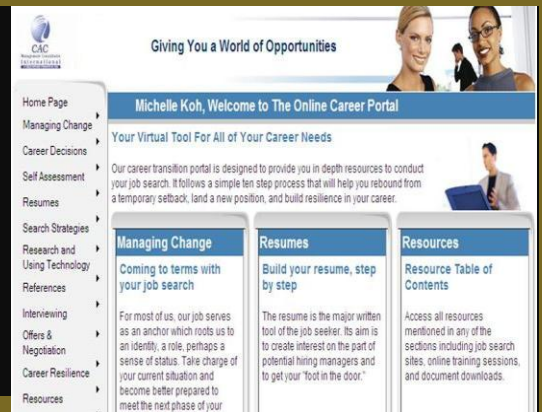




CT Website and Resources



CT Tie-ups



Job Referral Service (JRS)

For more details on our CT schemes and initiatives, do visit our CT website at <http://www.ctrc.sg>

Going Forward

For the New Year 2011, our transiting servicemen, CT partners, and 'Old Boys' can look forward to a lined-up of new and exciting provisions and events as follows:

CT Website and Resources

- Revamped website - a convenience one-stop platform for CT provisions and registrations of CT events and programme;
- Job Portal and Training Portal - featuring career, business, and upgrading opportunities; and
- Personalised career and training e-mailers.

CT mobile resource centre

- Onsite updates on the latest industry news and career information during our upcoming CT events.

CT Magazine

- Sharing by expert career professionals, industry players, educational institutes, and employers; and
- A series of CT articles featuring a wide range of topics from resumes writing to salary negotiations.

Here is a sneak preview on the contents of our new magazine:

FEATURED NEWS

This column will publish cover stories on industries trends & outlook, business related news, etc.

CAREER HAPPENINGS

This column will post articles related to CT for examples, writing a winning resume, acing the interview, presenting & networking for success, etc

SUCCESS STORIES

This column will document interviews with transited servicemen and feature their CT experiences. There will also be interviews with employers who valued the employment of our transited servicemen.

INSIDERS

This column will feature profile of trainers and speakers in the arena of CT.

CAREER TRANSITION BUZZ

This column will showcase our past CT events.

Excited to find out more? Look out for the 1st issue of the Career Transition Magazine in June 2011!

Career Transition Story

A walk into the Financial Services World with

... Mr Dennis Tan and Mr Joseph Rozario



The Financial Services Industry

Singapore is rank as one of the most competitive financial centre globally. Despite the unprecedented global financial crisis for the last two years and the uncertainties in the current world economic environment, Singapore's financial system has remained healthy and emerged relatively unscathed.

Mr Dennis Tan, Director of Financial Services Manulife Financial (Singapore) and Mr Joseph Rozario, Associate Manager in Manulife Financial (Singapore) shared with us their insights to the Financial Services industry and the challenges they faced in transiting to this industry.

Mr Dennis Tan

Mr Dennis Tan served in the SAF prior to joining the financial industry. Dennis' contribution in the SAF was highly recognised and he was selected in 1983 to attend the 1st Reservist Officers' Staff Course and graduated at the prestigious Command and Staff College in 1984.

He is now a prominent member of the financial services industry holding numerous key appointments in various financial bodies/ institutions.

Now serving as the Director of Financial Services Manulife Financial (Singapore), one of the many top awards and honours he achieved in his financial career was the distinguished *Practitioner of the Year Merit Award 2000*.

Mr Joseph Rozario

Joseph was the Commanding Officer in Purchasing and Quality Control at the SAF (ESMB). Following his stint in the SAF, he started his own business. In a twist of fate, he attended a Career Talk on the Financial Industry and decided to try his hand at it.

After joining the industry for about 8 years, Joseph is now leading a team as an Associate Manager in Manulife Financial (Singapore).

Our exclusive interview with Dennis and Joseph will provide you with insights on how to get ahead of the game in the Financial Services Industry:



Can you tell us about your vocation/ unit in MINDEF?

Dennis: I was in the SAF for about 10 years. My last appointment was as a Commanding Officer (CO) of an Engineers Battalion and was also Chief Planner & Controller of Battalion Training & Exercises in the Reservist Engineers' Training Centre. I truly enjoyed my stay in the SAF. Eventually, I left, to work in a less structured environment.

Joseph: I was an Officer with ESMB (Unit) in the SAF. It was a short stint because of a medical contract.

How did you enter the Financial Services Industry and what sort of challenges did you face?

Dennis: I entered the industry by chance. I was planning to set up a maintenance company due to my technical background and being a Financial Advisor was only an interim solution. However, I did extremely well in my financial career and decided to stay put. A lot of people are biased against insurance agents and this remains a huge challenge for us.

Joseph: I agreed. I had started my own business and then I was invited to a career talk on this sector by a friend. And the rest is history.

How did you feel about Career Transition and how is working in the private sector different from the SAF?

Dennis: In the private sector, one is rewarded for effort as well as innovation. We have to adjust and adapt fast.

Joseph: I was nervous about fitting in initially, but all you need is determination. Also, if one is able to apply what they have acquired over the years in the SAF, he will be able to survive in this dynamic environment which is very results-oriented. Over here, the more effort you put in, the more rewards you earn.

What is the difference between bosses in the SAF and the Corporate World?

Dennis: In the Corporate Sector, bosses are *more* 'on the ball' as they are answerable to a lot of people (internal and external parties) should his subordinates fail to perform.

Joseph: We are fortunate to have European bosses as they are very people-oriented. However, as much as they place emphasis on people and relationships, they demand and expect results. In contrast, SAF possess a different culture and mindset.

How about managing the expectations of an individual before he joins this Industry?

Dennis: The fundamental change or difference between a Financial Planner and a Salaried Individual is that for the first 3 months into service, you might not get paid. One has to adjust expectations once a decision has been made to enter this industry. One also has to recognise that salary will commence to the amount of hard work you put in. Many people who joined are not able to adapt because of the mindset.

Joseph: Learning on the job all the time. People here are more individualistic and they are openly competitive compared to the Public Sector.

What advice would you offer our servicemen who are keen to join the Financial Services Industry?

Dennis: In this sector, there is always an opportunity to express and find your true self. This is one business where you cannot lose money even while embarking on it. We are all born salespeople, and it is how we apply it in our daily lives in our jobs that matters. For a start, if you believe in the product you are selling, it becomes a walk in the park as then you will do it with conviction. Once you are in it, constantly do your home work - fact finding, needs analysis, etc. Find your niche market in order to be successful. Of course, it helps to have some business acumen, knowledge in the corporate structure, and discipline. Tons of it.

Joseph: It is important to meet new people and network. Having a regular system in place for that will help. You may even consider giving talks. In Estate Planning and Business Insurance, age is a plus point as it

What are some of your take-aways from the SAF?

Dennis: System, structure-planning, analytical skills, and people management. Adapt and improvise what you have learnt and apply it in the new workplace. But, stick to the fundamentals and you can never go wrong.

Joseph: Self-discipline, definitely.

Do you have any advice for servicemen who are in the midst of preparation for transition?

Dennis: Know your direction, know how to achieve your objectives through intensive preparation at least a year ahead of your transition. It is very important to be prepared mentally as it is a paradigm shift.

Joseph: Be open to new experiences and explore the industry you will be transiting to before the move.

Past CT Events Highlights

Business Opportunity Seminar for Self Employment (BOSS)

Flanking Attack & Defence in the Business World (12 Nov 2010) - a seminar for transiting Officers

Asia's emerging markets is a growing force in the world economy. With the growing Asian market, it is important for start-up entrepreneurs to understand the concepts of developing entrepreneurial advantage through business planning and to grasp the opportunities in the market.

The Business Opportunity Seminar for Self-employment held in the afternoon of 12 Nov 2010 at Hotel Fort Canning was organised by MINDEF Career Transition Resource Centre in partnership with Centre for Management Development to address the issues of **Flanking Attack & Defence in the Business World**.

"The sharing of business know-how by successful entrepreneurs is beneficial to our transiting servicemen who are keen to start their own business, and understanding the importance of engaging an audience is pertinent to convincing potential investors," says Mr James Kwek, Head, MINDEF Career Transition Resource Centre.

The speakers for the seminar include Mr Justin Lee and Mr Mark Stradling who shared on the topics **defining strategic business position through effective writing and importance of engaging your audience during a presentation**.



Mr Justin Lee
Director, PointStar Pte Ltd

An entrepreneur who is most recognised for bringing Facebook to Singapore, Justin currently works closely with the National University of Singapore to mentor young aspiring entrepreneurs.



Mr Mark Stradling,
Owner, Arcanum Asia Pte Ltd

Mr Stradling currently undertakes global presentation and other communications work for many top MNCs, SMEs and independent organisation in the Asia Pacific region.