



Leonard Yeow
founder & chief executive, The Eximius Group Pte Ltd

Leonard Yeow is the founder & chief executive of The Eximius Group. He is in his mid forties, married with two children. He graduated with a Bachelor of Engineering (Honours) NUS degree from then Nanyang Technological Institute, (now Nanyang Technological University) majoring in computer engineering. Prior to his Bachelor degree qualifications, Leonard graduated from the Singapore Polytechnic, with a Diploma in Electronics and Communications Engineering. He is also an MBA graduate from Golden Gate University in the USA, specializing in International Business.

Prior to founding The Eximius Group Pte Ltd. (then called Eximius Consulting International Pte Ltd.) in 2001, Leonard spent about a year as the Regional Director of Recruiting for Asia region, for an US dotcom-consulting business, where he was responsible for headcount budgeting and determination for each location in Asia to support revenue targets and talent acquisition projects. As part of the worldwide recruiting leadership team, he was involved in specific strategic and tactical projects with worldwide implications, especially outside of US.

Leonard's proven track record in search began in 1995, with MRINetwork, in its previous brand in Asia, as MRI Asia. As a founding consultant and later as Director and General Manager of the Singapore office, he has been directly and indirectly responsible for more than 300 placements over the years. He also successfully mentored several consultants in developing various business sectors, such as Information Technology, Telecommunications, Logistics, Media, FMCG and Internet. Leonard's achievements are best seen by his winning of the Best Consultant, Top Manager and Best Team Director awards. He left MRI Asia in 2000 and took a one-year break from active executive search, going into the clients' side of things, before returning to executive search by founding Eximius in 2001. (Eximius was appointed as MRINetwork Singapore in 2002.).

Leonard has first-hand professional experience in various vertical industries and markets. He started his career in manufacturing on the shop-floor with Texas Instruments, went into teaching for some time, before going back to his Bachelor studies. Upon graduation, Leonard pursued a successful sales career with IBM Singapore focusing on the public sector, before joining Lotus Development Asia Pacific as the Singapore Country Channel Manager, responsible for corporate and distribution sales. He next joined SingTel as a Director of Sales with both direct and indirect sales responsibility within IMG, SingTel, leaving this role to enter executive search.

Leonard is acknowledged as a professional career counselor, and master executive coach. He trained with Dr Suzanne Skiffington in Sydney, and the coaching skills are deployed in his daily contact with candidates. He is a career manager for several key professionals in the business marketplace. Leonard still regularly conducts career-planning sessions for individuals and groups of professionals.

Away from the professional sector, Leonard is an active serving National Serviceman Colonel in the Singapore Armed Forces (SAF). Currently, he is a key appointment holder in the SAF, as the commander of an infantry Brigade. He has won two consecutive years as the Commanding Officer of a Best NS Unit Operational Ready National Service combat infantry battalion. He received the 1997 top SAF NSMan of the Year Award in Singapore. In 2005, he was awarded the Commendation (Military) Medal National Day Award from the President of Singapore, President SR Nathan. He also previously served as an Honorary Aide-de-campe (ADC) for 3 years to then President of Singapore, the late Mr. Ong Teng Cheong. He served with SAFRA Education Committee, as well as various Mindef and SAF project committees from time to time. He was previously on the Defence Management Group Supervisory Board. Leonard was also involved in a sub-committee of the Remaking Singapore Committee.

Apart from these areas, Leonard is also active in social circles and in church, working with and mentoring men. His other personal interests include distance running (have completed two marathons), trekking and topography, swimming, has a keen interest in technological gadgets, in geography, loves meeting people, organizing mega events, traveling, and being a good handyman at home. He is best respected as a coach of talents, rather than a manager of people. His goal is to bring out the best in each person he works with.