



Employee Profile: **Adrian Tay**

Role/Title:

Regional engagement manager for Asia Pacific

I take care of all day to day operations and engagements that Planetpro has in this area and manage client relationships

Location:

Singapore

Length of time with Planetpro:

7 years

My passion:

Photography. I had a daughter recently and I love taking photos of her. Now that I have my own model, I can take lots of shots. Plus, she doesn't know what the camera is so I get a lot of candid poses.

How the early years formed my approach to life:

I grew up in Singapore where we were raised in a very structured way. For example, it was common for teachers and parents to schedule everything. My parents would tell me exactly what to do, and what not to do at each hour: have lunch at 1pm, nap at 2, homework at 3, etc. Initially, when I came to the workforce it was hard, because things didn't follow a timetable. I had to learn to work differently. But eventually, it was helpful. In terms of thought process, the structure in my early years has helped me to be process driven. Now, when I get a project or a challenge, the first thing I think of is how to break it down into pieces to achieve the end goal. And I get to the solution in an organized, structured way.

Someone who's had an impact on me:

My wife.

When I proposed to her, I had to borrow money to buy a ring. She agreed to marry me when I was really poor, and she said "It doesn't matter. Good things will come if we stay positive." She gave me the confidence and courage to do what I wanted as long as it was ethical.

Few people realize:

I'm an army officer.

In Singapore, after graduating from school, we have to serve the nation for two years full-time. After that, we are members of a military reserve force for another ten years. During this time we are required to go back



yearly to serve for three weeks. I hold a captain's rank so I manage 120 soldiers. When I go back every year, I plan the training and strategize missions, so that in the event that we have to fight, my guys know how to do it. Now in the army, you serve according to the rank you achieve at the end of your first two years after school. During that time, there are a lot of people who don't make it to the officer ranks, but later they succeed in their careers so when they come back, you see them, entrepreneurs, big business owners and such, pull up in their Porsches. And yet, if they're corporals they get out of their luxury cars, pick up rifles and move on your command. You might be a taxi driver, but you're an officer in the army, you can order anyone with lower rank around. It's interesting.

Best thing about my job:

I love working with people. It's particularly fulfilling because I joined Planetpro as a first level analyst and now I manage the same group of people. So I can relate to them from first-hand experience: they are where I was six years ago. I've been through the same thing, so I understand where they are, how they feel. I enjoy guiding my people in their career and in life.

My colleagues are....

Fun and focused. They are a lot of fun but when it's time to get serious, they know to do it.

If I could change one thing...

It's really hot here. Nobody can even predict the weather accurately anymore. Maybe it's part of global warming. If I could change one thing, I would change the heat from the sun.

