



## Ean Tan Chung-Shen

- **Accredited HRD Trainer (HRDC)**
- **Gen Z & Early Career Development Specialist**
- **NLP & Neuroscience Trainer & Coach**
- **Certified AI Trainer**
- **Certified Image Consultant**
- **Behavioral Profiling (DISC, NLP, Image, Neuro-)**
- **Experiential & Immersive Team Building Facilitator**

### Contact

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Ean Tan is a behavioural consultant and corporate trainer specialising in Gen Z workforce integration, workplace mindset transformation, and cross-generational alignment.

With a background in psychology and hands-on experience in recruitment, talent development, and early-career placement, Ean brings a dual perspective of both talent and organisation, allowing him to bridge the gap between emerging workforce expectations and corporate realities.

His work focuses on helping organisations adapt to the evolving workforce landscape shaped by Gen Z entry and AI disruption, by developing employees who are not only skilled, but self-driven, adaptable, and business-minded.

Ean's approach integrates behavioural science, neuroscience principles, and experiential learning, creating programmes that go beyond awareness — driving real shifts in mindset, ownership, and workplace behaviour.

## Certifications & Credentials

- ✓ Accredited **HRD Trainer** (HRDC)
- ✓ Certified **Image Consultant** (EIB)
- ✓ Certified **DISC Behavioural Consultant**
- ✓ Certified **Neuro-Linguistic Programming Practitioner** (INLP)
- ✓ Certified **Money Personality Coach** (WOL)
- ✓ Licensed **Sandcastle Team Building Trainer** (Castles Can Fly)
- ✓ Certificate of Completion – **National Protocol & Master of Ceremony**

## Core Expertise & Specialisations

- ✓ **Gen Z & Early Career Professional Development (Soft Skills tailored to Gen Z)**
- ✓ **Internship & Graduate Talent Readiness Programmes**
- ✓ **AI Awareness, Mindset & Entrepreneurial AI Solutions**
- ✓ Applied **neuroscience, NLP, image psychology** topics (**Sales, Communication, Leadership etc**)
- ✓ Workplace **Mindset**, Professional **Presence & Adaptability**
- ✓ Experiential, Thematic & Immersive **Team Building**

## Key Achievement & Impact

- ✓ Delivered training, talks, and facilitation across over 100+ **MNCs, SMEs, and educational institutions**
- ✓ Interviewed, assessed, and guided **2,200+ students** for internship and early-career placements along with **250+ high-level executives** through executive placement.
- ✓ Utilized **Psychology, Behavioral & Cognitive Assessments and Neuro-Linguistic Programming in Interview, Talent Identification and Business Development**
- ✓ Maintained a **turnover rate below 7%**, indicating strong people–role–culture alignment

## Coaching, Training & Facilitation Highlights

- ✓ Designed and delivered professionalism, communication, and behavioural awareness programmes for young talents
- ✓ Facilitated **experiential and immersive team-based learning** focusing on collaboration, trust, and self-awareness
- ✓ Conducted professional talks and training sessions for colleges and universities preparing students for the workforce
- ✓ Provided behavioural consulting and coaching support for individuals navigating early career and life transitions