

Joshua Navin

Performance Culture Architect
Certified Colored Brain Trainer

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CREDENTIALS

Certified Colored Brain Trainer

HRDC Accredited Trainer

Certified “On-the-Job” Training Instructor

Certified Environmental Co-Ordinator

Certified in Food & Safety Hygiene





CERTIFICATION





CERTIFICATION



CERTIFICATE OF PARTICIPATION

THIS CERTIFICATE IS PRESENTED TO

Joshua Navin

For Their Dynamic Involvement In The
**GSDC Certified Learning: Solving Learning Effectiveness Challenges
in Instructional Design** Held On **6th Oct to 10th Oct 2025**

11/10/2025
DATE



USA || SWITZERLAND || SINGAPORE
www.gsdccouncil.org



IMPACT CONSULTING
NETWORK Sdn Bhd



CERTIFICATE OF COMPLETION

This awarded is given to

Joshua Navin

For successfully completing

Trainer's Bootcamp: From Trainer to Trailblazer

held from 13th to 14th February 2026

Participants demonstrated a commitment to professional growth in adult learning mastery of the ELITE framework, and application of proven strategies for trainers success.

Khairul Nazlan
KHAIRUL MAZLAN
Chief Education Officer

CERTIFICATION



STATEMENT OF ATTAINMENT

is awarded to

JOSHUA NAVIN STANLEY JAMES

ID No: G7134405W

for successful attainment of the following
industry approved competencies

FSS-FRC-1004-1.1 Food Safety and Hygiene-1

at ASCENDO ACADEMY PTE. LTD.

22 Feb 2021



Ong Tze Chin, Chief Executive
SkillsFuture Singapore Agency

SKILLSfuture SG

The training and assessment of the abovementioned learner are accredited
in accordance with the Singapore Workforce Skills Qualifications System.
This WSQ programme is aligned to the Skills Framework.

www.ssg.gov.sg
For verification of this certificate, please visit
https://www.myskillsfuture.gov.sg/verify_eCert.html

Cert No. 9100000014322



In partnership with

SG-SQA-78.001



NGEE ANN
POLYTECHNIC

This is to certify that

Joshua Navin A/L Stanley James

having passed all required assessments

of the 16-hour course

was awarded the

Certificate of Performance
in

*Environmental Control Coordinator Course
(Asynchronous & Synchronous E-Learning)*

25 October 2022

SUBRATA CHANDA
DIRECTOR
SCHOOL OF LIFE SCIENCES &
CHEMICAL TECHNOLOGY

CHRISTY CHUNG
DIRECTOR
CET ACADEMY



CERTIFICATE

presented to

Joshua Navin A/L Stanley James

for successfully completing the

ON-THE-JOB TRAINING
INSTRUCTOR COURSE

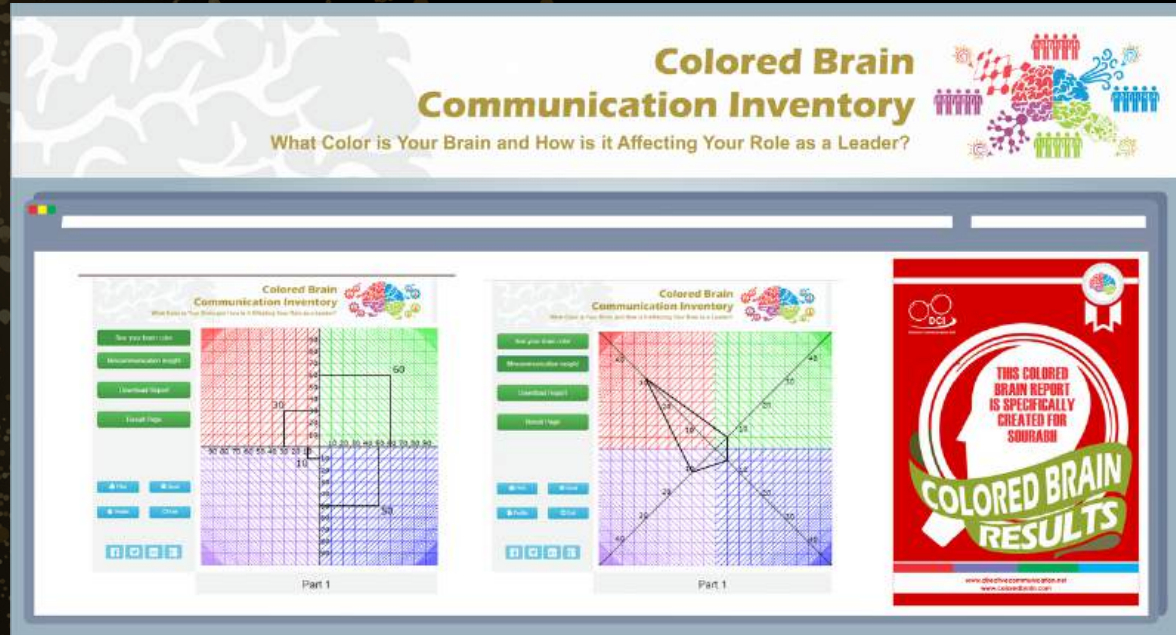
Chief Executive

Certificate No : QJT3070056

Date of Issue : 06 August 2007



ASSESSMENT TOOLS



Colored Brain Communication Inventory



Colored Brain Communication Cards

What These Tools Mean for Your Organisation

A scientifically designed assessment that helps individuals understand:

- How they process information
- How they make decisions
- How they react under pressure
- How they communicate with others

What this means for your organisation:

- Faster alignment across teams
- Fewer communication breakdowns
- Better decision making under pressure
- Stronger leadership impact



KEY PROGRAMS

COLORED BRAIN PERFORMANCE ARCHITECTURE

- The Colored Brain Advantage: Building a Culture That Actually Works
- Beyond Being Right: The Psychology of Clarity and Alignment
- One Team One Standard: Aligning Thinking Across Functions

THE COLORED BRAIN LEADERSHIP SERIES

- Leading with Clarity Under Pressure
- Conflict to Clarity: Leading Tough Conversations with Confidence
- The Colored Brain Leader: Influence Through Understanding

HOSPITALITY PERFORMANCE EXCELLENCE

- P.R.I.M.E. Service (Precision, Responsiveness, Impact, Moments, Excellence)
- The LAKSA Framework for Service Recovery Excellence
- Profit on the Floor: Revenue Discipline for F&B and Hotel Leaders



THE HERO MAKER



Some leaders get results. A Hero Maker creates the conditions where others do.

That distinction took me 24 years to fully understand, working across luxury hospitality operations in Singapore and Dubai, where pressure is constant and the margin for misalignment is almost zero.

I watched capable people underperform because nobody had ever helped them understand how they think, or how that thinking shaped every decision and every moment under pressure. The problem was never really performance. It was clarity.

That is what the Colored Brain framework cracked open for me.

When people understand their own mental processing and that of those around them, friction drops, communication lands and alignment becomes a natural byproduct.

As an HRD Corp accredited trainer and Certified Colored Brain practitioner, I work with organisations to build that clarity from the ground up, through leaders who genuinely understand their people and create the environment where those people grow.

That is what a Hero Maker does. Not the hero of the story, but the reason heroes emerge.



NOTABLE SUCCESSES

Operational Leadership

- Led a SGD\$75 million F&B operation at a flagship luxury hotel in Singapore
- Managed multiple high volume outlets with full P&L responsibility

Operational Transformation

- Streamlined work processes by 60% using Lean Kaizen methods
- Improved efficiency, service speed and team coordination

Training Impact

- Trained and developed more than 1,500 hospitality professionals
- Delivered leadership, service and operational programs across multiple markets

High Profile Events

- Directed global events including Formula 1, the IISS Defence Summit, numerous high-profile government events and presidential and royal delegations

Guest Experience Results

- Led the hotel's signature steakhouse to TripAdvisor No.1 ranking
- All other outlets placed within Singapore's Top 100 out of more than 11,000 restaurants





TESTIMONIALS

To whom it may concern,

I've had the pleasure of working with Joshua and have seen first-hand the value he brings as a trainer. What sets him apart is his ability to engage participants through real-life scenarios that resonate and stick. His sessions never feel theoretical or one-sided — instead, they are dynamic, collaborative, and grounded in practical application.

Joshua has a natural ability to connect with people. He creates a safe and open environment where participants feel encouraged to contribute, reflect, and apply what they've learned. His communication style is articulate and clear, making even complex topics easy to understand and relevant to the audience.

He's not just a facilitator - he's someone who truly listens, adapts in real time, and inspires people to think differently. Whether it's team development, leadership, or soft skills, I have no doubt that any organization will benefit greatly from his training. He brings both heart and professionalism to every session.

I have no hesitation recommending him for any training initiative that values clarity, engagement, and real-world relevance.

Sincerely,

Angela Fok

Director of Human Resources

Shangri-La Group, SEAA

To Whom It May Concern,

I'd like to highly recommend Joshua Navin as a skilled and effective facilitator.

Having observed him in action, I was especially impressed by how he creates a space that feels inclusive, safe, and engaging for everyone involved.

Joshua possesses all the qualities of a great facilitator – active listening, clear communication, and an innate ability to stay neutral and calm even when navigating challenging discussions.

Joshua manages time well, keeps sessions focused, and adjusts with ease when conversations shift unexpectedly.

What stands out most is his genuine empathy and ability to draw people out.

Whether dealing with a group of lively participants or quieter individuals,

Joshua ensures all voices are heard and valued. His thoughtful questioning techniques and smooth group management skills create a productive, collaborative atmosphere that truly supports learning and growth.

It's always a pleasure working with someone who not only understands facilitation but embodies it with such grace and professionalism.

I wouldn't hesitate to recommend Joshua for any training or group facilitation or training work.

Sincerely,

Doris Sinnathurai
Director, Chi The Spa & Health Club
Shangri-La Singapore.



TESTIMONIALS

Thank you for conducting the HRDF training session yesterday. We received very positive feedback from the participants regarding the training content, delivery, and overall engagement throughout the session.

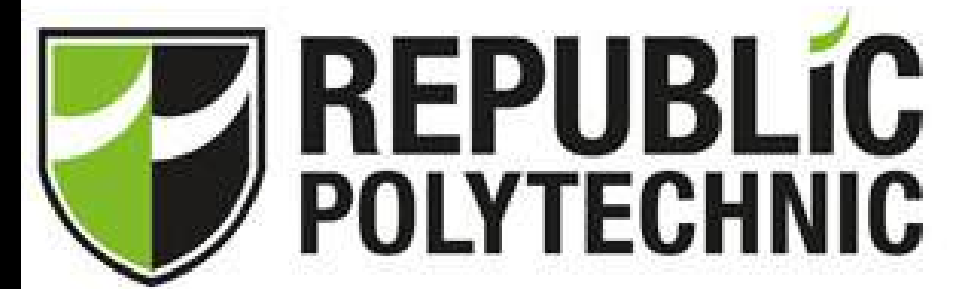
We truly appreciate your effort and professionalism in ensuring the training was informative and beneficial for everyone. Looking forward to more successful collaborations in the future.

Special mention to **Joshua** was amazing and keep our attention holds throughout the hours, we really enjoyed his Colored Brain session and we have gotten many inputs from his teaching yesterday.

Thank you once again.



CLIENTS



GALLERY

