

SUWAN BONMA

People & Culture | Employee Experience • Talent & Leadership • Organisation Development

People & Organisation Transformation | Strategic HR Business Partnering | Performance, Leadership & Change

suwan.bonma@gmail.com • linkedin.com/in/suwan-bonma • Kuala Lumpur, Malaysia • Malaysian

Gold 2026

Employee Experience Award

8+ Years

People, Talent & Culture

19 Orgs

6 Industries • MY•TH•VN

10 Years

Consulting & Advisory

PROFILE

People & Culture and human-capital professional with 8+ years across the full people spectrum — employee experience and engagement, talent and succession, leadership development, organisation development and HR business partnering — delivered as an embedded partner across 19 organisations spanning six industries in Malaysia, Thailand and Vietnam. Designed the Gold Medalist, Best R&R Programme at the Employee Experience Award 2026.

Underpinned by a decade of client-facing consulting in sustainability and the built environment — structured problem-solving, senior-stakeholder management and executive communication — now applied to people and organisation challenges. Builds frameworks and functions from the ground up, translates people data into decisions, and develops leaders as an HRDCorp Certified Trainer and Certified NLP Coach. Fluent in English, Bahasa Melayu and Mandarin.

SELECTED ACHIEVEMENTS

- **Award-winning employee experience:** Designed the engagement and recognition strategy that won Gold Medalist, Best R&R Programme at the Employee Experience Award 2026 (Human Resource Online Malaysia) — using listening and feedback to drive action, lifting tenant renewal +60% and customer reviews +88%.
- **Talent & succession across a portfolio:** Built succession frameworks, talent reviews and high-potential identification for critical roles across 19 organisations — strengthening leadership pipelines and reducing key-person dependency.
- **Career development & mobility:** Built career-development frameworks and progression pathways that drove a 23% workforce promotion rate within 2 years, linking development to internal mobility and retention.
- **Leadership development at scale:** Chaired the Toastmasters Leadership Institute (District 51, 2025–2026), crafting leadership-learning experiences for 1,000+ club officers; coached 40+ leaders and trained 500+ participants as an HRDCorp Certified Trainer and Certified NLP Coach.
- **Consulting craft & stakeholder delivery:** A decade of client-facing consulting in sustainability and the built environment across 65+ projects — structured problem-solving, benchmarking, and presenting recommendations to C-suite and government stakeholders.
- **Insight from data:** Built dashboards and translated people, engagement and performance data into practical, decision-ready recommendations for leadership.

PROFESSIONAL EXPERIENCE

People & Culture Business Partner

Apr 2024 – May 2026

Vimicoach (Vimigo Performance Strategy) • Kuala Lumpur, Malaysia

Embedded People & Culture partner across 19 client organisations — delivering the full people agenda across retail, healthcare, manufacturing, education, property and services, including regional work across Malaysia, Thailand and Vietnam.

- **Talent & succession:** designed succession frameworks, talent reviews and high-potential identification for critical roles; monitored bench strength and reported readiness to leadership.
- **Employee experience & engagement:** designed engagement and recognition strategies — including the Employee Experience Award-winning R&R programme — and turned listening and feedback into action on culture and retention.
- **Performance, rewards & cyclical HR:** designed KPI and performance frameworks, reward and recognition structures, and delivered performance and remuneration reviews, engagement surveys and end-to-end employee relations in line with the Malaysian Employment Act.
- **Organisation development & design:** led organisation-design and workforce-planning interventions and supported operating-model change to improve accountability and effectiveness.
- **Learning, leadership & coaching:** designed and delivered leadership and capability programmes, and coached founders and managers on performance and people matters.
- **People analytics & insight:** built dashboards and translated workforce, engagement and performance data into decision-ready insight for leaders.

Selected clients: Dental Home (Smile Nation Group) • Belive Ventures • VMAX Hardware Group • QL Maxincome (FamilyMart — 24 branches) • Chuan Seng Trading • Packtica (MY/TH/VN) • Mantissa College • Masboh Hyundai IBS • and 11 others.

Employee Experience & Learning Development Lead

Dec 2017 – Mar 2024

IEN Consultants Sdn Bhd • Kuala Lumpur, Malaysia

Built and led the internal employee-experience and L&D function within a professional-services firm, alongside client-facing consulting.

- Designed employee-experience and engagement initiatives and used feedback and retention data to shape action — achieving 93.8% retention through COVID-19.
- Designed and delivered 30+ programmes for 500+ participants and built a career-development framework driving a 23% promotion rate within 2 years.

Senior Sustainability Consultant

Jun 2014 – Mar 2024

IEN Consultants Sdn Bhd · Kuala Lumpur, Malaysia

A decade as a client-facing sustainability consultant in the built-environment sector across 65+ projects — the stakeholder, communication and structured-delivery foundation behind the people work.

- Managed complex, multi-stakeholder engagements from conception to completion — coordinating developers, architects, engineers, government ministries and international certification bodies across Malaysia and Southeast Asia.
- Advised C-suite and senior government stakeholders and presented structured analysis and recommendations under competing priorities and tight deadlines.
- Notable projects: TRX The Exchange (LEED Gold, GBI Gold) · Menara Public Bank 2 (LEED Platinum) · Mercedes-Benz Malaysia HQ (LEED Gold).

Sustainability Consultant

Sep 2012 – Jun 2014

SGS (Malaysia) Sdn Bhd · Kuala Lumpur, Malaysia

- Delivered client-facing consulting and audit work — foundational analytical, documentation and stakeholder-coordination skills.

CORE COMPETENCIES

HR Business Partnering

Trusted advisory · Business alignment · Coaching & influencing leaders · Change

Talent Management & Succession

Talent reviews · Succession planning · High-potential ID · Leadership pipelines

Organisation Development & Design

Org design · Workforce planning · Operating-model change · Effectiveness

People Analytics & Insight

Dashboards · Headcount / attrition / engagement · Data-led recommendations

Employee Experience & Engagement

Engagement & listening · R&R design (EX Award) · Culture · Retention

Learning & Leadership Development

Programme design · Facilitation · HRDCorp Certified Trainer · NLP Coach · 500+ trained

Performance & Rewards

KPI & performance frameworks · Remuneration reviews · Recognition · Calibration

Consulting, Stakeholders & Change

Structured problem-solving · C-suite & government · Change management · Multilingual (EN-BM-中文)

QUALIFICATIONS & CERTIFICATIONS

- HRDCorp Certified Trainer — Human Resources Development Corporation, Ministry of Human Resources Malaysia
- Certified NLP Coach — Navigo (2026)
- LEED Accredited Professional — US Green Building Council · GBI Facilitator — Malaysia Green Building Council

EDUCATION

Bachelor of Engineering (Hons.) — Electrical & Electronic Engineering

Graduated 2010

Universiti Tunku Abdul Rahman (UTAR) · Petaling Jaya, Malaysia

LEADERSHIP & COMMUNITY

- Toastmasters Leadership Institute (TLI) Chair — District 51 (2025–2026); crafted and led leadership-learning experiences for 1,000+ club officers across the region.
- Toastmasters International — Club President (2021–2022); consecutive 2-year Leader of the Year (2020–2022); 97% member retention as Learning Committee Chair; 4.6/5.0 member satisfaction.
- Prime Minister's Office & Ministry of Tourism — Performance Manager for national events (2009–2014); cultural performance framework adopted as national blueprint.

LANGUAGES

English (Fluent) · Bahasa Melayu (Fluent) · Mandarin (Fluent) · Cantonese (Conversational) · Thai (Basic Conversational)