

# INTRODUCTION

In an era of rapid technological advancement and economic transformation, Singapore stands at the forefront of workforce development with its ambitious SkillsFuture initiative, which is now nearly a decade into its implementation. As we navigate the complexities of the Fourth Industrial Revolution, the role of Human Resources in shaping organisational and national success for Singapore has never been more critical. This report explores how coaching, as a powerful development tool, aligns with and propels Singapore's vision for a future-ready workforce.

The SkillsFuture movement, launched in 2015, represents Singapore's national commitment to lifelong learning and skills mastery. It aims to empower individuals to take ownership of their professional growth, enabling them to adapt to the evolving demands of the global economy. As HR professionals, you are uniquely positioned to bridge the gap between this national vision and its practical implementation within your organisations.

Coaching, with its personalised and adaptive approach, emerges as a key enabler in this landscape, going far beyond yet complimenting traditional training. This report will demonstrate how coaching methodologies can be integrated into your talent development strategies to achieve the following:



Accelerate skills acquisition and adaptation

Cultivate leadership capabilities at all levels



Foster innovation and agility within your workforce

Align individual career aspirations with organisational goals



Support the transition to a learning organisation culture

