



Orapun Parapob

Current Jobs:

- Freelance consultant
- B2C Business Leader & Alliance consultant at *APM Group*
- Owner of online clothing brand *ORA Voyage*

Age: 37 (Birth date: 6 August 1979)

Marital Status: Married

SUMMARY OF EXPERIENCE IN HR & PEOPLE MANAGEMENT SUBJECTS

- Orapun has 13 years of experience in providing consultancy services regarding Human Resources and Organization Development (HR/OD).
- Orapun receives the *Advanced Strategic HR Practices Certificate* from Cornell University which portrays her in-depth knowledge of advanced and emerging HR topics.
- Orapun designs and is instructor in HR Academy classes for both APM consultants and for the clients.
- Orapun is also invited as a guest speaker and lecturer in many HR Forums or events.
- Apart from her consultancy roles, Orapun is a special author writing columns with her own illustration about people management trends.
- She is also a live graphic facilitator/ visual recorder.

Capability & Experience Areas

Knowledge: HR Strategies, Workforce Planning, Talent Management, Performance Management System (PMS), Organization and Job Design, and Career Development

Consulting Skills: Graphic Recording, Facilitation, Coaching, and the use of other consulting techniques & tools

Business Sectors: Thai private and government sectors

Specific Industries: Property Development, Property Brokerage, Food Retail, Chemicals, Police Force, Banking, Financial & Investment Services, Retail, Research & Education, etc.

EDUCATION & LEARNING

Formal Education

Master Degree-Awarded Excellent Thesis
*Social Psychology, Faculty of Psychology
Chulalongkorn University (M.A.)-GPA 3.93*

Bachelor Degree-Awarded First Class Honors
*English/ Psychology, Faculty of Arts
Chulalongkorn University (B.A.)-GPA 3.71*

Professional certificates

Advanced Strategic HR Practices Certificate Program
School of Industrial and Labor Relations, Cornell University
Aligning HR Strategy with Organizational Strategy (2013)
Building Talent Management Culture (2012)
Measuring HR Impact (2012)
Human Resources Leadership (2012)
Employee Engagement (2012)
Managing Global Work Practices (2012)
Issues and Concept in EEO (2012)
Diversity and Inclusion for Bottom Line (2012)

Professional Training & Development

2012
Business Executive Suite Application by Success Factors
Introduction to Supply Chain Management

2011
Executive Coaching by Erickson
APM-tailored internal development

2010
APM-tailored internal development

2009
Hogan Psychological Assessment by Hogan (USA)
Facilitation Techniques Mastery Program by ToP

2008
Systemic Thinking by Bruce McKenzie
Graphic Info and Visual Strategic Formulation by the Grove

2007
Culture Model by Denison (USA)-2007

Professional Seminars

2012 Success Connect 2012 (Sydney)
2009 HR Summit 09 (Singapore)

HIGHLIGHTS OF CONSULTANCY PROJECT ACHIEVEMENTS

Private Sector

Client: g-able (Company under CDG)

- Organization Structure Redesign

Client: Kenan Institute

- Modern Competency Development

Client: Siam Auto Parts (Company under Siam Motors Group)

- PMS design & implementation
- Career Development

Client: BITEC

- Service Differentiation
- HR Strategies

Client: Asian Property

- PMS
- Organization restructure
- Culture implementation
- Change Management

Client: Minor Food Group

- Talent Management
- HR Academy

Client: SCG Chemicals

- PMS
- Workforce Planning

Client: Asian Property (AP)

- Organization Structure and Job Design
- Performance Management System Design and Execution
- KPI Development
- Culture Reinforcement
- Change Management & Communication

Client: Bangkok CitiSmart

- Organization Structure and Job Design

Client: SCG Experience

- Job and Positions Design
- Differentiating Competency Design: Core and Leadership
- Corporate Performance Monitoring Model
- KPI Prototype
- Individual Performance Management System

Client: Ayudhya Capital Auto Lease (AYCAL)

- Competency Survey in Competitors Market
- Competency Development for Key Functions
- Competency-Based Learning Program Roadmap

Client: Kasikornbank

- Functional Competency for Branch and for Product Development Group
- Competency Development Roadmap

Client: KingPower

- Job Families Analysis
- JD Revision/ Development
- Career Path Development

Other Client Industries:

- Manufacturing
- Pharmaceutical
- Oil & Gas
- Information & Communication Technology
- Research & Development

Government Sector

Client: The Royal Thai Police

- HR System Scan and Recommendations

Client: Faculty of Medicine, Thammasart University

- Organization Scan and Design

Client: Faculty of Pharmacy

- Organization Structure Redesign
- Function's Roles Development

Client: Thailand Board of Investment

- Employee Engagement Survey
- HR Strategies and Action Plans Development
- Competency Design: Core, Leadership, and Functional
- Career Path Development
- Job Rotation Design and Execution Program Communication

OTHER WORK

Orapun's speaking events

- 2017 (upcoming) *Modern Trends in People Management* at German-Thai Chamber of Commerce
- 2016 *Performance Management System in the Modern world* at German-Thai Chamber of Commerce
- 2015 *Insight Gen Y^c* for annual event of Thammasat University Executive MBA Program organized by TUXMBA alumni
- 2014 Talent Management Trends (at American Chamber of Commerce, Thailand)
- 2014 Gen Y (for Philip Morris's Management Forum)
- 2014 Multi-Generations (for Muangthai Life Insurance's public events for MLI customers)

Orapun's published articles and illustration

2014

The Art & Science of Influencing Your Customers' Experience in *The Nation*

The Winners Think Service Design in *The Nation*

2013

CSR: myth or true future? in *The Nation*

How to grow your talent pool and glue them in place in *The Nation, Management & Innovation*

2012

You Think You Have a Winning Strategy?

Think Again in *The Nation, Management & Innovation*

2011

Preparing HR for Future Business Role in *The Nation, Management & Innovation Section*

Choose the Right Soil for Your Tree in *The Nation, Management & Innovation Section*

ถนนสายยาวไกลของงานทรัพยากรบุคคล in *ประชาชาติ*

ธุรกิจ เอชอาร์คอร์เนอร์

พาหนะใหม่ในการขับเคลื่อน HR สู่อนาคต in *ประชาชาติ*

ธุรกิจ เอชอาร์คอร์เนอร์

DETAILED PROFESSIONAL BACKGROUND

2017 B2C Business Leaders, SEAC (formerly known as APM Group) and Freelance Consultant

2015-2016 Alliance Consultant, APM Group & Freelance Consultant

2006 - 2015 Principal Consultant and Senior Consultant, APM Group (www.apm.co.th)

Duration: Appx 10 years (From August, 2006 – Present)

Roles: Work in partnership with a number of leading international and Thai organizations across a wide range of business industries to deliver Organization Development and Human Resources Management interventions and strategies. The topics include leadership development and alignment, deploying organization strategies, building and assessing organization culture, building organizational competencies, etc.

2005-2006 Senior Consulting Analyst, Accenture (www.accenture.com)

Duration: 1.5 year

Roles: Implement projects focusing on organization & human performance and change management:

- Design full scope of organization and people elements including Organization Structure, Functional Description, Position Level, Job Descriptions, and other HR elements (which include the design of recruitment & selection, performance management, training & development, career development and rewards & recognition)
- Plan Change Management roadmap and design communication strategies and detailed plans in order to build awareness and positive attitudes towards the changes arising from the project

2004-2005 Organizational Development Project Coordinator, APM Group

Duration: 1.5 year

Roles: Facilitate and manage OD consulting and learning & development projects. The process includes such tasks as: developing proposals and implementation plans; defining methodologies, processes, and timelines for different projects; developing and conducting assessment tools; gathering and analyzing data; generating recommendations and giving feedback to clients; conducting facilitation sessions; coordinating with clients, trainers, and consultants.

MORE ABOUT ORAPUN

Hobbies/Passion:

- Writing
- Drawing
- Fashion Design—Orapun also started up her online clothing brand called 'ORA Voyage' at www.facebook.com/oravoyage



What keeps her motivated:

- Opportunities for development of her expertise
- Varieties of roles
- Freedom to try and experiment new things