

CHRIS TAN

Enhancing Team Capabilities and Growing Brands

MBA · MLL · B.Ed

EXECUTIVE PROFILE

Solutions architect and people-capability leader with 15+ years building high-performance cultures across sales and operational teams, corporate L&D, education, and the VET sector. Building capabilities and confidence is the foundation of my professional DNA. What makes my approach distinctive is the ability to craft strategy alongside senior leadership while rolling up my sleeves to execute with the teams on the ground. With a rare combination of pedagogical depth, impactful facilitation and commercial acumen, I specialise in developing solutions, building business functions from scratch, designing career pathway frameworks, and translating organisational strategy into learning ecosystems that drive measurable performance. Because growth is much more enjoyable when it's shared.

CORE COMPETENCIES

Facilitation - L&D Strategy - Organisational Capability - Talent Pipeline Development - Leadership Development - VET & Compliance - Curriculum Design - Performance Management - Change Management - Coaching & Mentoring - Team Building - Strategic Planning - Project Management

PROFESSIONAL EXPERIENCE

Founder & Principal — Facilitation, Consulting & VET

ShareOnes Learning | 2016 – Present | Sydney, NSW

Workforce development consultancy focused on improving workforce mobility through training, facilitation of workshops, curriculum strategy, and skills pathways — helping employers in Australia build talent pipelines, grow team capabilities internally and address critical skills shortages.

- ▶ Facilitate, write, and build vocational education and training (VET) programs for clients including TOT Transport, JDA Hotels, Winning Group, and Mostyn Copper
- ▶ Improve individual capabilities through structured education pathways, linking learner goals to nationally recognised qualifications and workplace outcomes
- ▶ Lead TAE40122 facilitation, CPD documentation, and trainer compliance documentation across multiple RTO contexts
- ▶ Developed and deployed a React-based RPL (Recognition of Prior Learning) skills audit tool targeting automotive trade workers for Australian migration pathways, with Google Sheets integration
- ▶ Manage full curriculum design aligned with client goals, RTO compliance, assessment writing, and client relationship management across a portfolio of industry clients
- ▶ Operating across training solutions, facilitation, consulting, accreditation, and RPL — with a mission to fix the broken education system and build talent pipelines for employers

Head of Winning Academy, Talent & Experience | Master Facilitator

Winning Group | Jan 2023 – July 2026 | Sydney, NSW · Hybrid

Spearheading the Winning Academy — an internal learning agency and blended learning hub — built on three pillars: High-Performing Teams, Learning Strategy, and Individual Development.

- ▶ Drive key group wide strategies; like setting up data driven performance indicators for sales teams, Saas platform implementation and the delivery of an MMS Customer journey strategy to drive sales and growth
- ▶ Design and deliver project-based learning programs in sales, leadership, and customer service — coaching teams to build action plans and achieve measurable deliverables
- ▶ Function as delivery specialist for impactful learning strategies and training curriculum, enabling organisations to build, improve, and scale successful teams
- ▶ Provide tailored professional development pathways, championing non-traditional learning as a core design principle
- ▶ Designed and executing L&D strategy, building learning pathways across the full employee lifecycle from onboarding through to senior leadership
- ▶ Developed career pathway framework
- ▶ Building the growth and performance program, creating milestone-based roadmaps to drive accountable performance uplift across all business units
- ▶ Partnering with executives and business leaders to diagnose performance gaps and convert them into practical, high-impact learning interventions
- ▶ Leading VET compliance and assessment documentation across multiple learner cohorts — including trade-based qualifications and leadership programs
- ▶ Establishing the cultural foundations for a learning organisation: ownership, continuous improvement and commercialisation of services.
- ▶ Higher duties include: Head of Team Experience, Group Marketing Manager, Sales Manager, Group Projects Manager (Retail)

Academy Lead — Learning, Education & Development Manager

Winning Group | Dec 2019 – Dec 2022 | Sydney, NSW

- ▶ Implemented programs, workshops and strategies to solve complex capability problems — effective, adaptable, and responsive to a rapidly changing retail and commercial environment
- ▶ Focused on solutions across sales, customer service, teams, leadership, and soft skills to encourage best practice across the Group and for external clients
- ▶ Extended team capabilities by building scalable learning frameworks that improved performance across diverse business units

Head of Learning

Young Change Agents | Feb 2019 – Dec 2019 | Sydney, NSW

- ▶ Collaborated with governments, schools, industry, and communities to enable young people to build social enterprises and create sustainable social impact

Experienced HSIE Teacher & Innovation Lead

St Vincent's College, Potts Point | Jan 2015 – Feb 2019 | Sydney, NSW

- ▶ Led ICT transformation including learning management systems, Google Suite implementation, and Mac rollover program
- ▶ Piloted project-based and portfolio-based learning for Stage 5 Geography and Commerce; established an Innovation Centre/Makerspace
- ▶ Acting Head of HSIE (Sep 2015 – Dec 2017): coordinated NESA/ACARA compliance, crisis response, and Learning Environments Committee
- ▶ Social Entrepreneurship Lead: established the 'Coffee Queens Project', reinforcing authentic, enterprise-based learning
- ▶ Mentored pre-service teachers from UTS and led boarding school study support programs

Senior HSIE & PDHPE Teacher | Boarding House Master | e-Learning Coordinator

The Scots College | 2005 – 2014 | Sydney, NSW

- ▶ Implemented inaugural Mac laptop rollover and learning management systems (Moodle, Edumate)
- ▶ Technology mentor and innovation champion; led educational tours to the USA (2010) and China (2012)
- ▶ Coaching and mentoring across rugby, soccer, tennis, athletics, golf, rowing, and basketball — including founding the inaugural Scots College Golf Program

HSC Lecturer

University of Notre Dame Australia | Jul 2013 – Jul 2014 | Sydney, NSW

- ▶ Delivered summary lectures covering HSC Business Studies syllabus to cohorts of 300+ students, using collaborative and innovative pedagogies

Advisory Board Member

Atomi Education | May 2017 – Feb 2018 | Sydney, NSW

- ▶ Non-executive board role advising on educational pedagogy, e-learning spaces, and curriculum trends; delivered a School Leaders Conference across non-government and government sectors

Author, Tutor & Mentor

Everything Business Studies | Jan 2012 – Nov 2019 | Sydney, NSW

- ▶ Published the Everything Business Studies iBook Series (Key Words and The Apple Case Study) — sold 10,000+ copies on iTunes, Kobo, and Amazon
- ▶ Presented at Economics and Business Studies workshops for HSC students and teachers statewide

HSC Marker — Business Studies

NSW Education Standards Authority (NESA) | Nov 2012 – Nov 2019 | Sydney, NSW

Events Manager

ShareOnes Learning (Events Division) | Aug 2000 – Apr 2005 | Sydney, NSW

- ▶ Contracted for Sydney Olympics 2000, Rugby World Cup 2003, UEFA Championships, and Athens Olympics 2004, Wimbledon and Roland Garros 2005
- ▶ Hired and managed 500+ staff; served as corporate liaison manager and retail manager for major international sporting venues

EDUCATION

Executive MBA — Business Administration & Management Distinction Average · Capstone: Sustaining Growth & Profitability	Collège de Paris	2024 – 2025
Masters of Learning & Leadership (MLL) Innovating Professional Practice · Learning in the Digital World · Leading Learning	University of Technology Sydney	2016 – 2018
Bachelor of Education (B.Ed.) — Human Movement	University of Sydney	1995 – 1999

IB Business Management Teaching Certificate	International Baccalaureate	2014
Diploma of Sports Marketing · Dux of the Year	APM College	2001

VOCATIONAL QUALIFICATIONS & CERTIFICATIONS

Certificate IV in Training & Assessment	TAFE NSW	2024
NSW White Card CGI1994552SEQ01	SafeWork NSW	2024
NSW Working with Children Check WWC0394914E	OCG NSW	2026
Diploma of Leadership & Management	TAFE NSW	2024
Diploma of Business	TAFE NSW	2024
Diploma of Marketing	TAFE NSW	2024
Certificate IV in Human Resources	TAFE NSW	2024
Certificate IV in Mental Health	TAFE NSW	Nov 2023
Certificate III in Individual Support	TAFE NSW	Nov 2023
Certificate IV in Hospitality	TAFE NSW	Mar 2023
Certificate IV in Project Management	TAFE NSW	Oct 2022
Certificate III in Supply Chain	TAFE NSW	Sep 2022
Certificate IV in WHS	TAFE NSW	Nov 2022
Certificate IV in Leadership & Management	TAFE NSW	Jul 2021
Certificate IV in Marketing & Communication	TAFE NSW	Aug 2014
Certificate IV in Business (+ Business Services)	TAFE NSW	2011 / 2016
Mate to Manager	AIM	Jul 2023
First Aid Certificate	Surf Life Saving Australia	Jan 2025
Community Coach Certificate	Golf Australia	Jan 2012

VOLUNTEERING & COMMUNITY

Pathways & Relationships Manager

Disability Assistance4u | Jan 2023 – Present

- ▶ Advocate for the rights and well-being of people with disabilities and disadvantages; connect clients to services aligned to principles of integrity, compassion, and innovation

Night Patrol Volunteer

St Vincent's Health Australia | Jan 2015 – Present | Sydney, NSW

- ▶ Supervise and participate in overnight patrols providing food and support to people experiencing homelessness in Sydney

***References can be supplied upon request.**