

# LEADERS

# AND

# ENTREPRENEURS

# OF

# TOMORROW

**LEADERS AND ENTREPRENEURS  
OF TOMORROW STARTING TODAY**

## OUR MISSION

To be the recognised charity dedicated to transforming the lives of young people through leadership and entrepreneurship development.

## OUR VISION

To inspire and influence a generation of young people to lead themselves and others well.

## TRANSFORMATION

Halogen seeks to transform young people through changing their belief system. A person's values, behaviours and actions are largely affected by his/her belief system. We aspire to build the right beliefs in young people with regards to their sense of self-identity, their self-esteem and their potential. At the end of the day, we want our youth to be assured and be able to say of himself/herself "**I am, I matter and I can**".



It brings me great delight to present to you the inaugural issue of Halogen Foundation Singapore's Annual Report.

Incepted in 2003, Halogen is a not-for-profit Institution of Public Character (IPC) dedicated to building young leaders and entrepreneurs. Over the past twelve years, we have committed much of our time and efforts into impacting young people through our proven leadership and entrepreneurship programmes.

We hope to equip our youth with lifelong skills in leadership and entrepreneurship, that cuts across all industries and sectors, to give them a better head-start in life, for them to build successful careers and futures. This is especially important for those from poor and needy families, or are at risk, to create alternate pathways of success.

The SG50 narrative has cast a spotlight on what lies ahead for our country and our younger generation. With the Government's push towards initiatives like SkillsFuture, we see a vital role that Halogen can play in (i) enhancing social mobility and reducing elitism; and (ii) building an enduring and dynamic culture for entrepreneurship in Singapore, through our work.

It is our commitment to continue contributing to this endeavour.

I would like to extend a very special thank you to all our partners, donors and supporters, who have generously given their time and resources to our cause over these years. We would not have been able to accomplish so much without your invaluable support and generous donations. In particular, I would like to thank Lee Foundation for the \$800,000 donation and Government's matching of each dollar of donation which we raised, through the Care and Share fund.

We are encouraged by your belief in our work and compelling cause. I invite you to continue to join alongside us in this fulfilling journey and push boundaries in creating meaningful impact on our youth, through our work to develop future leader-entrepreneurs and entrepreneur-leaders, who can change the world in issues that they believe in.

**"We cannot always build the future for our youth but we can build our youth for the future" – Franklin D. Roosevelt.**

Our Board of Directors and team look forward to working with you in inspiring and empowering our younger generation to believe that they are worthy, they matter and that they can make a positive difference.

I thank you all for your continual support.

A handwritten signature in blue ink, appearing to read 'Lim Soon Hock'. The signature is fluid and cursive, written over a light background.

Lim Soon Hock JP; BBM; PBM  
Board Chairman

The filament of the modern Halogen light-bulb is surrounded by a Halogen gas compound. The gas protects the filament and provides the conditions for it to burn hotter, longer and brighter than ever before. In a world where leaders seem to be switching off, or burning out regularly, the decisions made by those who will lead in the near future have never been more important.



## ABOUT HALOGEN

Founded in 2003, Halogen Foundation (Singapore) is an Institution of Public Character (IPC) charity with a focus on building young leaders and entrepreneurs.

Defining leadership and entrepreneurship as influence, Halogen believes that every young person can lead and be positive change-agents. By developing an entrepreneurial mindset, youths can be equipped further to positively contribute to society. Therefore, Halogen aims to make quality leadership and entrepreneurship education and experiences available and accessible to all young people regardless of their backgrounds, race, income or religion, especially those who are disadvantaged – coming from challenging family backgrounds and/or are on financial assistance schemes.

Through these initiatives, our goal is to influence a generation of young people to lead themselves and others well. Halogen wants to build young leaders and entrepreneurs who are both competent and of good character, and practically change the world through issues they believe in.



**12**

YEARS OF IMPACT

**109,515**

YOUTHS IMPACTED  
(aged 9 - 25)

OUTREACH TO YOUTH  
FROM UP TO

**22**

COUNTRIES

**4173**

EDUCATORS & ADULTS  
IMPACTED

**80%**

\*SINGAPORE  
SCHOOLS IMPACTED

\*cumulative reach, since 2003

## IN 2014

The Academy unit has reached out to **84** schools and institutions impacting some **9,040** students and **333** teachers and adults through school-wide leadership training as well as programmes for specific student groups.

Regardless of their background, our youth deserve quality and equal opportunities for empowerment. Skillsets and mindsets in leadership and entrepreneurship are crucial for our young people to create pathways for their careers and futures.

We believe in engaging in the domains of inspiration, education and action to transform our young people. Here are some key programmes that we deliver for our youth:

### EVERYDAY LEADERSHIP™

The Everyday Leadership™ programme is designed for modular delivery and easy understanding. Through the programme, the youths learn how to lead themselves through personal growth and understanding group and shared responsibilities. Through guiding them through concepts of **Being** (individual learning and development), **Knowing** (understanding concepts and circumstances) and **Doing** (taking action), we hope to transform these young influencers from inside out. Programmes are usually customised to suit the developmental needs and resources of the target audience.

### STUDENT LEADERSHIP CHALLENGE®

The Student Leadership Challenge® programme, based on The Leadership Challenge® by best-selling authors James Kouzes and Barry Posner, advocates that leadership is everyone's business. The programme establishes the youth's understanding of leadership and challenge them to increase their leadership effectiveness through The Five Practices of Exemplary Leadership®: Modelling the Way, Inspiring a Shared Vision, Challenging the Process, Enabling Others to Act and Encouraging the Heart. Approaching leadership as a measurable, learnable and teachable set of behaviours that can become part of the everyday practice of getting extraordinary things done, the Student Leadership Challenge comes with a 360 degree tool to enhance the developmental process.

### HABITUDES®

Founded by Dr. Tim Elmore and his team at Growing Leaders, Habitudes® is a progressive model that leverages the power of images to elicit discussion, reflection and paradigms shifts in the teaching of timeless leadership principles. The programme is anchored by core images describing timeless leadership principles and is coupled with thought-provoking reflection questions and application inventories for maximised learning. The Habitudes® principles provide a powerful leverage for youth to reflect and grow through establishing a common language of leadership.



## NETWORK FOR TEACHING ENTREPRENEURSHIP (NFTE)

For 28 years, NFTE US has worked with at-risk students to help them uncover and hone entrepreneurial qualities. Halogen is the local programme partner in Singapore for the NFTE programme with effect from 2014.

Halogen is offering NFTE programmes for youth/institutions that have:

- Significant number of youth under the Financial Assistance Scheme (FAS)
- Significant number of youth from difficult backgrounds (indicators such as low household income level, low education level, divorced/single parents)

The NFTE programme seeks to give a leg up to youth from disadvantaged and under-privileged families. The early-intervention and preventive approach serves to tackle common societal phenomena/issues upstream. By directing these street smart youth to business smart pathways, the programme helps to effectively preclude behaviours such as dropping out of school, mixing with the wrong company and picking up smoking. By giving the youth a greater sense of confidence and bearing to their lives, we hope to empower them to lead lives with purpose and dignity.

The core NFTE content is delivered to youth aged 15 to 19 via:

### **NFTE In-Curriculum (School-Based Execution)**

Curriculum is run over 60 instructional hours spread over an average of 30 weeks; this is primarily run by school teachers (with the guidance and support of Halogen). Teachers need to pass a 4-day certification programme (NFTE University) before being able to administer this programme.

### **NFTE BizCamp (Camp-Based Execution)**

An intensive 10-day mini-MBA style non-residential camp, this is primarily run by trainers from Halogen Foundation Singapore.

The NFTE programme also includes avenues for corporate engagement through

- Hosting of Business Visits
- Featured Business Speakers
- Presentation coaching
- Mentoring/Internship opportunities



"When a student recognises a good programme, they will know and participate in it. I am impressed by the quality of this programme and also the commitment and professionalism of the Halogen team."

### MARTIN TAN

Northlight School Principal



Thanks for the leadership skills you have taught us. I thought the game we were playing was just for fun but when you said that it had values and you explained it, I was inspired and will start to show my values through actions.

### BHAGATVEER SINGH

Jurong West Secondary School Student



"I learnt how to be more confident as a prefect. The module on maintaining a positive attitude was very helpful to me during examination periods and during PSLE by not getting very stressed up. I enjoyed the modules very much."

### THARNEE

Canberra Primary School Student



"Visiting Halogen Foundation Singapore and meeting those youths will forever be one of the best things I have done so far. I went with the intention of teaching the youths but came back learning so much more from them. The potential that these youths showed was amazing and thanks to organisations like Halogen, they will get the right support to succeed in life. I hope to continue building a longer partnership with the foundation."

### RUCHI SONI

one of 10 volunteers from Google who coached the students under the Network For Teaching Entrepreneurship (NFTE) programme



"The class is more united and because of the amount of time spent together, they've also got to know each other better and are more tolerant towards each other.

The life skills they picked up is invaluable. Even basic things such as personal grooming is often overlooked. But we can now use this programme and the common experience to gently remind the students if they are not behaving up to expectations. The confidence they showed in presenting their sales pitch and handling the question and answer was amazing, The programme has given the class a common experience that is unique. The fact they took their presentation so seriously was unexpected."

### LYNN TEO

Bedok Green Secondary School Form Teacher

"I definitely saw more confidence arising as a result of the programme... I think the key thing is to enable children to grow up to become adults and make good choices throughout their youth years and into adulthood. That's a great challenge, with society changing, with pressures on society."

### BARRY CLARKE

Cambridge Alumni Mentor

**IN THE SPOTLIGHT**  
Watch our featured stories here:



**XAVIER TAN, 17**  
Westwood Secondary School



**AJIT SHIVASANKER, 16**  
Boon Lay Secondary School



Note:

\*Halogen makes use of indicators and feedback tools to perform pre and post assessments in the evaluation of programme impact. Please feel free to contact us for more details on the reports and outcomes.

Building an ecosystem is essential for sustainability in the impact of our programme transformations.

### VALUED PARTNERS



Growing Leaders



### INTERNATIONAL PROGRAMMES OFFERED



Habitudes Logo



### HALOGEN IN THE NEWS



1



2



3

1: ITE student lauded for leadership chops - The Sunday Times (Nov 01, 2013)

2: 'No time' is no excuse for not helping - The Sunday Times (Apr 12, 2015)

3: New Award Launched to Recognise Young Leaders - Channel News Asia (2013)

**Halogen Foundation (Singapore)**  
**Balance Sheet**  
**As at 31 December 2014**

	Note	2014 \$	2013 \$
<b>Members' guarantee</b>			
Members' guarantee at \$10 each	5	90	50
<b>Accumulated (deficit)/surplus</b>		(145,916)	76,476
<b>Non-current asset</b>			
Plant and equipment	6	28,738	44,821
<b>Current assets</b>			
Trade and other receivables	7	68,118	124,398
Prepaid operating expenses		751	6,509
Cash and cash equivalents	8	-	56,250
		68,869	187,157
<b>Current liabilities</b>			
Trade payables and accruals	9	147,502	152,502
Deferred income	10	83,915	3,000
Bank overdrafts	11	12,106	-
		243,523	155,502
<b>Net current (liabilities)/assets</b>		(174,654)	31,655
<b>Net (liabilities)/assets</b>		(145,916)	76,476

**Statement of comprehensive income**  
**For the financial year ended 31 December 2014**

	Note	2014 \$	2013 \$
<b>Income</b>			
Sponsorships income		94,932	12,000
Donations (including fund raising)	12	299,503	550,731
Grants	13	37,690	50,000
Sales of event tickets		19,152	44,405
Young Leaders Academy income		280,596	500,710
Interest income on bank balances		-	12
Merchandise sales		3,106	117
Other income	14	17,223	4,694
		752,202	1,162,669
<b>Less: operating expenditures</b>			
Young Leaders Academy expenses		77,302	150,960
Other expenses (including cost for research project and fund raising expenses)		299,407	242,154
Depreciation of plant and equipment	6	19,558	26,071
Rental expense		68,972	68,717
Staff costs		509,215	612,293
Interest expense		140	-
		974,594	1,100,195
<b>(Deficit)/surplus before taxation</b>		(222,392)	62,474
Income tax expenses	16	-	-
<b>(Deficit)/surplus transferred to accumulated funds</b>		(222,392)	62,474

Note:

As at June 2015, funds raised amounted to \$1.4M. With potential matching of 1:1.25 from the Care and Share II Grant, the amount raised will increase to \$2.8M. Based on our current operating expenses, this is sufficient to cover at least 3 years of our operation. This does not include additional funds that will be raised from projects that will be implemented in the second half of 2015 and in the future.

**\$50,000 AND ABOVE**

National Youth Fund  
 NCSS New and Emerging Initiatives  
 Glory Wealth Singapore  
 Google SG Data Grant  
 Mr. Sherron Wong  
 Pontiac Land  
 Serial Systems Ltd

**\$10,000 - \$49,999**

Cisco Systems Singapore	Mr. Eddie Tan
Dimension Data Asia Pacific Pte Ltd	Neo Garden Catering
Dr. Ann Tan	Salesforce Healthy Communities Grant
EMC International SARL (Singapore Branch)	Stephen Riady Foundation
Jacob Ballas Foundation	TAK Products & Services Pte Ltd
Lippo Group	The Silent Foundation
Mr. Aaron Maniam	

**\$1,000 - \$4,999**

Abwin Pte Ltd	Nero & Lim Business Consultants
Activa Media Pte Ltd	NSL Oil Chem Waste Management
Ang Cheng Guan Construction Pte Ltd	NTT Singapore Pte Ltd
Asia PR Werkz Pte Ltd	NTUC FairPrice Foundation
Aviation & Electronics Support Pte Ltd	Real Kaiten Consultancy & Investments Pte Ltd
Bengawan Solo Pte Ltd	Riverbed Technology Pte Ltd
Charles & Keith (Singapore) Pte Ltd	Sakae Holdings Ltd
Community Foundation of Singapore	SANMINA-SCI Systems Singapore Pte Ltd
Deloitte & Touche Financial Advisory Services Pte Ltd	SC Global Developments Ltd
Dimension Data Singapore Pte Ltd	SECOM (Singapore) Pte Ltd
Firstsolutions Pte Ltd	SIM University
JHT Law Corporation	Tee-workshop Pte Ltd
John Wiley & Sons	TMG Projects Pte Ltd
Kian Soon Hardware & Trading Pte Ltd	Zheng Keng Engineering & Construction Pte Ltd
Metro Holdings	

**SALESFORCE.COM**

Halogen runs the annual Salesforce BizAcademy, an apprenticeship program in partnership with Salesforce in Singapore. Every year, Salesforce works with youths from under-resourced and low-income communities who want to learn about the business and technology. By joining the corporate world for a week at the Salesforce office and learning from employees (who serve as mentors and solution buddies), the youth get leadership training, as well as hands-on and real-world business experience.

Salesforce is a leading enterprise cloud computing company, voted the World's Most Innovative Company by Forbes 4 years in a row, 2011-2014.

**GOOGLE (SINGAPORE)**

With the launch of our Digital Leadership module track, Halogen received funding support from Singapore Google Data Centre Grant, covering developmental efforts and workshop delivery of digital leadership content for the youth community. Beyond financial support in these areas of digital empowerment and engagement, Google has also invested in capacity and capability development to our organisation.

**CHANGI AIRPORT GROUP**

In 2014, Changi Airport Group engaged Halogen to run a Career Development Programme for NorthLight School students. As part of the programme, up to 130 attended the Be A Service Star workshop, which equipped them with knowledge of operations in the service industry, and developed personal skills such as grooming and managing emotions; and the Interview Skills workshop, which provided students with the tools to do well when interviewing for jobs.



## WE HOPE TO CONTINUE THE WORK OF TRANSFORMING YOUNG PEOPLE WITH YOUR SUPPORT

### HOW YOU CAN SUPPORT US

Please make all cheques payable to "Halogen Foundation Singapore" and mail them to:

**Halogen Foundation Singapore**  
**2 Orchard Link #05-07B**  
**\*SCAPE Singapore 237978**

As Halogen Foundation Singapore is a registered Institution of Public Character, all donations are eligible for 250% tax deduction. Donations received before 31 December 2015 will be eligible for 300% tax deduction.

As a member of National Council of Social Services (NCSS), Halogen will also be eligible to receive a 1 for 1.25 matching under the SG50 Care and Share II scheme.

We need to raise \$2 million in donations for Financial Year 2015 to meet our projected fund raising targets of \$4.2 million.



Led by



*A movement supported by over 200 voluntary welfare organisations*

All funds raised will contribute towards the work of Halogen Foundation Singapore in building young leaders and entrepreneurs who will practically change the world in issues they believe in.

### INTERESTED IN GETTING INVOLVED?

We welcome interested individuals and corporations to join us in our corporate volunteering programmes.

Drop us an enquiry at [singapore@halogenfoundation.org](mailto:singapore@halogenfoundation.org) so that we may schedule for a meeting.



## PATRON AND CURRENT BOARD OF DIRECTORS

1. **Teo Chee Hean (Patron)**  
Deputy Prime Minister, Coordinating Minister for National Security,  
Minister for Home Affairs
2. **Lim Soon Hock (Chairman)**  
Founder and Managing Director, PLAN-B ICAG Pte Ltd
3. **Tam Chee Chong (Treasurer)**  
Regional Managing Partner, Financial Advisory Services, Deloitte  
Southeast Asia Executive Director, Deloitte & Touche Financial  
Advisory Services and Deloitte & Touche Finance
4. **Bill Padfield**  
Chief Executive Officer, Dimension Data Asia Pacific Pte Ltd
5. **Cho Pei Lin**  
Managing Director, Asia PR Werkz Pte Ltd
6. **Dr Ann Tan**  
Consultant Obstetrician and Gynaecologist, Women & Fetal Centre
7. **Jessie Thong**  
Executive Director, JHT Law Corporation
8. **Mark Sayer**  
Managing Director, Drayhall Group
9. **Martin Tan**  
Co-Founder, Halogen Foundation Singapore  
Executive Director, Institute for Societal Leadership
10. **Ramlee Bin Buang**  
Founder & Owner, UYKO Advisory

## COMMITTEES

### Finance & Establishment Committee

Tam Chee Chong (Chairperson), Bill Padfield (Co-Chairperson), Lim Soon Hock, Martin Tan

### Audit Committee

Ramlee Bin Buang (Chairperson), Jessie Thong (Co-Chairperson), Lim Soon Hock

### Finance & Establishment Committee

Dr Ann Tan (Chairperson), Mark Sayer (Co-Chairperson), Lim Soon Hock, Jessie Thong, Cho Pei Lin, Martin Tan

**BUILDING YOUNG LEADERS AND ENTREPRENEURS  
WHO WILL PRACTICALLY CHANGE THE WORLD  
IN ISSUES THEY BELIEVE IN**



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