



ASIA INSTITUTE OF  
MENTORING (AIM)

SPRING/SUMMER EDITION

# MENTORING NEWSLETTER



## HERE'S WHAT HAS HAPPENED IN THE LAST COUPLE OF MONTHS AND WHAT'S TO COME!

Check out some highlights of what took place back in 2024 and look forward to what more we'll bring to you in this coming year!



### IN THIS NEWSLETTER YOU CAN EXPECT:

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Mentor  
Certification  
Programme

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Mentors Spotlight

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Community  
Updates

**“A mentor is someone who allows you to see  
the hope inside yourself.”**

*Oprah Winfrey*



Welcome to the 2025 Spring Edition of the Mentoring Newsletter from the Asia Institute of Mentoring (AIM)!

AIM is the first organization in Asia (and the world) to focus on growing mentors, raising the quality and setting the standard in mentoring, bringing mentoring to the spotlight, and promoting mentoring as a life philosophy.

Launched in January 2019, AIM is today Asia's leading institute in mentor training and certification. We have organized over 250 learning events (masterclasses, webinars, fireside chats) with over 13000 participants, 18 cycles of mentorship programs involving over 800 mentors and mentees, and 13 runs of our Certified Professional Mentor (CPM) training program. We also count over 40 partners in the AIM community, the latest is YMCA with the AIM x YMCA Project UP mentorship collaboration. These AIM initiatives collectively demonstrated the power of the community, and the unifying power of mentoring-driven human connections and care for the human spirit, showing that it is in giving that we receive.

Today the community has grown to over 7500 strong, comprising over 500 mentors across 30 industry sectors.

We launched the AIM 22 Mentoring Movement kicking off in 2022, to bring hope and optimism in the emerging new normal. We also wanted to shine a spotlight on many of the mentors who have been leading the charge in this

mentoring movement, within the AIM community also out there in the society - many are key influencers and leaders in their industries and the society. The My Mentoring Story (MMS) project was born. And 3 years later with AIM 25, it has only grown from strength to strength.

MMS is a series of short video interviews of these pioneering mentors - their mentoring experiences and stories as seen thru their eyes and told in their own voices - on their personal journeys to inspire and guide others to a greater height whether in business, career, family, personal development - on the way to becoming a better version of themselves. This Mentoring Newsletter is our way to bring their stories to you - and out to the broader community.

In a fast-paced world where the only constant is change and the future is all but certain - and where our planet faces unprecedented challenges - the work of mentors and mentoring has never been more important. There is an urgent need for each of us to draw on our strengths and creative potential as human beings, to connect with our higher self and our deeper purpose to contribute towards humanity in a positive and impactful way. Mentors are our guides on this journey.

And as such, mentoring is a foundation for a kinder, gentler, more inclusive, more just and more sustainable world.

*Gen-Lu Chow*  
**Founding Executive Chairman  
Asia Institute of Mentoring**







# CERTIFIED PROFESSIONAL MENTOR (CPM) TRAINING PROGRAMME

*empower & inspire*

As a community, we believe many of the social, work place and economic issues of our time can be addressed through mentoring. Cultivating a community of qualified mentors would allow the impact to be scaled quickly to see a positive outcome. The AIM CPM program is part of this broader strategy to bring Mentoring to the forefront of personal and professional development through a formalized training and certification process.

It is our mission at Asia Institute of Mentoring (AIM) to build a kinder, gentler and more inclusive society through mentoring.

If YOU are passionate, fully committed and keen on giving back, willing to serve as a trusted guide and friend to another, this program is for you. The AIM platform ensures development of important knowledge and life skills, and exposure to new opportunities through our network, relationships, resources and community support.



## IMPORTANT DETAILS

Dates: 14, 21, 28 July; 4, 11, 18, 25 August 2025

Time: 19:30 - 21:30 SGT+8

Mode: Live Online via Zoom

Fees: SGD\$700

(Highly subsidized by AIM to help advance our social mission to raise the quality of mentors and set the standard in mentoring)

[LEARN MORE](#)



# PUNIT OZA

"It only takes one person to mobilize a community and inspire change. Even if you don't feel like you have it in you, it's in you. You have to believe in yourself. People will see your vision and passion and follow you."

With over three decades of maritime industry experience, Punit stands as a beacon of mentorship excellence, dedicating his expertise to shape the next generation of maritime professionals. His journey exemplifies how structured mentorship can create lasting impact not just on individuals, but entire families and the maritime industry at large.

At the heart of Punit's mentorship philosophy lies a profound understanding that experience should be shared proactively. As he quotes one of his mentors, Bill Bryant, "Experience is the knowledge that you get just after you need it" - highlighting the crucial importance of passing down insights before they become costly lessons for others.

What sets Punit's approach apart is his innovative scholarship program, the only one among 51 Maritime scholarships offered by Singapore Maritime Foundation that features active mentorship throughout the duration of the Diploma in Maritime Business at Singapore Polytechnic. Unlike traditional scholarship programs that focus solely on academic excellence, Punit's initiative specifically targets introverted students who show potential but require guidance to flourish.

The program's structure is both comprehensive and practical. First-year students engage in monthly discussions linking classroom theory to real-world applications. Quarterly meetings explore broader industry challenges like digitalization and decarbonization, while bi-annual informal dinners foster networking opportunities. By the third year, mentees receive practical support in professional development, including LinkedIn profile optimization and internship guidance.

Perhaps most remarkably, Punit's mentorship model creates a sustainable cycle of support. Former mentees, now kick-starting their careers, continue to maintain connections with both mentors and newer mentees, creating a growing network of maritime professionals. This approach has demonstrated tangible results, with mentees showing improved academic performance, enhanced leadership qualities, and increased class participation.



The ripple effects of this mentorship extend beyond individual careers. Punit has observed how one successful mentee can inspire entire families to consider maritime careers, creating a multiplier effect that benefits the broader industry. This aligns perfectly with his vision of not just building talent, but instilling genuine passion for the maritime sector.

For aspiring mentors, Punit emphasizes that expertise shouldn't be a barrier to entry. "Each mentor, each individual has his own unique experiences," he explains, encouraging professionals to recognize the value in their personal journeys. His advice to potential mentors is simple: start spontaneously and develop structure along the way.

Meanwhile, mentees are encouraged to understand that true mentorship transcends academic guidance. It's about holistic development, industry exposure, and building lasting professional relationships that can shape entire careers.

Through his dedicated approach to mentorship, Punit Oza isn't just preparing individuals for careers in the maritime industry - he's cultivating a new generation of passionate professionals who understand their role in serving the global community through maritime excellence. His work demonstrates how structured mentorship can transform not just careers, but lives, families, and ultimately, the entire maritime industry.



# EMILY ORCULLO

"I believe that we all need someone who can help us in our process of becoming and in our self-actualization, even though we may not see the need in the beginning."

Today, we're honored to spotlight Emily Orcullo, a remarkable supply chain director whose journey in mentoring spans over 15 years, enriching lives and fostering growth across Singapore's professional community.

Emily's story is one of passion and purpose. Originally from the Philippines and now calling Singapore home for over two decades, she has transformed her leadership role into a platform for nurturing talent and supporting personal development. Her approach to mentoring goes beyond traditional career guidance, encompassing well-being, leadership development, and helping individuals navigate life transitions.

What sets Emily apart is her holistic approach to mentoring, shaped by her extensive experience at Procter & Gamble. There, she witnessed firsthand how a strong mentoring culture can drive organizational success while fostering individual growth. This experience has evolved into a lifelong commitment to helping others realize their potential.

One of Emily's most inspiring recent experiences involves

mentoring a Green Tech startup founder. This relationship beautifully illustrates the two-way street of mentoring - while she shared expertise in leading a team and effectively communicating ideas to stakeholders.

As a certified ICF coach and graduate of the CPM program, Emily brings structure and intentionality to her mentoring approach. She emphasizes the importance of active listening and reflective questioning, creating a safe space for growth and development.

Emily's story reminds us that mentoring is more than just professional guidance - it's about being what she calls a "lifegiver" in our communities and workplaces. Her journey inspires us to recognize that everyone has the potential to make a meaningful impact through mentoring, creating ripples of positive change that extend far beyond the initial relationship.



From humble beginnings in the IT industry during the mid-80s to becoming a successful entrepreneur and dedicated mentor, Chak's journey exemplifies the transformative power of meaningful guidance and support.

Starting his career at Arthur Andersen (later Accenture), Chak's entrepreneurial spirit led him to build his own company from just three employees to an impressive team of 300. But it's his subsequent transition into mentorship that truly showcases his commitment to giving back to the business community.

What makes Chak's approach to mentoring particularly noteworthy is his emphasis on relationship-building and genuine connection. His own experience of being mentored during the dot-com era, including a surprising and impactful encounter with an author in Silicon Valley, shaped his understanding of mentorship's true value. This experience taught him that authentic mentorship transcends geographical boundaries and professional hierarchies.

Through his years of mentoring, Chak has developed a deep appreciation for structured mentoring processes. He actively supports initiatives that go beyond casual coffee meetings, emphasizing the importance of goal-setting, regular communications, and meaningful feedback. His practical approach has helped numerous mentees navigate their professional journeys more effectively.

Perhaps most inspiring is Chak's perspective on the mentor-mentee relationship. He believes in providing different perspectives while respecting mentees' autonomy in decision-making. This balanced approach has enabled him to create lasting impacts on his mentees' professional development while fostering genuine connections that extend beyond formal mentoring periods.

As organisations increasingly recognise the value of mentorship, stories like Chak's remind us that at its core, mentoring is about building bridges of knowledge, experience, and mutual growth between generations of professionals.

*"Mentoring is a process... it's not just about giving advice over coffee during free time and offering a listening ear. It's really more than that... it involves managing relationships, setting goals, regular meetings, communications, and providing feedback."*

# KONG SOON CHAK





## MENTORSHIP PROGRAMME

Our AIM 25 Mentoring Movement (a.k.a. AIM25) is here, and we're on a mission to create lasting impact through the power of mentorship 🌱

Our goal is to inspire and empower individuals to become mentors this year, fostering a culture of giving, caring, and kindness that will ripple through our community for years to come.

Whether you're an experienced mentor or just starting your journey, there's a place for you in our growing community. Together, let's shape the future of mentoring in Singapore and beyond!



25 JUNE 2025

## NETWORKING EVENT

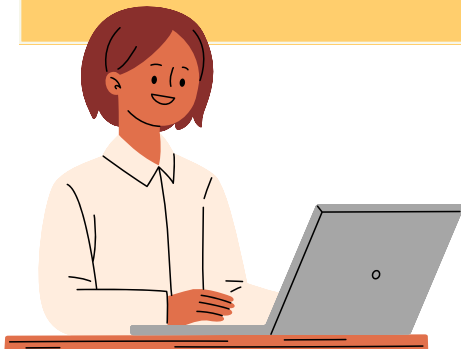
To our incredible AIM community — you've been the heart and soul of our mentoring programs, and now it's time to celebrate YOU! We're thrilled to invite you to an evening of meaningful connections, inspiring conversations, and shared experiences.

Whether you're a seasoned mentor or curious about starting your mentoring journey, this is your chance to be part of something special. Bring along colleagues who might be interested in exploring the world of mentoring — everyone's welcome!

Location: EON Shenton, Meeting Room 1

Time: 7:00 PM - 8:30 PM

\*Limited slots available



## SIGN UP AS A MEMBER & ENJOY FURTHER DISCOUNTS

As a Member of AIM, you are a valued contributor and co-creator of our community. You can enjoy membership benefits all year round.

Membership with AIM is available to anyone who wishes to explore the opportunity to learn more about mentoring and for those who wish to give back to the community through mentoring.

We welcome members who want to be actively involved in AIM's vision of creating a kinder, gentler more just society through mentoring.

LEARN MORE





# JOIN OUR COMMUNITY, VOLUNTEER WITH US!

If you are looking for an opportunity to work alongside serial entrepreneurs, senior corporate executives, and be part of our small yet highly effective team of committed volunteers, join us by signing up at our website to be an AIM Volunteer.

Together, we can create an Asia-based people-powered mentoring movement to move people - to give forward, to transform, to harness the deep human potential and create social impact - bringing about a kinder, gentler, more inclusive, more just and sustainable world for all.

Your contribution makes a huge difference!

## PARTNERS



Follow us on our socials to get more updates about our programs

For further enquiries about our programs, do not hesitate to drop us an email at: [hello@asiainstituteofmentoring.com](mailto:hello@asiainstituteofmentoring.com)