

MEDAL OF COMMENDATION

Tham Loke Kheng

Chief Executive Officer

Mediacorp Pte Ltd

Nominated by Singapore Union of Broadcasting Employees.

As CEO, Loke Kheng has focused on evolving the business to navigate the challenges of the media industry, while also keeping a keen eye on employees' well-being.

Under Sister Loke Kheng's leadership, Mediacorp has introduced progressive workplace practices to build a people-focused work culture, based on self-leadership, trust and open communication. For example, employees are given family care leave to manage their caregiving responsibilities, in addition to flexible work arrangements to promote better work-life balance. In addition, Sister Loke Kheng has championed the mental wellbeing and resilience of employees. These include introducing the Mediacorp Emotional and Mental Wellbeing Support programme, a three-pronged approach that provides support to staff through training, helplines, and counselling. The company has also expanded its suite of wellness initiatives to support employees in managing their wellbeing. These include Wellbeing Leave, Birthday Time-off, additional support for counselling claims and an extended scope of support to include family counselling sessions, among others.

In the area of leadership development, Sister Loke Kheng has been instrumental in supporting the company's efforts to guide its leaders in coaching their teams better, through initiatives such as the Mediacorp Leaders Programme, to help hone the skillsets required of effective leaders to influence and motivate, build trust and deliver value and results.

To navigate the changes in the media industry, the company has an active Company Training Committee and has been implementing its Operations and Technology Roadmap over the past year. Examples include surveying employees on their digital preparedness and savviness, and conducting hands-on digital workshops for employees who feel less comfortable with technology.

In managing disciplinary cases, Sister Loke Kheng has proven to be a firm, fair, and compassionate leader who is willing to listen to and support employees.

She has built a healthy working relationship with the Singapore Union of Broadcasting Employees (SUBE) through regular meetings and dialogues with the executive committee. She maintains an open-door policy for any union leader and employee.

With her support, SUBE has collaborated with Mediacorp on joint events benefitting all employees while providing the union with additional platforms to engage with colleagues across the company. These efforts have gone a long way towards nurturing the growth and wellbeing of Team Mediacorp.