

Justin ET Oh



Justin ET Oh is a Strengths and Leadership Coach and Team Building Trainer who partners with organizations to build stronger, more connected teams and develop capable leaders through experiential learning, coaching and strengths-based development.

Drawing on over 25 years of leadership experience in the banking industry, Justin brings practical insight into what it takes to lead teams and deliver results in dynamic and fast-changing environments. Having led teams through growth, transformation and performance challenges, he understands that sustainable success comes from **aligning people, strengthening collaboration** and **creating teams that trust and support one another**.

Qualifications:

- Masters in Business Admin (MBA) with Distinction
- Certified Associate Coach (CAC)
- Gallup Certified Strengths Coach (GCSC)
- AICB Associate Chartered Banker

His background spans branch sales and service, regional business development and strategic planning, providing him with a deep people development perspective and the ability to translate leadership concepts into **practical, engaging and action-oriented** programs.

Throughout his career, Justin has been a **strong advocate for people growth, team engagement and culture building**. He has led initiatives in talent development, employee engagement, customer experience and workplace culture transformation, guided by the belief that when teams connect, trust one another and leverage their different strengths, performance naturally follows.

Today, Justin brings this experience into designing and facilitating high-energy team building experiences and leadership development programs. His sessions combine fun, reflection and meaningful learning, helping participants **strengthen relationships, appreciate diverse strengths and build the synergy needed to perform effectively as a team**. His goal is to create engaging learning environments where individuals reconnect with their purpose, teams collaborate more effectively and organizations build stronger workplace cultures where people rise and perform together.

Programs conducted for organizations across the following industries:

- Banking & Financial Services
- Insurance & Takaful
- Retail & Manufacturing
- Education & Academic Institutions
- Technology & Digital Services
- Oil & Gas
- Advertising & Marketing Services



Trainer Profile

Training & Facilitation Style

1. Strengths-Based Team Building Facilitator

Anchored on talent insights and personality frameworks (e.g., CliftonStrengths, DISC), emphasizing self-awareness, collaboration and team synergy by:

- helping participants recognize their natural strengths and how these contribute to the team.
- connecting individual talents to team dynamics, communication and collaboration.
- encouraging teams to appreciate diverse strengths and work together more effectively.

2. Experiential and Highly Engaging Learning

Focused on creating meaningful team experiences through interactive and activity-based learning by:

- designing physical and experiential challenges that encourage teamwork and participation.
- using simulations, games and group activities to strengthen trust and collaboration.
- creating shared experiences that build stronger team relationships and engagement.

3. Practical and Outcome-Oriented Design

Structured activities that combine fun, reflection and learning to reinforce workplace relevance by:

- linking team activities to real workplace behaviours such as communication, trust and problem solving.
- encouraging participants to reflect on how teamwork can be improved at work.
- reinforcing the value of collective strengths and shared accountability within teams.

4. Participants Can Expect:

- ✓ High-energy and engaging team activities that encourage participation.
- ✓ Opportunities to connect with colleagues across teams and generations.
- ✓ Meaningful reflection on teamwork, communication and collaboration.
- ✓ A fun yet purposeful team building experience that strengthens team unity.

