

SINGAPORE SEMICONDUCTOR VOICE

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AUTOMATION: A MAJOR GROWTH DRIVER FOR THE INDUSTRY



SILICON CLASSIC 2019



AUTOMATION
SUPPLIER DAY 2019



ENVISIONING THE
FUTURE WITH LED



TAKING STEPS TO BE
FUTURE-READY



LEADING THE FUTURE

Exclusive interview with Mr Jeff Tang, Chief Technology Officer of HOPE Technik



Can you name a person who has had a tremendous impact on you as a leader? Why and how did this person impact your life?

Thinking about it, I cannot name only one person who has significantly impacted me. In the different stages of my life, whether it be school, Singapore's National Service or in the working world, the collective sum of all the experiences and people I have met have moulded me to become who I am today.

However the one statement which has stuck with me all these years is, "A leader is a servant, you serve the ones you lead." As a leader, I take pride to keep this in mind.

What are the most important decisions you make as a leader of your organization?

As the Chief Technology Officer of HOPE Technik, important decisions are made daily. From engineering challenges, technical directions to short term gains vs long term benefits – it can either make or break a project, product or solution.

This is why we have a set of core values called the '10 Rules of Engagement' which guides the team at HOPE Technik.

The fifth rule, "Our best intentions and ideas are put into production and if there are any problems, no blame goes to anyone. We will all fix it," is kept in mind to ensure the best results in teamwork.

Do you believe great leaders need creative thinking skills?

Definitely, there are many qualities which are important for a leader to have, and creativeness should be one of them.

How do you encourage creative thinking within your organization?

By creating a box that is beyond their reach consistently. As they grow and learn, you expand their box accordingly.

What do you value most in your organization, its mission, the core values or vision?

In my opinion, our core values are the most important aspect. Our core values act as a guide on how we treat our clients, teammates and vendors while ensuring that we deliver the best products and solutions.



Firefighting Robot

Would you like to share any word of inspiration for aspiring leaders in this industry?

A great leader understands that a team as a whole is more important, not the other way around.

How do you keep the inspiration alive as your business expands and will there be occasions where you need to compromise on your vision?

Inspiration is an important factor for what we do as engineers, especially during the course of a challenging project as it can be the light at the end of the tunnel. It isn't uncommon for your original vision to evolve as perfect situations, environments or boundary conditions do not exist. I believe that a good engineer or leader is one who knows when and where to strike a balance and this will set you apart from others.

How do you inculcate the vision/core values in your employees?

I do so by practicing it in every aspect of daily work as much as I can. It takes a team of dedicated individuals to engineer the best products and solutions. In day to day operations at HOPE Technik, the team works hard together. Like a well-oiled machine, we are each other's support system.

How do you ensure these vision/core values are aligned with your business activities and people you hire?

We take a different approach at HOPE Technik - we strive to ensure that our business activities and the people we hire align with our core values.

What is the most sought after quality or trait that sets one candidate apart from another when you decide on bringing them onto your team?

Grit is what sets one candidate apart from another. Taking that extra challenge and learning new skills on the job should be a given but if you have the passion for engineering, achieving that long-term goal with resilience is something that HOPE Technik looks out for.

Would you be able to share any resources for people who are looking for insights into becoming a great leader?

There are no short cuts or secret recipes here, it is like learning any skill, you acquire knowledge through reading, observing and asking, and of course, through learning from your peers.



Audra Exoskeleton