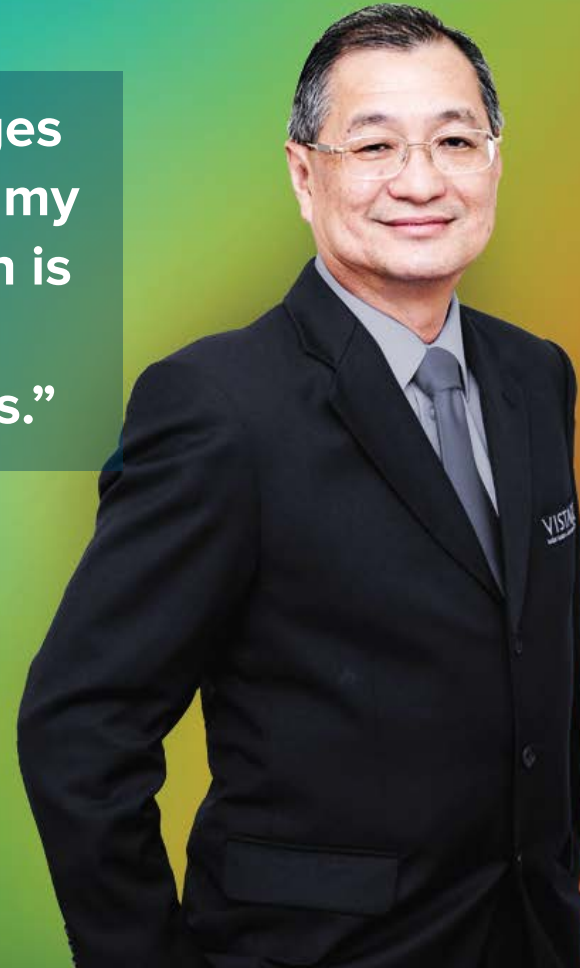


“I can see the results of these changes and transformation over the years in my members; the biggest transformation is that of mindset, reflected in their improvement in behaviour or actions.”



Dr Laurence Lim Chee Loy

Master Chair
Chair since 2007
VEE-12 & KEY-4

CHANGING MINDSETS

Master Chair Dr Laurence Lim Chee Loy challenges his members to be accountable for whatever they have promised to deliver or change so that they achieve the desired outcomes. The biggest transformation he has seen among his group members is a mindset change, reflected in their improvement in behaviour or action.

Introduced by pioneer Chairs Dr Wilson Tay and Heah Kok Soon, Laurence joined Vistage as a Chair in 2007 after he left the corporate world at the age of 50. This allowed him to stay relevant in the business world and help entrepreneurs grow and transform their businesses.

“Vistage provides me with a platform to access 16 diverse companies, to understand what’s going on in the world through the eyes of different entrepreneurs and shape our perspectives of the world,” Laurence expresses. He says he has helped his group members work through the Vistage process to transform their businesses to reach world class standards and in the process build trust and bond with his members. A continuous challenge for him is to make members accountable for whatever they have promised to deliver or change so that they achieve the desired outcomes.

“Because I have managed many big businesses in diverse industries, I can talk like a big brother and they regard me as ‘sifu’. I make them think beyond the profit margins to ensure they have the right people to take the company to the next level.”

“I can see the results of these changes and transformation over the years in my group members, the biggest transformation is that of mindset, reflected in their improvement in behaviour or actions.”

He cites an example of a CEO who was running his business for 20 years but did not have all the competencies to drive his business forward. It took some time for him to shift his thinking to hire outside help. He eventually employed a Chief Operating Officer who could do the job and contributed to growing the business. A basic mindset change he inculcates in his members is to be aware of their self-limiting beliefs, for example in time management. He tells them that time is not the issue but choosing what to do with the time is more important.

Laurence gets his group members to delve into their self-limiting beliefs which may go back to their childhood days, influence from their family and friends and past workplace cultures. They get peeled like an onion to be aligned to the true reality of the environment.



Dr Laurence Lim & his VEE-12 Champion Team in Vistage Golf Challenge 2019



Drum Ceremony at Kiwanis Club of Kluang



Dr Laurence Lim, an active Kiwanis member, doing social work at the Dayspring Centre, Klang

As Chair of both an entrepreneurs group and a key executive group, he is able to help align business owners' vision and strategies with that of their key executives who execute or implement them. He also helps mentor younger Chairs by sharing good practices. As an active Kiwanis member, Dr Laurence also passes on his passion for community work to his group members. He encourages them to be involved in CSR work or community development to contribute back to society.

A Vistage Master Chair since 2013, he continues to learn through the Vistage continuing education programme. This includes attending the annual ChairWorld conference in the United States. He states that he then transfers this knowledge and experience back to his group members which he finds most satisfying.

On his own personal transformation since becoming a Chair, Laurence reveals: "I have learnt more humility – that we don't know everything. I have learnt to be more non-judgemental and be aware of my own self-limiting beliefs. I don't take the credit for a member's success personally nor do I punish myself for their failure."

“A basic mindset change he inculcates in his members is to be aware of their self-limiting beliefs, for example in time management. He tells them that time is not the issue but choosing what to do with the time is more important.”

Dr Laurence Lim continues to run his family business which holds the Malaysian franchise for Thomas Sabo, an International fashion jewellery brand. He is also a certified in-house facilitator for Dr Stephen Covey's Seven Habits of Highly Effective People and is an in-house lead assessor on quality. He has held management positions at Johnson & Johnson (USA), Roche (Switzerland) and the Hong Leong Group.

He graduated with a BSc (Hons) from University of Malaya, an MBA from Cranfield Institute of Technology, UK, and a Doctor of Business Administration from the University of South Australia.