



Rolland Kwok Biography

Background

Rolland is a Human Resource professional with more than 20 years experience working with senior executives, managers, and organizational teams. He coaches and consults with executive leadership on aligning human resource strategies to business plans; helps launch organizational change initiatives; provides coaching on global change management and integration plans, and in all facets of performance management.

Rolland has worked in every facet of the Human Resources arena for large, mid-sized, and small established firms and startups. He has had global responsibilities for human resources in Asia Pacific, Europe, and has lived and worked in Saudi Arabia for a number of years.

Rolland facilitates planning sessions for senior executives to include a focus on *role clarification, team engagement and alignment*. He is a 360 degree feedback coach who believes that leading successful teams and organizations stems from knowing self first, coupled with a deep understanding of one's own strengths. He has assessed and evaluated teams to improve performance, coached leaders to enhance their leadership skills and change capability. He helps individuals identify and capitalize on their strengths to become more effective in their roles.

Rolland teaches *strategic planning* and other human resources subjects at the post graduate level at Chapman University College; is a certified change/transition management trainer and a licensed analyst of the Predictive Index system.

Corporate Experience

Rolland has served in the following roles in HR:

Director of Human Resources for the International Operations of Canadian Solar Inc.
Senior Director of Global Human Resources at Asyst Technologies, Inc.,
VP of Human Resources for Wells Fargo Community Banking San Francisco Bay Region
VP Succession Planning and Development, Associates First Capital,
Director of HR Texaco Power & Gas,
HR Director Hitachi Computer Products,
Director of HR at Applied Technology Associates, and,
HR Manager at Watkins Johnson and Bechtel Corporation.

Education

Rolland received his Masters degree in Human Resources and Organization Development from the University of San Francisco (USF) and his BA in Liberal Arts from USF.