

For-profit, non-profit sectors can learn from each other's strengths

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At the recent Social Service Partners Conference, the Minister for Social and Family Development discussed how a strengthened partnership between the private, public and the third sectors would better address Singapore's current social challenges.

This, along with the Human Capital Leadership Institute's (HCLI) recent research on leadership in Asia, reinforces the cross-learning opportunities the Centre for Non-Profit Leadership (CNPL) has been working to promote between the for-profit and non-profit sectors.

Mr Sunil Puri, head of research and insights at the HCLI, has inferred that volatility, uncertainty, complexity and ambiguity are increasingly becoming the norms of business, and the weakness of Singapore's private sector talents in dealing with these may be disadvantageous.

My previous leadership experience in the private sector and my current responsibilities at the CNPL have provided me with an understanding of both sectors. Having conducted CNPL leadership development programmes for non-profit organisations, I have learnt that the strengths of leaders in this sector lie in dealing with complex and ambiguous circumstances.

The Government's current focus on developing core Singaporean leaders in the private sector may also be tackled through this partnership between the for-profit and non-profit sectors.

With the aforementioned strengths of the third sector, this has the potential to be a win-win situation for both sides. The for-profit sector can gain skills from the non-profit sector to deal with complexity and ambiguity, while the social sector can acquire expertise in approaching volatility and uncertainty, the private sector's asset.



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