

The background of the slide is a painterly illustration of a forest. Tall, slender trees with light-colored bark stand in a row, receding into the distance. Sunlight filters through the canopy, creating a warm, golden glow. In the foreground, a fox with reddish-brown fur and a white chest patch stands on a path, looking towards the left. The overall style is soft and artistic, with visible brushstrokes.

# Designing Your Dream Organisation

A multidisciplinary approach to organisational effectiveness and health

**Hong Khai Seng**

Founder & Director, Studio Dojo

11 September 2025



## Discussion

# What's your dream organisation like?



Sure, we can have a chat and explore ideas with them. I am not sure about you, I don't have the HR "expertise" but we have ideas on what mission, leadership, and culture can do for any organisations.

There is also a guy I know, Hong Khai Seng, who runs a company Foolproof, who has the most progressive policies I know in SG.

And yes, always nice to support any org who manages to create this type of energy, they must have the trust of the leadership.



• Following



"I've never seen people cry about company culture before." 😭❤️  
#foolproofsg no team like this one. Thank you for the very special and well-facilitated Storytelling through Dance session, @thethoughtcollective. Constantly amazed by the work you guys do 😊

99w



Liked by [profile picture] and 30 others

JUNE 29, 2017

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Post



• Following  
Maafushi Island, Maldives



#sgtt2018 #latergram "we don't do normal things because we're not normal - we're extraordinary. I don't want to be that company that people go 'yeah i guess the way they do things is pretty cool'. I want to be that company that people go 'what the fuck? you mean you can do things like that?!' oh yes. yes we can."

31w



Liked by [profile picture] and 27 others

OCTOBER 18, 2018

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Post

**You cannot tell the story  
of an organisation  
without telling the story  
of its leader.**



**With my rifle and my buddy and me**



# Chilli Crab





## The Savior



**Walk The Talk**



**Awareness  
& Regulation**



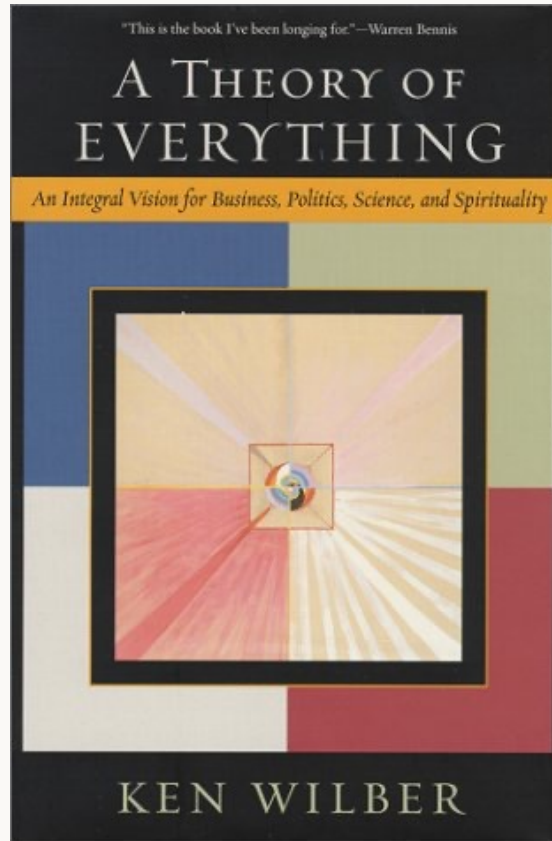
**Supporting  
the Vulnerable**

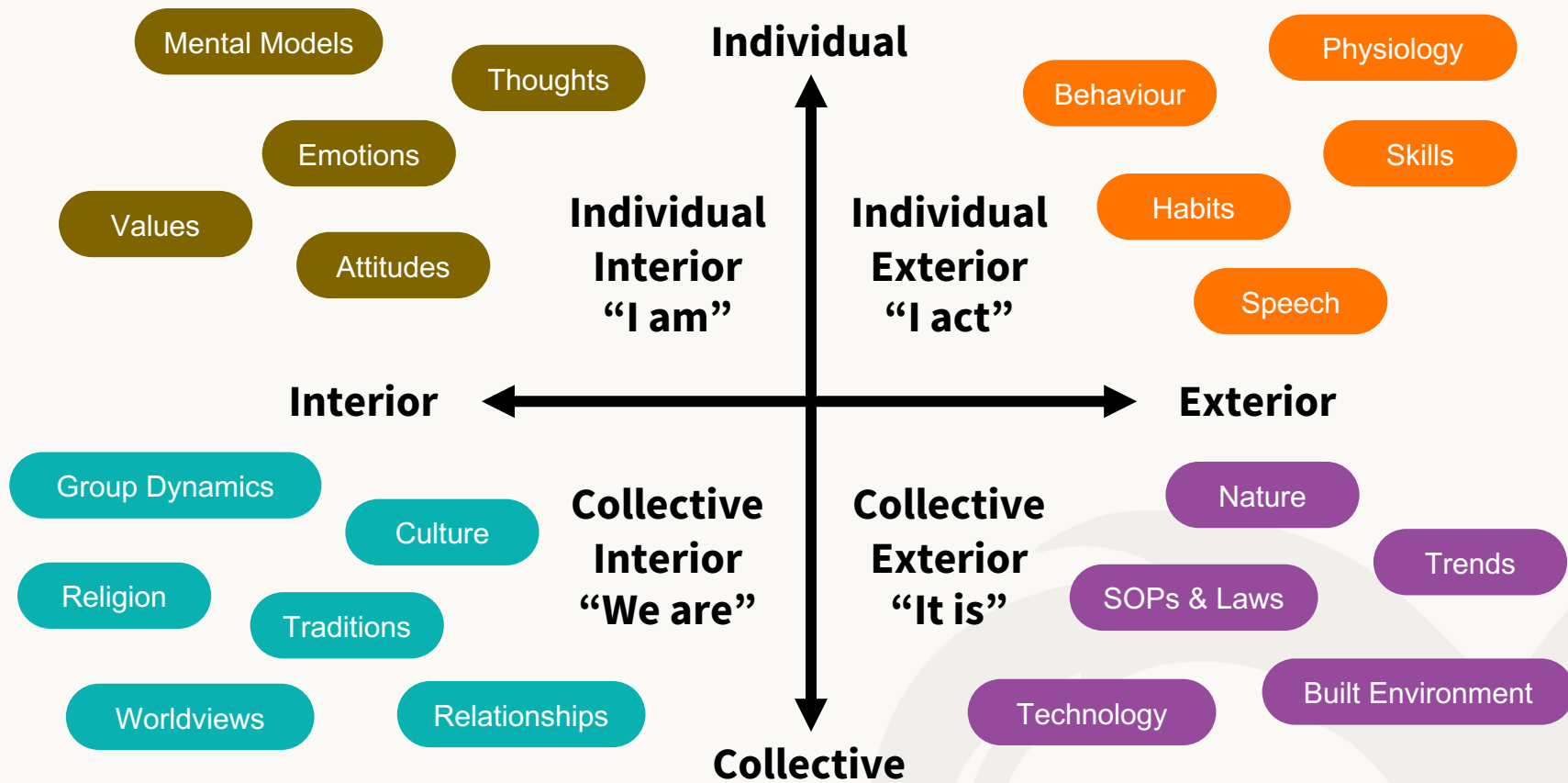
## Discussion

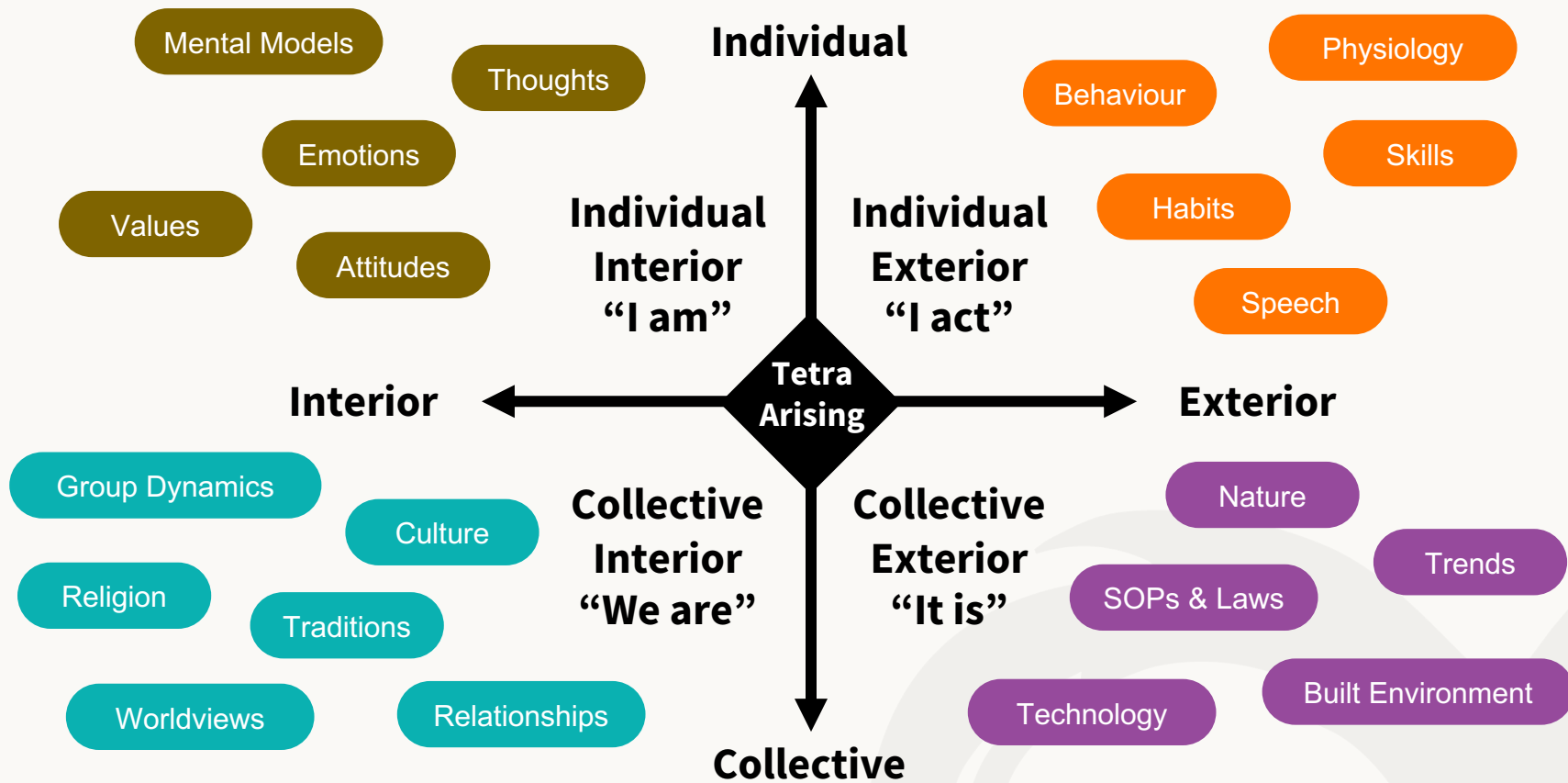
Share a life/work story of yours that has influenced the idea of your dream organisation.

We don't see things as they  
are, we see them as we are.

Anaïs Nin







**Individual**

**Leadership  
Development**

Practise self-awareness and self-regulation  
Effective leadership use-of-self  
Shadow work

**Interior**

**Organisation  
Development**

Healthier organisation dynamics  
See issues at systemic levels  
Resolve problems at multiple levels

**Collective**

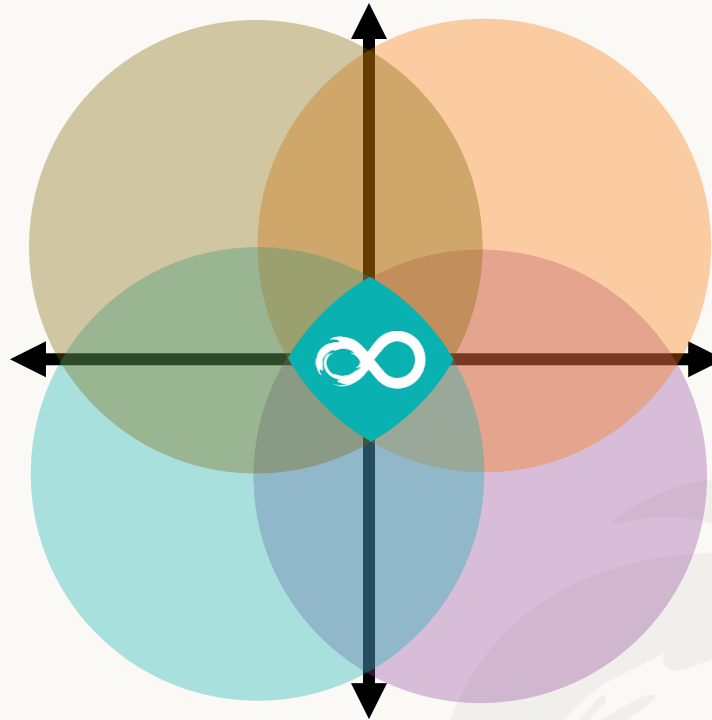
**Design  
Thinking**

Gain empathy for stakeholders  
Find and solve underlying problems  
Think and learn through prototypes

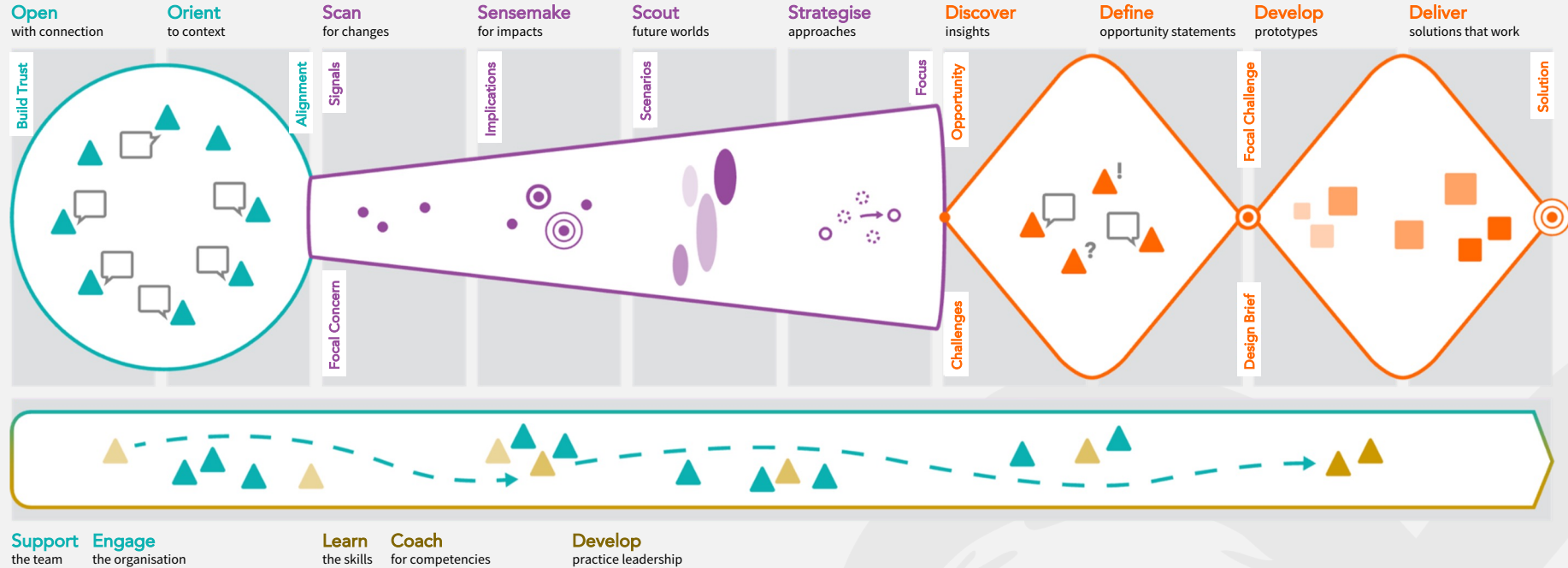
**Exterior**

**Futures  
Thinking**

Scan for trends and weak signals  
Build anticipatory skills  
Create many visions of the future



# Studio Dojo's Transdisciplinary Process



## Breadth of Studio Dojo's Impact

1. Understand the **system dynamics** of wage trajectories in an industry
2. Innovation **strategy** to uplift the disability sector
3. 10-year Futures of **Teaching & Learning**
4. Playbook for **Mental Wellbeing** in the Workplace with citizen volunteers
5. Cultural and behavioural barriers to **Sustainability** with citizen volunteers
6. Build **EQ, leadership & conversation skills** for a 280-pax system integrator
7. Cultural **transformation** for a 6,500-person school
8. Imagining the **service journeys** of future taxpayers that don't exist yet

# This is Studio Dojo's practice. What's yours?

## What do you want to pick up and learn to build your range?

**Individual**

### **Leadership Development**

Practise self-awareness and self-regulation  
Effective leadership use-of-self  
Coaching & Shadow work

### **Design Thinking**

Gain empathy for stakeholders  
Find and solve underlying problems  
Learn fast through prototypes

**Interior**

### **Organisation Development**

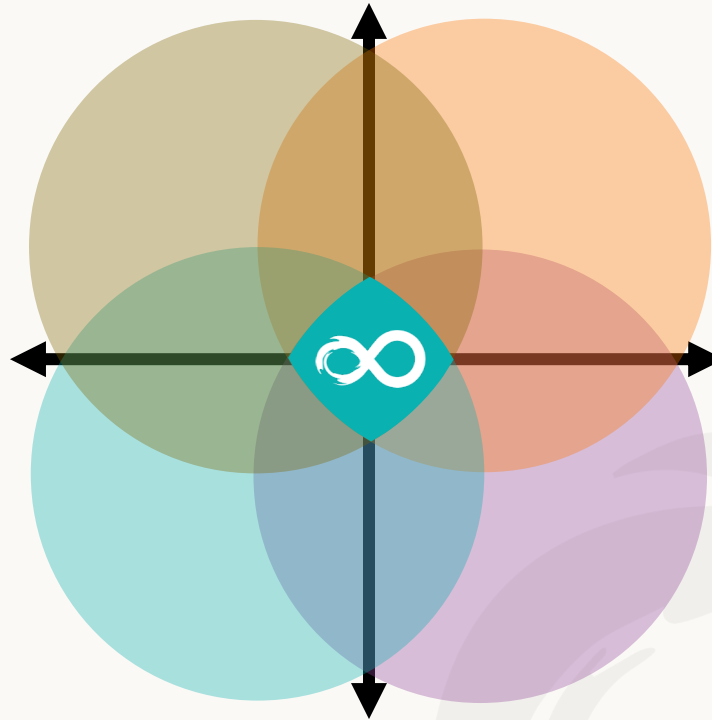
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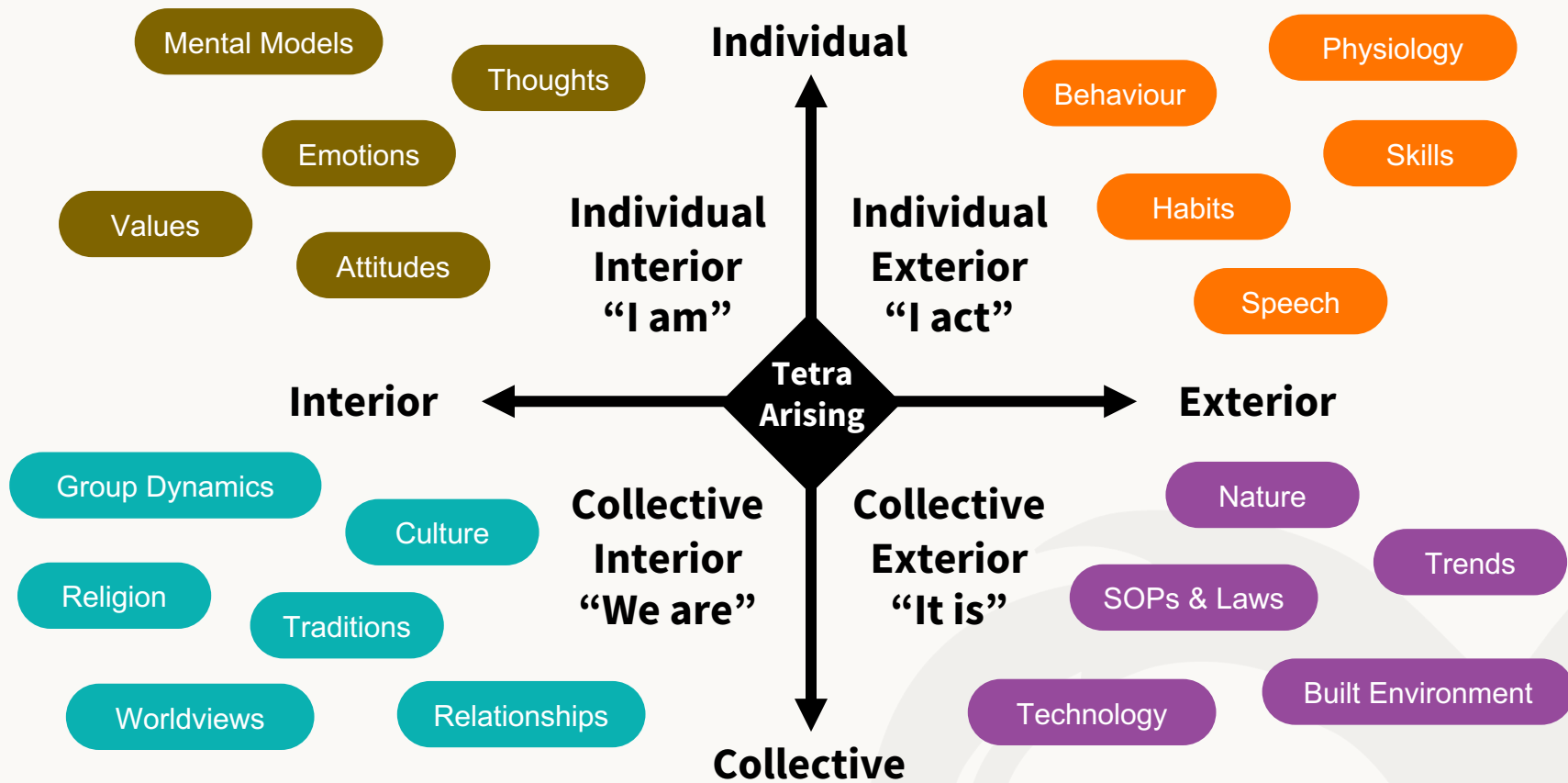
**Exterior**

### **Futures Thinking**

Scan for trends and weak signals  
Build anticipatory skills  
Create many visions of the future

**Collective**





# Imagine Your Dream Organisation Integrally



**Less like this**



**More like this**