

Clara To, Ph.D.

Professional History

Dr. To has served as a management psychologist; a project manager of large-scale HR consultancy projects; a lecturer and an applied researcher. For the past 12 years, she has consulted in the areas of talent assessment and leadership development for both national and multi-national companies in the Greater China and Asia regions. For the last three years, Clara has expanded her consulting capacity as an executive coach to work closely with executives who undergo transitions in their corporate ladder. Prior to joining MGP, Clara worked as the Manager of the Assessment and Training Centre at The Chinese University of Hong Kong (2001-2005), and the Management Consultant in the Assessment Practice at PA Consulting Group (1997-2001).

Credentials & Professional Associations

- Ph.D. in Industrial/Organizational Psychology
The Chinese University of Hong Kong (2005)
- Registered Psychologist, Division of Industrial & Organizational Psychology, The Hong Kong Psychological Society

Coaching Approach

Clara adopts evidence-based tools and processes to identify strengths and development opportunities of coachees at the beginning of coaching, including biographical and psychological assessments, evaluation of 360 multi-rater feedbacks and profile of success. She serves as a sounding board to coachees by facilitating them to put their articulated thoughts into perspectives for the ultimate aim of enriching self awareness and finding ways to enhance individual and organizational effectiveness.

Professional Experience

- Vice President & Senior Consultant
Mobley Group Pacific (2005-present)
- Project Consultant, Assessment & Training Centre
The Chinese University of Hong Kong 2001-present
- Manager, Assessment and Training Centre
The Chinese University of Hong Kong 2001-2005
- Management Consultant
PA Consulting Group (1997-2001)

Others

- Part-time Lecturer, Department of Management
City University of Hong Kong (Spring, 05-06; 06-07)
- Part-time Lecturer, Faculty of Education
University of Macau (Spring, 02-03)



Level / Function Expertise

Business Leaders
Division Managers
Women Executives

Coaching Focus

Diversity management
Major transitions
Matrix management
Targeted skills

Industry & Sector Knowledge

Chemicals
FMCG
Financial Services
Manufacturing
Public Sector

Representative Clients

Areva
Ecolab
Ernst & Young
L'Oreal
McDonald's
Michellin
Steelcase