

Crowe Horwath



**NAME** Lee Kok Wai

**JOB** Partner, Audit & Assurance

**PROFESSIONAL ASSOCIATION MEMBERSHIPS** Member, Malaysian Institute of Accountants (CA(M)); Member, Malaysian Institute of Certified Public Accountants (MICPA)

**HAS BEEN WITH THIS COMPANY FOR** 12 years

### My current role

I head the audit department and am responsible for the strategic direction and day-to-day audit operations. My main responsibilities are business development and the management of key clients.

### Being a leader

Good leaders generally have many positive attributes, but the best way to identify a good leader is to look at his or her team. People tend to gravitate towards good leaders and when they find one, they will stay with that leader. Behind every good leader is a great team.

### My inspiration


I have a group of supportive partners and friends who have been there for me through the best and worst of times. I am inspired by everyday people who do their best with what they have. I also draw inspiration from travelling, reading, watching movies and hiking, all of which are activities that I enjoy.

### My personal mantra

I am inspired by the poem *Desiderata* by Max Ehrmann. If we could live our life as such, most of us would be fine.

“ **BEHIND EVERY  
GOOD LEADER  
IS A  
GREAT TEAM.** ”

### My thoughts on Gen-Y

I admire Gen-Ys' optimism and energy and how they embrace the use of technology in their day to day work and life. The Gen-Y today have tremendous opportunities ahead of them, such as being able to work overseas and in varied industries brought about by innovation in recent years. I wouldn't want to change any of these – so long as the Gen-Y preserve the same values as the generations before them, which is to be diligent in their work, to have empathy for others and to persevere when the going gets tough. 

### My expectations of Gen-Y

Able to work under pressure	    
Ability to think and plan ahead	    
Adaptable + flexible to changes	    
Independent + self-motivated	    
Confident + goal-oriented	    
Considerate + cooperative	    
Effective communication + interpersonal skills	    
Exceptional team spirit	    
Possess multicultural sensitivity + awareness	    

The above are all important factors and while there is no clear priority of one over the other, what is most important to me is the attitude of the person. Attitude, as they say, is a small thing that makes all the difference between an average employee and an outstanding one.

Crowe Horwath

**NAME** Onn Kien Hoe**JOB** Partner, Corporate Advisory**QUALIFICATION** Diploma in Financial Accounting

**PROFESSIONAL ASSOCIATION MEMBERSHIPS** Fellow, Association of Chartered Certified Accountants (FCCA); Member, Malaysian Institute of Accountants (CA(M)); Member, Malaysian Institute of Certified Public Accountants (MICPA); Member, Kampuchea Institute of Certified Public Accountants and Auditors (KICPAA)

**HAS BEEN WITH THIS COMPANY FOR** 22 years

### My current role

I am currently Co-Head of Crowe Horwath Advisory Sdn Bhd. I am in charge of the advisory and insolvency practices. I am principally in charge of business development and execution of engagements for both the advisory and insolvency practices.

### Being a leader

I firmly believe in leadership by example. As a leader, you need to walk the talk and be a role model to your team. I also believe in providing guidance and empowerment to my team members. It is important to equip them with the necessary tools and skills that will help them at their job and also provide them with the confidence to do it well. I also believe that it is OK to make mistakes as long as you learn from them – failure can be a great teacher.

### My inspiration

I don't have a single role model or mentor whom I draw inspiration from, but I do find that I can learn a lot from reading about other people's insights and experiences. If I want to be inspired, I pick up a book and read.

### My personal mantra

You must enjoy what you do – work is never a chore when you are driven by passion. Your job can give you a lot of satisfaction and enjoyment if you take pride in your work.

### My thoughts on Gen-Y

The Gen-Y have had the advantage of growing up with modern technology and the Internet, so being tech-savvy is part of their DNA. It's great when they can use and apply this know-how in the workplace. However, Gen-Ys should also consider focusing more on their offline interactions and developing people skills by staying connected in the real world and fostering relationships that are not just on-screen'. <sup>3</sup>

### My expectations of Gen-Y

Able to work under pressure	😊😊😊😊
Ability to think and plan ahead	😊😊😊😊😊
Adaptable + flexible to changes	😊😊😊😊
Independent + self-motivated	😊😊😊😊😊
Confident + goal-oriented	😊😊😊😊😊
Considerate + cooperative	😊😊😊😊😊
Effective communication + interpersonal skills	😊😊😊😊😊
Exceptional team spirit	😊😊😊😊😊
Possess multicultural sensitivity + awareness	😊😊😊😊😊

“ WORK IS NEVER A CHORE  
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