



Singapore Business  
Federation

TAC SECTOR TRANSFORMATION MAP

# ANNEX A

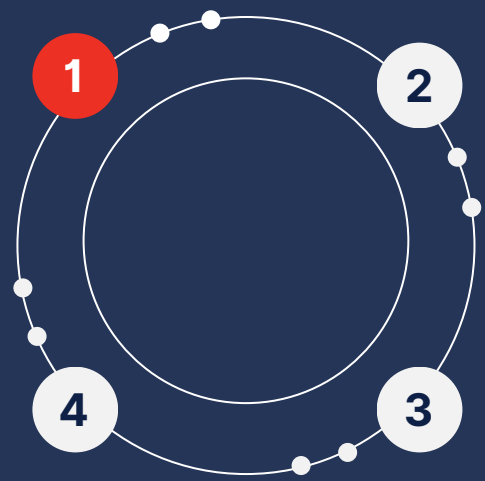
LIST OF INITIATIVES  
UNDER KEY STRATEGIES

*Bridging Ambitions,  
Building Success*

# Key Strategies

## 1. Strengthen Sector Value Proposition

*Magnify TACs' value proposition externally, nurture active and engaged members and drive inter-TAC synergy (local and international) to scale impact of TACs and catalyse transformation and growth of businesses*



## Initiatives To Prioritise

## Description

### **TAC Leadership Connect**

Forge a strong and diverse network of local, regional and global TAC leaders to exchange knowledge, resources, strategies and solutions and mobilise collective strengths for Singapore businesses to strengthen capabilities, develop competitive advantage and scale internationally.

### **TAC Induction Programme**

Support new secretariats to integrate with the sector, build a network of peer relationships and connect their work to the sector's priorities and their sense of purpose.

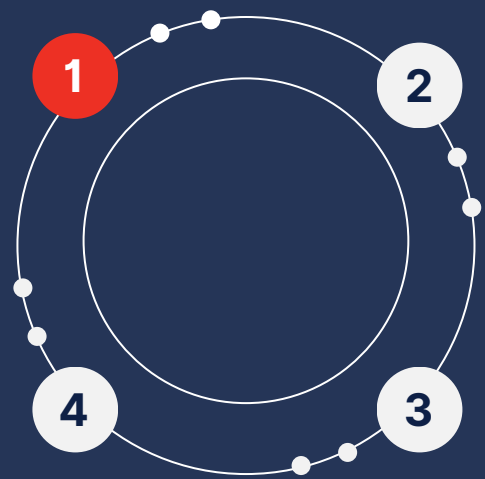
### **OneTAC Feedback Channel to Govt Agencies**

A sector-unified channel that communicates challenges, suggestions, and feedback to government agencies. The goal is to streamline the flow of information to strengthen alignment between TACs and the Government and address TACs' concerns more effectively.

# Key Strategies

## 1. Strengthen Sector Value Proposition

*Magnify TACs' value proposition externally, nurture active and engaged members and drive inter-TAC synergy (local and international) to scale impact of TACs and catalyse transformation and growth of businesses*



## Other Initiatives to Consider

## Description

### **TAC Directory**

A comprehensive directory to enhance visibility and connectivity among TACs, members, and external stakeholders, thereby strengthening the value proposition of the TAC ecosystem.

### **Cross-Sector Committees**

Dedicated committees that bring together TACs across industries to address common challenges, share insights, and co-develop solutions, through which, we can leverage collective expertise and synergies.

### **Grouped Overseas Missions**

A structured framework for TACs to collaborate on international business missions. By pooling resources and expertise, these missions reduce costs, amplify impact, and create shared opportunities for members to expand globally.

### **TAC Day**

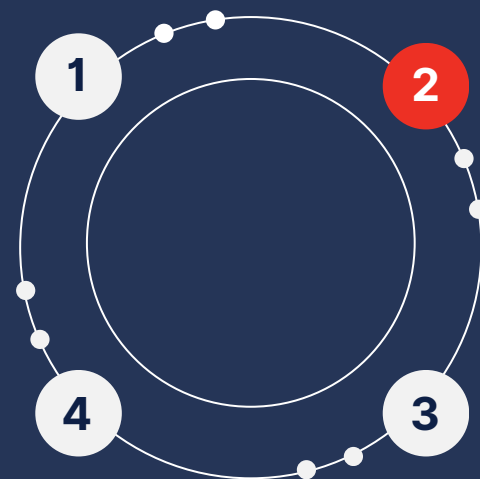
An annual flagship event to celebrate the contributions of TACs and showcase their collective impact on Singapore's economy.



# Key Strategies

## 2. Boost Human Capital

*Attract and retain talent, provide professional development opportunities, and facilitate mentoring and knowledge building to build a skilled, resilient and future-ready workforce within TACs.*



## Initiatives to Prioritise

### **TACPro Career Track**

## Description

A structured accreditation programme designed to improve and recognise competencies of TAC professionals at both the individual and organisational levels, thereby enhancing their skills and capabilities, as well as position them as trusted partners of businesses and the Government.

### **TAC Aspiring Leaders Programme**

Help rising TAC leaders be equipped with the skills, knowledge, and opportunities needed to navigate challenges, drive collaboration, and shape the future of their organisations.

### **TAC Advance Programme for Exceptional (APEX) Leaders**

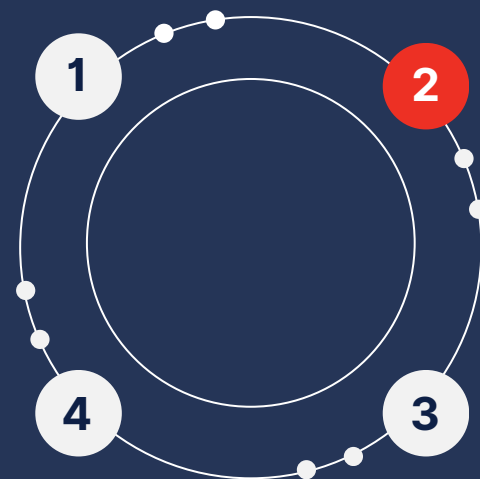
Building on the success of the TAC Fellowship Programme, the initiative will continue nurturing visionary leaders within TACs, empowering them with strategic insights and skills to drive innovation, inspiring excellence and leading with agility and resilience.



# Key Strategies

## 2. Boost Human Capital

*Attract and retain talent, provide professional development opportunities, and facilitate mentoring and knowledge building to build a skilled, resilient and future-ready workforce within TACs.*



### Other Initiatives to Consider

### Description

#### **TAC Mentorship Programme**

A mentoring program designed to foster knowledge-sharing and collaboration among TACs. By pairing TAC leaders with those seeking guidance, growth and new perspectives, Mentees have the exclusive opportunity to engage, learn and be inspired by some of Singapore’s industry stalwarts.

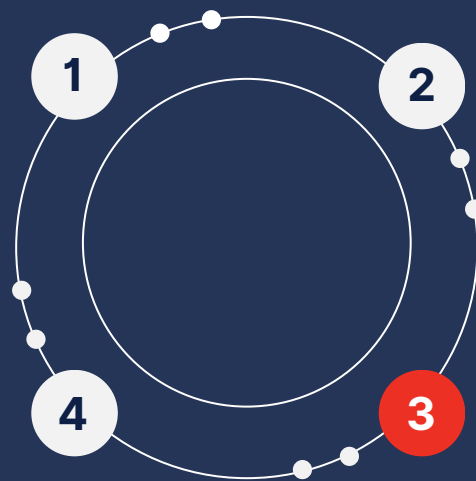
#### **TAC Management Associate Programme**

A career development programme that focuses on attracting and grooming young talent to take on leadership roles within TACs through structured training, mentorship, and rotational opportunities across various TACs. This initiative builds a pipeline of future-ready professionals to support the growth and transformation of the TAC sector.

# Key Strategies

## 3. Enhance Operational Excellence

*Optimise operational systems, provide shared services and integrate technology, and measure TACs' performance through metrics to scale up TACs through a structured and stepped approach.*



## Initiatives to Prioritise

### **Shared Professional Expertise**

## Description

Curate certified cybersecurity, sustainability, and PDPA professionals to share expertise across TACs and address skills gaps.

### **Digitalisation of TACs Programme 2.0**

Help TACs scale efficiently, strategically and sustainably through access to knowledge and skills required in non-differentiating products.

## Other Initiatives to Consider

## Description

### **TAC Advisory (Digital, HR, Finance, Legal)**

Provide TACs with access to specialised advisory services in areas such as digital transformation, human resources, financial management, and legal compliance.

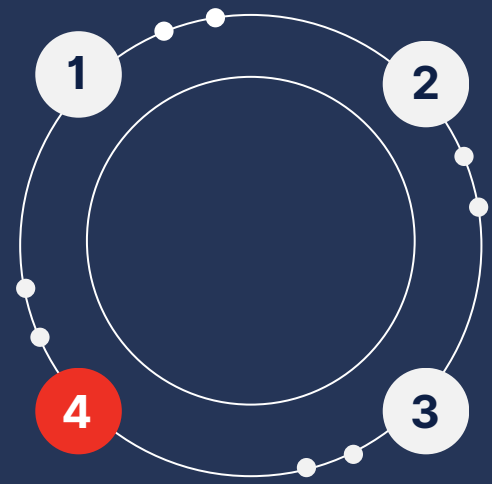
### **TAC Excellence Manual**

Develop a comprehensive manual outlining best practices and operational frameworks for TACs to help TACs elevate their internal processes, drive organisational excellence, and align with sector-wide transformation goals.

# Key Strategies

## 4. Fortify Governance & Mitigate Risks

*Establish robust governance principles, enabling the meeting of regulatory requirements / industry best practices and implementing effective risk management to enhance professionalism and accountability.*



### Initiatives to Prioritise

### Description

#### **TAC Governance Advisory**

Tailored advisory services to help TACs implement best practices in governance thereby enhancing accountability, operational transparency, and long-term sustainability.

#### **TAC Administration Guide**

A practical reference for TACs to learn, adapt and implement frameworks and processes in their organisations which guide their overall direction, effectiveness, supervision, and accountability.


#### **SBF-SID Leadership Programme for TAC Councils**

Equip board members and Heads of Secretariat with the knowledge and skills to enhance governance and decision-making.





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