Doris Ooi

Program Director, Asia Total Rewards Council
The Conference Board

Doris Ooi is Program Director for The Conference Board on the Asia Total Rewards Council. She is a seasoned Senior Global HR Strategist renowned for her dynamic, forward-thinking approach in navigating the complex terrains of HR across 120 countries spanning seven continents. With an extensive background in FMCG giants like Pepsico and Unilever, where she served as Vice President of Global Rewards for over a decade in each, Doris has honed her expertise in transforming conventional HR models into strategic business assets. Her expertise lies in spearheading transformative change, particularly in reshaping the role of the reward function, evolving it from a transactional entity to a strategic partner deeply integrated with business objectives. Notably, she pioneered innovative approaches in technology adoption, collaborating with Workday to craft purposeful systems that drove organizational effectiveness and employee engagement.

Doris stands out for her commitment to fostering a performance-driven culture. She introduced groundbreaking initiatives, such as global recognition programs and innovative reward structures, setting benchmarks within the industry. Her leadership in introducing employee investment shares through bonus payouts and revolutionizing performance evaluation methodologies underscores her dedication to fostering an empowered, invested workforce. At the heart of Doris's success is her adeptness in team leadership. Championing diversity and talent development, she has overseen a diverse global team comprising 60 reward experts from 30 different nationalities, harnessing their collective strengths in problem-solving and stakeholder management to drive impactful business outcomes.

Notably, Doris's accomplishments have been recognized with prestigious awards,

including multiple HR Excellence Awards and Mercer Asia/Pacific Compensation & Benefit Forum memberships, affirming her as an industry trailblazer in crafting innovative HR strategies. In addition to her illustrious career, Doris continually expands her expertise, holding certifications from esteemed institutions like INSEAD, and is recognized for her pioneering contributions in HR, such as the innovative Defined Contribution Retirement Benefit program known as UniSAVE.