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Interviews

Candice Siow, the AV ICON APAC for 2024 shares her journey in AV

APAC 40 under 40

Let's congratulate everyone who got inducted into the Class of 2024

Peer Reviews

The Sennheiser TC Bar gets put under a microscope, and thoroughly reviewed

Case Studies

Exceptional learning and teaching spaces at OWIS, Singapore



ALL FOR SOUND

PT Kairos Multi Jaya upgrades audio while battling acoustic challenges

Inavate
—40 under 40—

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—40 under 40—

APAC Class of 2024

Jack Chan

Neat



Jack Chan is the manager for Hong Kong, Taiwan, Korea, and Asia Workplace at Neat, where he

leads sales and develops strategic alliances in the corporate real estate sector across the Asia Pacific region. He advocates for a user-centric approach in tech, focusing on seamless collaboration through intuitive tools integrated with popular platforms. Jack believes the industry can attract talent by hosting events, summits, and training on emerging work trends.

His best advice is to resolve workplace conflicts with kindness and tact for better connections. Jack's greatest achievement was building Neat's Greater China and Korea business from scratch, driving market growth, customer acquisition, and brand awareness. Outside of work, he enjoys music, wakeboarding, snowboarding, and attending live festivals.

Chris Hessen

Programmed Electrical Technologies



Chris Hessen, national operations manager - technology at Programmed Electrical Technologies,

led a successful turnaround of the NSW AV and technology division, transforming it from a loss-making operation into a profitable, growing business.

A strong advocate for talent development, Chris supports cadetship and apprenticeship programs to bridge the AV industry's skills gap. He creates pathways for young professionals through hands-on training and partnerships with technical institutes. Outside work, Chris restores classic Mazda rotary-engine cars and values resilience and curiosity in life.

Jay Davis

Jay Davis
Stantec

Jay Davis, project technical lead and audio-visual consultant at Stantec, is renowned for her leadership in high-profile projects and her commitment to inclusivity in the AV sector.

A highlight of her career was speaking as a panellist at the Integrate Expo, where she advocated for breaking down silos related to age, gender, and nationality.

Jay is passionate about mentoring, especially women in AV, and works to create pathways for them to succeed in technical and leadership roles. Her advice to newcomers is to embrace continuous learning, build confidence, and seek out a supportive network. Outside of work, Jay enjoys video gaming, rock climbing, and exploring spiritualism.

Kiran Calvin
Sennheiser

Kiran Calvin, team lead for technical application engineering at Sennheiser India, bridges the gap between

technical and commercial aspects.

An expert in Sennheiser's Business Communication portfolio, Kiran provides product demonstrations, training, and technical consultancy.

He ensures seamless integration of Sennheiser's solutions in enterprise environments, strengthening the company's market position. Kiran is passionate about advancing AV-IT system integration and fostering cross-industry collaboration. Outside work, he enjoys music production, running, cycling, and cultural exploration through travel.

BREAKDOWN Countries

The individuals inducted in Inavate APAC's 40 under 40 Class of 2024 are based across **Australia, China, India, Hong Kong, Singapore, Indonesia, Singapore, and Malaysia.**

Wilson Ng
AVI-SPL

Wilson Ng, account manager at AVI-SPL, specialises in identifying sales prospects, cross-selling,

and managing client transitions to installation. Recently, he worked on a utility company's new Hong Kong headquarters, delivering over 50 meeting rooms and 40 work-meet stations, as well as deploying 140 rooms for a multinational bank across APAC. This project required Wilson to ensure client requirements were met and their vision realised.

He values confidence, proactivity, and preparation—principles that shape his approach to challenges. Outside of work, Wilson enjoys running, watching films, and cherishing time with his daughter.

Damaran Kristanto
PT. Kairos Multi Jaya

Damaran Kristanto is a sales engineer at PT. Kairos Multi Jaya, leading AV system design and project management for

high-profile Indonesian projects, including installations at the Jakarta International Theatre, Pullman Grand Central Bandung, and ICE Serpong.

With expertise in everything from background music systems to complex line array installations, Damaran is passionate about raising awareness of world-class AV infrastructure. He advocates for educating clients and the public to ensure informed decisions on projects of all sizes.

Outside of work, he enjoys playing drums, football, and participating in church-based social initiatives.

Krishan Mohan
Qubix

Krishan Mohan is the vice president of technical at Qubix, a leading Indian integrator. One of his biggest profes-

sional achievements was his commitment to a critical project handover, where he stayed on-site for 15 days away from home to ensure the successful transfer of the project. His technical expertise played a pivotal role in the project's success.

Krishan is particularly passionate about the application of Artificial Intelligence (AI) in the AV industry. He believes that AI has the potential to revolutionise the way experiences are designed. By leveraging machine learning, AI can streamline processes, enhance collaboration and outcomes.

Dzulkarnain Tay-Lind B Omar
Extron

With over 16 years of drumming experience, Dzulkarnain Tay-Lind B Omar's passion for music shapes both his

professional and personal life. He has performed at major events, including the 2017 Hammersonic Festival, Southeast Asia's largest metal festival, in front of over 5,000 people.

His commitment extends beyond music; Dzulkarnain has maintained a consistent gym routine for three years, helping him stay focused and energised. At Extron, he specialises in developing growth strategies for AV solutions across APAC, excelling in client relationships and tailored solutions. Recently, he supported a Philippine Government Entity in setting up a national emergency operations centre.

Denis Pozigun
Convergent

Denis Pozigun, executive director of global AV at Convergent, leads the company's AV strategy, focusing on expanding operations and building partnerships across North America, EMEA, APAC, and LATAM. Although not based in APAC, Denis spends so much time in the region that we consider him one of our own!

Over the past year, he's driven Convergent's growth in high-demand sectors like command centres and security operations. Denis advocates for greater integration between AV, IT, and security, along with a stronger focus on standardisation and interoperability, especially with the rise of AV over IP and cloud technologies. Outside work, he enjoys sports, including surfing, cycling, tennis, and basketball (a seven-time champion in his hometown in Russia). Denis is also about to embark on the adventure of parenthood!

Ahmad Nafiudin (Nafi)
PT. Kayreach System



Ahmad Nafiudin (Nafi) is the operational director at PT. Kayreach System in Indonesia, a system integrator with over 14 years of experience in UC&C. Nafi is known for his expertise in AV communication, IoT, and network cybersecurity, successfully delivering government and enterprise projects.

He led his company to recognition as Zoom APAC Integrator Partner of the Year and has implemented large-scale UC&C solutions for clients like Bank Indonesia, PLN, and educational institutions, while driving innovation focused on interoperability, sustainability, and staff training. Outside work, he enjoys coffee and family time.

Pramod D P
AVFx Solutions



Pramod D P, managing director of AVFx Solutions, drives the company with a passion for technology and a visionary approach. As a design lead, he leverages his extensive experience alongside strategic business development to deliver impactful solutions. Over the past year, Pramod has significantly contributed to AVFx Solutions' success, earning 11 awards from various OEMs.

He believes the AV industry should focus not just on solutions but on deeply understanding the problems customers face.

Outside of work, Pramod enjoys photography, gardening, art, cricket while actively participating in philanthropic initiatives.

Gladys Ang
Electronics & Engineering



Gladys Ang is a brand specialist at Electronics & Engineering (E&E), where she manages the Shure account to enhance brand visibility and growth in Singapore. She drives impactful marketing campaigns, collaborates with key stakeholders, and strengthens relationships with dealers and industry leaders.

Gladys thrives in AV by creating innovative marketing strategies, even overcoming challenges during the pandemic. Her role has allowed her to increase diversity and contribute to sustainability initiatives within E&E. Passionate about mentoring young professionals and supporting sustainable practices, she is also an avid sports enthusiast and enjoys volunteering.

Denis Pozigun



Wan Wai Kien
 Vega Malaysia


Wan Wai Kien is the sales and business development manager at Vega Malaysia, where he specialises in understanding

client needs, identifying pain points, and designing custom AV solutions that address those challenges.

Over the past year, Wai Kien has played a key role in securing high-profile projects for renowned clients such as AIA and PwC.

Beyond his professional accomplishments, Wai Kien is a strong advocate for work-life balance. He enjoys playing badminton and actively participates in Vega's bi-weekly sports activities, promoting team bonding and a healthy, active lifestyle for himself and his colleagues.

Reema Bhandari
 M Moser Associates

Reema Bhandari, director at M Moser Associates India, leads a team of over 60 designers, architects, and project managers, managing more than 50 projects across India and APAC, spanning 7 million sq ft.

With over 15 years of experience, she specialises in innovative, flexible workplace design and integrating DEI principles to create inclusive environments. Reema emphasises the importance of incorporating AV technology from the outset of the design process, ensuring seamless user experiences. She advocates for user-centric AV solutions that are intuitive and simple to use.

Outside of work, Reema enjoys spending time with her 7-year-old son, traveling, and supporting charitable causes focused on education and the empowerment of young girls.


Reema Bhandari
BREAKDOWN Music

The Class of 2024 should start a band!
 From performing for Audiotree Live and Hammersonic Festival, you guys have some serious chops. Maybe we should organise a jam session to see if it can work out?


Sofyan Sofwan
 ESCO


Sofyan Sofwan is the senior system designer at ESCO Singapore, holding multiple certifications such as Crestron

Intelligent Video Certification, and Audinate Dante Level 1, 2, and 3. In his role, he focuses on delivering functional and user-friendly AV solutions.

Sofyan believes that as AV becomes more integrated with IT, it's crucial for professionals in different areas — design, engineering, and programming — to collaborate more closely.

Outside of work, he enjoys playing the acoustic guitar, producing podcasts with his friends, and raising his 6-year-old daughter, which he considers his greatest accomplishment.

Arief Hakiki
 PT. Kairos Multi Jaya


Arief Hakiki is an AV system drafter and project administrator at PT. Kairos Multi Jaya, where he creates technical

drawings, including speaker placements, wiring diagrams, SPL mapping, and as-built drawings. He also manages project administration from the tender phase to handover.

Arief has contributed to high-profile projects such as the Jakarta International Theatre (JIEXPO), St. Regis Jakarta, and Pullman Hotel Vimala Hills. He is committed to continuous skill development and knowledge expansion to advance his career. Outside of work, Arief enjoys hiking, camping, and traveling, with a particular passion for nature and conquering some of Indonesia's toughest mountains.

Sachin Basavaraj Hallikeri
 Online Instruments


Sachin Basavaraj Hallikeri is vice president of technology solutions and engineering at Online Instruments. His key

achievement was integrating AI into audio systems to enhance speech intelligibility in a 1,000-seat multipurpose hall with challenging acoustics.

Sachin advocates for closer collaboration between AV professionals and IT teams, especially on large projects. He also supports partnerships with universities to attract talent to the AV industry.

His advice is to "see the bigger picture" and understand how individual contributions align with broader goals. Outside work, Sachin is passionate about knowledge, sustainability, and community impact.

Joos Tsoi
 Nanpeng Technology Development


Joos Tsoi is the second-generation owner of Nanpeng Technology Development, an AV integration company in

China. He supports his team in delivering high-quality AV solutions, overseeing system design, project management, technology training, and after-sales service.

Joos believes prioritising technical expertise is key to success in the tech industry and advocates for educating clients on the importance of working with certified integrators, stressing that technical knowledge should weigh as heavily as cost in AV decisions.

Outside of work, Joos enjoys photography and singing karaoke, using Q-SYS as his karaoke processor.

Isaac Yap
Spectrum AV



Isaac Yap is a senior account and product manager at Spectrum Audio Visual, known for his exceptional integration

skills. A standout achievement was leading the design and installation of an AV system for a multi-purpose, three-room space, completed in just seven weeks. The project, which involved procurement, installation, programming, and tuning, left the client highly satisfied.

Committed to industry growth, Isaac believes in adapting to evolving technology while integrating new innovations with traditional practices. He encourages early engagement with educational institutions to attract talent and advises aspiring professionals to seek mentors and stay driven.

Elaine Li
Biamp



Elaine Li is the country manager for China at Biamp, where she oversees two key distributors and drives market

growth by recruiting new partners while promoting Biamp's latest products and solutions. Recently, she developed a new direct partner in mainland China, exceeding their sales target and earning her the title of business development person of the year 2023 at Biamp's President Circle.

Elaine's advice to newcomers is to be patient and resilient, as the AV industry, especially for young people and women, presents challenges that become valuable experiences. Outside of work, Elaine cherishes the bond with her (temperamental) cat.

Paul Simmons
Amicus



As head of technology at Amicus, Paul Simmons' responsibilities span team leadership, market

positioning, client engagement, and technology integration. He is deeply involved in early client engagement, ensuring that every aspect of a workspace — acoustics, lighting, furniture, and technology — works cohesively to create human-centric environments.

Paul believes the key to success in the AV industry lies in being authentic, bold, and considerate, with a willingness to listen and understand both people and spaces. He encourages newcomers to explore fields like design and architecture to enrich their perspectives.

Andy Chan
Jane Street



Andy Chan is a unified communications engineer at Jane Street, responsible for ensuring seamless communication

across Asia. He oversees AV and UC systems, including teleconferencing, live event support, and digital signage, while managing platforms like Webex, Zoom, and Cisco Meeting Server.

Andy's role includes system design, troubleshooting, and collaborating with internal teams to meet business needs. In 2023, he led the successful execution of three large-scale AV projects worth over USD 2 million across Hong Kong and Australia. Outside work, Andy enjoys poker, skateboarding, and traveling, with recent trips to Uzbekistan and Turkmenistan.

Pujan Doshi-Dowsett



BREAKDOWN Talent attraction

AV can't attract talent? Wrong. Our Inavate APAC 40 under 40 Class of 2024 are filled with individuals who came from various industries such as architecture, banking, arts, and more!



Pujan Doshi-Dowsett
IAG

Pujan Doshi-Dowsett, manager of workplace technology at IAG, is an innovator in AV systems and workplace design. He blends user-focused AV strategies with IT infrastructure, enhancing collaboration for IAG's 20,000 employees. Pujan revamped workplace design standards, improving meeting rooms and collaboration zones with better acoustics, furniture, and lighting. He also spearheaded the Major Event Response Centre, featuring a 7.2m videowall for crisis management.

Advocating for a client-centered AV approach, Pujan supports formal education to nurture talent in the field. Outside of work, Pujan enjoys golf and camping, balancing his tech career with outdoor hobbies.

Dedi Bobby Rumahorbo
Vega Indonesia



Dedi Bobby Rumahorbo is a presales engineer at Vega Indonesia, specialising in crafting AV proposals and

providing technical support to deliver tailored solutions. He believes the best technology solutions emerge from collaboration and proactive advisory, rather than just meeting preset requirements. Dedi works closely with architects, interior designers, IT, MEP, and other disciplines to create integrated spaces that serve unique, functional purposes.

Outside of work, Dedi enjoys reading novels and comics to fuel his imagination and participates in neighbourhood sports to build meaningful connections within his community.

Chan Kok Hean

Kayreach System Malaysia



Chan Kok Hean is the sales and business development manager at Kayreach System Malaysia, driving growth through

strategic sales efforts. He focuses on identifying market opportunities, developing sales strategies, and managing key client relationships. Passionate about cultivating talent in the AV industry, Kok Hean advocates for increased industry visibility through outreach and partnerships with educational institutions.

He believes that specialised training and certification programs, developed in collaboration with universities, will help build a skilled talent pipeline. Outside of work, Kok Hean enjoys reading philosophical literature, watching films, and exploring local eateries.

Khushboo Verma

QSC

Khushboo Verma is the senior marketing manager at QSC, where she combines creativity with strategic vision to drive impactful marketing initiatives. She leads campaigns, supports product launches, and fosters global engagement. Recently, Khushboo spearheaded the launch of CSS-themed skins for Q-SYS, resulting in a 200% increase in developer engagement. A content creator at heart, she oversees everything from social media and newsletters to events and tradeshows, ensuring alignment with QSC's brand and audience. Khushboo envisions using AI and data-driven personalisation to transform the Q-SYS platform, offering tailored recommendations.

Outside of work, she enjoys acrylic painting, DIY projects, cooking, and maintaining a zero-waste kitchen garden.



Khushboo Verma

BREAKDOWN Inclusivity

Many inductees are dedicated to advancing diversity and inclusion in AV. We aim for the Class of 2024 to echo this commitment, providing a platform for outstanding individuals to share visionary perspectives on the future.

Cong Wei Chua

PTS Consulting



Cong Wei Chua is a technology solutions architect at PTS Consulting Singapore, where he designs and

delivers innovative technology and AV solutions to enhance workplace collaboration. He also serves as an adjunct lecturer at Temasek Polytechnic, teaching immersive media and sharing practical industry insights with students.

To attract new talent, Cong Wei believes the AV industry must elevate its 'cool factor' and position itself as an exciting, viable career path for tech-savvy and design-focused Gen Z and Gen Alpha.

A proud father of two, Cong Wei treasures time with his children, fondly recalling a memorable solo adventure with his 5-year-old.

Bhavin Sureliya

Innovative Systems and Solutions



As CTO of Innovative Systems and Solutions, Bhavin Sureliya drives the organisation's vision and strategic roadmap

while leading a diverse team of over 60 professionals. His role spans managing engineering operations, HR, IT infrastructure, and logistics. His expertise in AV system design and integration has guided the successful delivery of over 250 projects.

Bhavin advocates for AV organisations to implement structured training programs for junior engineers. He believes this will elevate project quality, improve employee retention, and nurture future leaders. Beyond work, Bhavin enjoys exploring new cultures, traditions, and cuisines through travel.

Wun Chun Kit

Electronics & Engineering



Wun Chun Kit is a senior account manager at Electronics & Engineering, known for his strong client engagement and

sales success.

In addition to his professional achievements, Chun Kit is a talented musician who was invited to perform on Audiotree Live in Chicago, a significant milestone in his music career. Despite personal challenges, his dedication to music helped him overcome obstacles and share his work with a global audience, representing Singapore in the process.

In his professional role, Chun Kit focuses on building strong client relationships, presenting tailored solutions, and advocating for sustainability.

Tessa Wong

ihD



Tessa Wong is a project manager at ihD, overseeing multimedia projects for Morgan Stanley across the Asia Pacific region.

She manages the entire project lifecycle, ensuring seamless AV system integration in high-profile environments. One of her key achievements was deploying a camera auto-switching system in a meeting room, a first in the APAC region. This innovation significantly improved hybrid meeting experiences.

Outside of work, Tessa enjoys skiing and she recently conquered the RED slopes at Kiroro Ski Resort after progressing from beginner to intermediate. Skiing provides both physical challenges and a sense of accomplishment that fuels her.

Irene Aditya
 PT. Kairos Multi Jaya


Irene Aditya is a product specialist and digital marketing specialist at PT. Kairos Multi Jaya, where she provides product

knowledge to end users and dealers while creating digital marketing campaigns for musical instruments and audio recording equipment.

Irene is passionate about using innovative digital marketing. She aims to develop engaging campaigns targeting entry-level users, especially for keyboards and recording equipment, leveraging platforms like Instagram, TikTok, and LinkedIn. Irene's best advice is to never settle for current achievements, as the AV industry is ever-evolving. Outside of work, she enjoys photography and video editing, aligning with her creative marketing approach.

Matthew Sanders
 ICC Sydney


Matthew Sanders is the senior AV technician at ICC Sydney, where he leads AV teams for over 500 events

annually, specialising in complex LED systems and projection mapping. A key achievement was launching ICC Sydney's immersive projection experience featuring the artwork of First Nations artist Jeffrey Samuels, where Matthew's expertise in projection mapping and Pixera software was vital.

Passionate about inclusivity, Matthew advocates for greater diversity in the AV industry, supporting initiatives like the AV Graduate Program. Outside work, he enjoys tinkering with technology and exploring new innovations.

Ifraq
 ESCO


Ifraq is the AVP of the project management office at ESCO Singapore, where he leads AV deployment projects of

various scales. He manages all aspects of projects, from planning and budgeting to team coordination, risk management, and post-project support. A notable achievement was leading the successful AV deployment for Ernst & Young across 10 floors, incorporating innovative technologies like EasyMix and Epson LightScene.

Ifraq advocates for sustainability, innovation, and smart technologies, envisioning eco-friendly solutions and better integration of AI and IoT. Outside of work, he's active in a motor club, organising convoy's and charity events.

Rashi Vachhani
 Clarity Consulting


Rashi Vachhani is the director of projects at Clarity Consulting in India. With extensive experience in managing

complex AV projects, she oversees everything from planning and design to execution.

Rashi works closely with clients to understand their specific AV needs. She effectively manages timelines, resources, and progress to ensure projects stay on track and within budget.

One of Rashi's greatest achievements was transitioning into the role of director at her own consulting firm while pursuing a master's degree in Germany. She advocates for quality-driven solutions and continuous learning in the AV industry.

Stevanus Novan Hardiyanto

BREAKDOWN Future

With so many individuals inducted into the Class of 2024 highlighting the fulfilment they get from parenthood, it looks like the future of the tech is in safe hands!


Stevanus Novan Hardiyanto
 Institute of The Arts Yogyakarta

Stevanus Novan Hardiyanto is a music lecturer at the Indonesian Institute of the Arts Yogyakarta, where he combines traditional music education with advanced audiovisual technologies, such as spatial audio.

His work explores how these innovations can enhance learning and expand creative possibilities in music and sound design.

Stevanus believes that the AV industry must engage young talent from an early age, starting with basic education, to foster a deeper interest in both technology and the arts.

Outside of his professional life, he is passionate about education, culture, and meditation, which help him remain grounded and inspired in his work and life.

Loh Yit Lin
 Vega Malaysia


Loh Yit Lin (Alan) is the services & delivery manager at Vega Malaysia, leading a team of engineers

responsible for project management, service support, and maintenance. He ensures smooth service delivery, meets client expectations, and drives future demand. Alan's expertise spans project coordination, performance reporting, and team development through recruitment, training, and mentorship.

His advice to newcomers is to embrace mistakes as learning opportunities — correcting them is essential for growth. Outside of work, Alan enjoys playing futsal with friends, relishing the thrill of scoring goals and the camaraderie it brings.



Tonny Christofel
Vega Indonesia



Tonny Christofel is a project manager at Vega Technology Indonesia, overseeing projects from inception to

delivery with expertise in AV, lighting, and automation engineering. He excels at translating complex technical requirements into practical, user-friendly solutions.

Tonny values resilience and flexibility, viewing challenges as opportunities to improve his project management approach and deliver client-focused results.

Outside of work, Tonny cherishes family life, having recently become a parent. He enjoys diving and sea activities to recharge and is dedicated to charity work, using his free time to give back.

Raymond Yeo
Crestron



Raymond Yeo is the technical marketing manager for Crestron Electronics in Asia, where he promotes the

Crestron Experience through demonstrations, presentations, and managing experience centres across the region. He believes the AV industry should shift toward more pragmatic solution-selling, focusing on the long-term needs of clients to ensure sustainability.

Outside of his professional work, Raymond is proud of overcoming social anxiety. Through self-reflection and personal growth, he has gained confidence and become more resilient in both his career and personal life. Raymond's journey is a testament to his commitment to growth and improvement.

Paco Tam
Millennium Management



Paco Tam is a support engineer at Millennium Management, where he leads multimedia efforts across the

APAC region, overseeing AV design, implementation, and operations. His key achievement has been establishing SOPs and developing next-generation AV standards across the company's APAC offices, improving processes.

Paco's career advice is to "build relationships, not transactions", a perspective that has helped him focus on cultivating meaningful connections with colleagues, clients, and industry peers. Outside of work, Paco is passionate about wakesurfing and rock climbing, embracing activities that challenge him and keep him active.

Fuzy Fauziah
PT. Dua Kawan Sejahtera Indonesia

Fuzy Fauziah is the director of PT Dua Kawan Sejahtera Indonesia, overseeing daily operations and serving as a project leader for the company's AV installation, IT, and network infrastructure services. Recently, Fuzy won an award for Best Partner & Solution from the Indonesian Ministry of Science, Technology & Higher Education, recognising her company's contribution to the sector.

Fuzy is also passionate about the transformative potential of AV, AI, and VR technologies in making education more adaptive and accessible — a future of learning that she wishes to contribute to.

To Fuzy, her biggest strength lies in maintaining strong relationships with family and friends, despite the demands of her professional life.