

The Eyecare Initiative Optical Pte Ltd



About us

Eyesight.sg is a primary eye care centre where we help our patients with eye health exams for conditions such as glaucoma, cataract, macular degeneration and diabetic retinopathy, etc. We prescribe prescriptive appliances such as contact lens, spectacles and specialty lens such as Ortho K. We specialise in multi-focal lens fit and children myopia management.

Our Views on HR

We have a thorough on-boarding period of 1 month to let our talents assimilate into the culture and the expectations of quality service which we want our clients to experience. Training and development are part of our "Learning" pillar of our company. They go through on-the-job learning and fortnight formal training via zoom and handouts and recorded power-points are used and done with flipped classroom concept of deepening discussion and understanding.

Talent development is highly necessary in an SME as it will help retain the talent and also align the vision and the goals of the employee to the company's. They will begin to see and understanding the decision the company makes and change their own mindset to be better when there are also constant plans to better them as part of the company's initiative to train and develop them.

Student's Feedback

I usually tell them that apart from the performance, I look out for attitude and the amount of knowledge you learn and be able to apply from day 1 when you start interning to the last day when you finish your internship. If you have learnt nothing, I would feel that my supervision has failed. I also tell them that it is okay to make mistake because that is the best way to learn. (but not repeated mistake!) I feel that too many interns are too afraid to make mistake - I usually like them to see understand the growth mindset concept to even LOVE challenges - as that's the only way to go ahead and above.

Collaborations with IHLs

My company has not engaged with them except for invited talks as President of the Singapore Optometric Association to address the students and advisory for their curriculum. We send our employees for SkillsFuture courses organised by the IHLs as well.