

PENNENGINEERING® EMPLOYEE SPOTLIGHT SERIES

HOW I THINK INSIDE THE BOX™

An Interview with Charlie Ho, Director of Operations & Engineering, Singapore

What inspired your career path?

I began my journey back in 1998, when I was hired as a PennEngineering® Quality Engineer with the responsibility to set up the ISO Quality Management System and a smaller version of our mechanical test lab for the Asia Pacific Sales office. Due to the dynamics and evolution of the business, along with the support of the past and present managers and leaders, I was given opportunities to venture into other areas of the business, where I still hold responsibility in today.

How do you stay innovative?

I believe in the old adage, “Stay curious and never stop learning”. There is too much knowledge out there for you to learn and the world, technology, and people are constantly evolving. 1% of a new thing learned daily will accumulate to quite a large knowledge base in your lifetime.

There is an old saying in one of our native dialect languages that says (loosely translated) “Bit by bit, after some time, it will accumulate to become a summit”.

What excites you most about working at PennEngineering®?

People. I have had the privilege of receiving help and good advice from many PEM® colleagues (past and present) to this day. That PEM® family spirit of caring and helping one another still lives strong.

Products. It amazes me how many ideas get churned out yearly for the New Products launch. While the evolutionary types mean we are addressing the market’s expanded needs, it is the revolutionary types that excite me the most. Stoking our customer’s curiosity with our new products and getting them excited (and wide eyed) to try them is very rewarding for me.

Opportunities. Whether it be a new product to break into a certain market segment, a new company software to learn, or meeting interesting customers and see their applications.

What are some of the biggest achievements you’ve experienced at PennEngineering®?

Setting up the lab in Singapore was the most rewarding experience that I have had. Over the years, many experiences were rewarding, including my involvement in our first overseas sales office expansion outside of Singapore during the mid 2000’s. Setting up our ERP software in Singapore from initial conception to final live implementation was a tough journey, yet fulfilling.

On top of all, the greatest satisfaction I’ve experienced at PennEngineering® is knowing some of the greatest minds and nicest people in this “family”. You know you can count on them for help if you ever need it.

Do you have any advice for anyone who want to follow in your career path?

I will say that being a generalist is not a bad idea. You get exposure to many areas of the business throughout the course of your career that opens your horizon and scope. Have an appetite to learn new things and be adaptable to change.



Charlie Ho
Director of Operations & Engineering, Singapore

Charlie Ho has been with PennEngineering® for over 24 years and has a passion for learning, whether it be a new technology to learn, a new dish to cook up and taste, or a book to dive into.