

## Asia Pacific Japan HR Newsletter

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In the last month at The Chapman Consulting Group we've frequently been asked 'how's business?' Right now there's unprecedented uncertainty concerning HR team structures across all countries within the Asia Pacific Japan region, with many organisations looking to rationalise headcount and increase efficiencies as fast as possible. That said, it hasn't been all doom and gloom for HR talent. We're still seeing bright spots of activity, particularly in organisations that have maintained tight HR and management structures during the 'boom' times, Many of these companies have been able to function as usual, with recruitment of essential HR positions still taking place.

Smart HR leaders are capitalising on the emergence of strong HR talent that has come on to the market in recent times. These leaders are proactively meeting individuals who could potentially fit their organisations in the future, so that they're well prepared for when times improve or should critical HR talent unexpectedly leave. At The Chapman Consulting Group we are big advocates of such forward-thinking 'pipeline planning' exercises. When carefully managed, this process allows relationships to develop organically between parties, which in turn helps to increase transparency and trust for when a hiring decision materialises down the track.

Click [here](#) for more **Thought Leadership Articles**, or follow the links to our latest ones below

- [The New Spotlight on Critical HR Specialisations \(pdf\)](#)
- [The World Economic Crisis Begins to Impact Asia \(pdf\)](#)
- [HR Market Update for the Start of 2009 \(pdf\)](#)

Click [here](#) to see our latest **HR Salary Report for Quarter 1 2009** in which we compare the market to Quarter 4 of 2008. You can also download the pdf directly [here](#).

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our February **HR Study** - this latest study looks at your take on regional versus global HR team restructuring.

Click [here](#) to review our daily **HR Q&A** forum, or follow the links to a selection from the last month

- [I see a lot of transfer of HR talent between Hong Kong, Singapore and even Japan in banking. Why is this?](#)
- [You've performed many HR searches in Japan. What's unique about doing searches here?](#)
- [What is Employee Relations and do you see many of these jobs in the market?](#)
- [How do you see the trend around diversity playing out across the Asia Pacific Japan region?](#)
- [How do you expect to see the HR Interim Management space in Asia evolving over the next few years?](#)
- [How do I 'break into' HR in the FMCG sector?](#)

Click [here](#) to browse the **Current HR Positions** that our team is leading, or follow the links to a selection below

- [Vice President of International HR \(171/TCCG\) based in Hong Kong or Beijing](#)
- [Communications and HR Programmes Head, Asia Pacific \(192/TCCG\) based in Singapore](#)
- [Head of Graduate Recruitment, Singapore \(169/TCCG\) based in Singapore](#)
- [HR Lead Business Partner, Asia Pacific \(168/TCCG\) based in Singapore](#)
- [Country HR Leader, Singapore \(145/TCCG\) based in Singapore](#)
- [Recruitment Head, Asia Pacific \(162/TCCG\) based in Singapore](#)
- [Country HR Head, Singapore \(078/TCCG\) based in Singapore](#)
- [HR Country Manager, Japan \(003/TCCG\) based in Tokyo](#)
- [Japan Head of HR \(096/TCCG\) based in Tokyo](#)
- [Sub Regional Head of HR, South Asia \(191/TCCG\) based in New Delhi](#)
- [Head of HR, India \(182/TCCG\) based in New Delhi](#)
- [HR Director, Papua New Guinea \(195/TCCG\) based in Port Moresby](#)
- [SVP of HR, Thailand \(174/TCCG\) based in Bangkok](#)
- [HR Director, Korea \(190/TCCG\) based in Seoul](#)
- [Head of HR, Australia \(187/TCCG\) based in Melbourne](#)

From the Chapman Consulting Group team