

Asia Pacific Japan HR Newsletter

June 09

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As many will recall, Matt Chapman downed tools in the second half of May to fly to Namibia to take part in the 7-day RacingThePlanet ultra-marathon there. This race proved to be even tougher than any of the four previous races in which Matt had taken part: the Gobi March (China), Atacama Crossing (Chile), Sahara Race (Egypt) and The Last Desert (Antarctica). Matt was joined by Oscar Fuchs from The Chapman Consulting Group, who was running his first ever event of this kind, and both survived the experience and successfully made it through, somehow managing to finish in the top 50 of the field of 220 participants. The 250km event took them through some gruelling terrain including mountains, sand dunes, rock fields, and one of the world's deepest canyons. You can find out why Matt and Oscar did this run by downloading our press release [here](#).

Apart from the run, it's also been an interesting month in the HR world. We are starting to feel some positivity creep back into the HR hiring market across the Asia Pacific Japan region. In some cases there has been a loosening of head-count restrictions for essential HR roles that had previously been on hold. We have also seen a growing number of HR interim management roles return, as organisations manage their short-term priorities. Encouragingly, we're also currently involved in a larger than usual number of pipeline planning discussions with Regional and Global HR leaders on potential HR positions that could be created within the region in the next three to six months. Let see if we're being premature about calling this recovery or not - many organisations continue to exercise 'restrained optimism' and remain conservative on their hiring targets for some months yet.

In other May news, we've released our [2009 Quarter 2 HR Salary and Economic Outlook Report](#), which outlined the latest average HR salaries across the region. This is our third such report and next quarter we'll be broadening it to cover HR salaries in India, Thailand and Indonesia. Also in May, we welcomed 16 Regional HR VPs for lunch in Singapore to discuss strategies for building robust regional HR teams. Some novel ideas came away from this discussion, which we've documented in our thought leadership paper [here](#).

Visit our homepage on www.chapmancg.com to participate in our latest HR Study for June 09 - this looks at the most important factors in choosing your next HR role.

Click [here](#) for more Thought Leadership Articles added in the last month, or follow the links to our latest ones below:

- [Recent Poll Results suggest Reduction in Training Budgets in Asia for 2009](#)
- [Movements in HR Salaries Not Predictable Across the Region](#)
- [Regional HR Leaders Share Experiences on 'Recession-Resistant' HR Strategies](#)

Click [here](#) to review our regularly-updated HR Q&A forum, or follow the links below to a selection from the last month:

- [Are there more HR interim management positions across the region during this downturn?](#)
- [Is the popularity of the HR Shared Services specialisation increasing?](#)
- [Are you seeing HR salaries in the banking field being impacted across Asia Pacific Japan?](#)
- [I am switching my career from a Professional Services firm to an IT & Telecommunications firm. What changes can I expect in the nature of my work?](#)
- [How will a Regional Learning and Development role be structured within a bank in Singapore?](#)
- [How are career prospects at the moment for C&B practitioners thinking about a job change?](#)
- [I am moving from Hong Kong to Singapore, what are the most common elements of an expatriate package there?](#)
- [Do you see HR jobs for foreign talent in Vietnam?](#)
- [What are my chances of being able to change to a new industry after 15 years in HR in the banking sector?](#)
- [What is the industry mix of HR positions in Hong Kong?](#)
- [I have recently been retrenched from my HR position. What's the fastest way I can get into a new role?](#)
- [How have you noticed HR shifting in Japan over the last five years?](#)
- [I am flexible to be based anywhere in the region, however I'm still not getting interest from employers. What else can I do?](#)
- [How is the HR team typically structured in Thailand and how does this connect with the regional headquarters?](#)

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

- [Head of Employee/Industrial Relations \(226/TCCG\), based in Singapore](#)
- [Asia Pacific Learning and Development Lead \(225/TCCG\), based in Bangalore](#)
- [Associate Director of Recruitment, Global \(224/TCCG\), based in Singapore](#)
- [C&B Leader, Asia Pacific \(223/TCCG\), based in Singapore](#)
- [Head of HR, Bangladesh \(222/TCCG\), based in Dhaka](#)
- [SVP of HR, Philippines \(221/TCCG\), based in Manila](#)
- [Asia Pacific Head of HR Operations \(218/TCCG\), based in Singapore](#)
- [Japan HR Director - M&A \(217/TCCG\), based in Tokyo](#)
- [Group HR Director \(215/TCCG\), based in Singapore](#)
- [South East Asia Senior HR Manager \(212/TCCG\), based in Singapore](#)
- [Head of Talent Acquisition, Thailand \(185/TCCG\), based in Bangkok](#)
- [Country HR Head, Singapore \(078/TCCG\), based in Singapore](#)
- [Indonesia HR Director \(022/TCCG\), based in Jakarta](#)
- [Global Leader, Executive Development \(016/TCCG\), based in Singapore](#)

From the Chapman Consulting Group team