

Asia Pacific HR Newsletter

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As we send you this April/May Asia Pacific HR update, The Chapman Consulting Group reports an eighth successive quarter of high HR activity in the region. There's a lot still happening in HR in the technology, life sciences, FMCG and industrial space, especially with the beefing up of HR business partnering, talent/learning and compensation/benefits teams. The financial services industry, on the other hand, has calmed slightly, with most investment banks maintaining stable bench-strength in their leadership teams. Where there is movement in banking HR, it tends to be for longer-term talent planning, as banks scramble to build their future HR leadership talent pipeline. The brightest spots in financial services has been in the asset management and insurance sectors, where there have been a number of HR chairs reshuffled in the region.

Japan is rebounding after the traumatic earthquake and tsunami earlier this year. Decision-making still remains cautious in some industries, but in others there's very much a 'business as usual' mentality, despite the ongoing energy supply concerns. China continues to see an incredible amount of HR activity, with more Mandarin-speaking Asian expatriate talent being snapped up into regional HR leadership roles being created in this market. We are seeing proportionately less Australian talent entering Asia than in recent years, thanks to their strong domestic economy, an abundance of well-paying local opportunities, and a strong Aussie Dollar. Across the region, we are seeing a further continuation of the trend in tailoring the most senior HR jobs to attract elite HR talent. Smart global and regional HR leaders are realising that the key to attracting good people into often hard-to-fill searches is in the flexibility with how a job can be crafted. It's not always about who is best for your job - it's about positioning your own employer offering to epitomise the best opportunity for them. This could mean expanding or contracting the geography covered, tweaking the amount of travel required, switching the 'home' location of the role, making the role part-time, or even adding on an extended portfolio.

The Chapman Consulting Group has focused its networking HR activities on Singapore in the last month, with separate APAC gatherings for Country and Regional Banking HR Heads, Regional C&B Leaders, and Regional C&B Managers. We also recently held an HR Leaders drinks session in Kuala Lumpur, Malaysia. In June we're busy with nine HR networking lunches in Tokyo. We are then hosting Q2 APAC HR Update presentations for our global HR head alumni in the US (San Francisco - 14 June), Switzerland (Geneva - 21 June) and the United Kingdom (London - 27 June). The series will then continue to India, Hong Kong, Dubai, China, Australia, Korea and Indonesia before returning back to Singapore in the latter half of the year.

You may have read in our previous update about the HR wellness initiative that we had launched in Singapore to encourage 100 HR Leaders to participate in the Singapore Marathon on 3 December 2011. This week, our hundredth HR leader signed up! We will keep you posted as this group trains up for the event in six months' time.

Click [here](#) for more press releases added since our last newsletter, or follow the links to our latest ones below:

- [Mid-Career C&B Leaders Discuss the C&B Professional Career Path \(pdf\)](#)
- [The C&B Balancing Act in Asia: Employing the Best Talent at the Lowest Cost \(pdf\)](#)
- [The Staffing Function in Asia in the Age of Social Media \(pdf\)](#)
- [Issues in HR in the Banking Sector in Singapore \(pdf\)](#)
- [ChapmanCG to Co-Host 9 HR Community Events in Japan \(pdf\)](#)
- [Current Trends in HR across Asia Pacific for Quarter 2 of 2011 \(pdf\)](#)

Click [here](#) to review our regularly-updated HR Q&A forum, which in this edition includes the following mix of contributions:

- [Why is there so much transfer of HR between Hong Kong, Singapore and Japan in banking?](#)
- [In which industries are the best HR positions found in Thailand?](#)
- [How different are the Singapore and Malaysia HR markets?](#)
- [Are you seeing many regional or global HR positions out of India?](#)
- [How does an Indonesian HR practitioner gain experience outside Indonesia?](#)
- [How is HR unique in Korea?](#)
- [How is Taiwan typically organised from a regional reporting line perspective with multinationals?](#)

Click [here](#) to browse a sample of the recent searches we have been conducting, or follow the links in the selection below:

Hong Kong

- Shortlisting: [Head of Learning and Development, APAC \(925/TCCG\)](#), based Hong Kong
- Shortlisting: [Head of Rewards APAC \(926/TCCG\)](#), based in Hong Kong
- Upcoming: [Head of Training & Development \(955/TCCG\)](#), based Hong Kong
- Shortlisting: [Head of HR, North Asia \(943/TCCG\)](#), based in Hong Kong
- Shortlisting: [Talent Acquisition Leader, North Asia \(919/TCCG\)](#), based in Hong Kong
- Shortlisting: [Regional HR VP \(907/TCCG\)](#), based in Hong Kong
- Shortlisting: [Regional HR Director, APAC \(849/TCCG\)](#), based in Hong Kong
- Interviewing: [Senior Vice President, Support Functions \(856/TCCG\)](#), based in Hong Kong
- Interviewing: [Vice President of Staffing, Investment Banking \(834/TCCG\)](#), based in Hong Kong
- Interviewing: [Greater China OD Integration Leader \(866/TCCG\)](#), based in Hong Kong
- Shortlisting: [Head of Talent, APAC \(852/TCCG\)](#), based in Singapore or Hong Kong
- Finalising: [Country Head of HR, Hong Kong \(848/TCCG\)](#), based in Hong Kong
- Finalising: [Head of HR, HK / Global HR Business Partner \(858/TCCG\)](#), based in Hong Kong
- Finalising: [Global Head of Talent and OD \(859/TCCG\)](#), based in Hong Kong

China

- Shortlisting: [APAC OD & Change Lead, Shanghai \(942/TCCG\)](#), based in Shanghai
- Shortlisting: [Greater China Talent Acquisition Lead \(894/TCCG\)](#), based in Shanghai
- Finalising: [China Head of HR \(861/TCCG\)](#), based in Shanghai
- Shortlisting: [Regional HR Director, Greater China \(348/TCCG\)](#), based in Shanghai

Singapore

- Upcoming: Regional Learning & Development Leader (914/TCCG), based in Singapore
- Shortlisting: Talent Management Lead, SE Asia (918/TCCG), based in Singapore
- Upcoming: APAC Talent Acquisition Director, Singapore (937/TCCG), based in Singapore
- Interviewing: HR Business Partner, South Asia (941/TCCG), based in Singapore
- Shortlisting: Interim Performance Consultant (953/TCCG), based in Singapore
- Shortlisting: Regional SVP of HR, APAC (951/TCCG), based in Singapore
- Shortlisting: Head of HR, Singapore (932/TCCG), based in Singapore
- Shortlisting: HR Lead, Singapore (944/TCCG), based in Singapore
- Shortlisting: Regional Head of Shared Services, APAC (938/TCCG), based in Singapore
- Shortlisting: Head of Talent Acquisition, Asia Pacific (939/TCCG), based in Singapore
- Interviewing: Head of Global Mobility, APAC (876/TCCG), based in Singapore
- Shortlisting: C&B Director, APAC (438/TCCG), based in Singapore
- Shortlisting: C&B Director APAC (929/TCCG), based in Singapore
- Shortlisting: South East Asia HR Head (904/TCCG), based in Singapore
- Finalising: Global Director of Shared Services (906/TCCG), based in Singapore
- Shortlisting: Head of Staffing, Singapore (899/TCCG), based in Singapore
- Shortlisting: Regional OD Lead - APAC (742/TCCG), based in Singapore
- Shortlisting: Regional Head of HR, APAC (908/TCCG), based in Singapore
- Shortlisting: Rewards Director, SEA (886/TCCG), based in Singapore
- Upcoming: Regional Head of Organisational Development (796/TCCG), based in Singapore
- Finalising: Regional HR Director, South Asia (819/TCCG), based in Singapore
- Shortlisting: Global Mobility Director, APAC (883/TCCG), based in Singapore
- Shortlisting: HR Head of Singapore (895/TCCG), based in Singapore
- Interviewing: SVP, APAC Head of Learning and Talent (807/TCCG), based in Singapore
- Shortlisting: C&B Head, Singapore and Malaysia (881/TCCG), based in Singapore
- Interviewing: Chief Talent Officer, APAC (897/TCCG), based in Singapore
- Interviewing: HR Head, Singapore (892/TCCG), based in Singapore
- Shortlisting: Head of HR - APAC (824/TCCG), based in Singapore
- Finalising: Regional Head of Organisational Development (684/TCCG), based in Singapore
- Finalising: Change Leader, APAC (768/TCCG), based in Singapore
- Interviewing: Senior Compensation & Benefits Manager (131/TCCG), based in Singapore
- Shortlisting: VP OD, APAC (749/TCCG), based in Singapore
- Interviewing: Compensation & Benefits Project Lead (123/TCCG), based in Singapore
- Interviewing: Singapore Compensation & Benefits Director (033/TCCG), based in Singapore
- Finalising: HR Head of Singapore (846/TCCG), based in Singapore
- Interviewing: Future Head of Regional HR (639/TCCG), based in Singapore
- Interviewing: C&B Country Head, Singapore (102/TCCG), based in Singapore
- Finalising: Singapore/South East Asia Head of Talent (854/TCCG), based in Singapore
- Finalising: Regional HR Director, Asia Pacific (864/TCCG), based in Singapore
- Shortlisting: Regional OD Lead, One Year Contract (872/TCCG), based in Singapore
- Interviewing: Singapore HR Lead (470/TCCG), based in Singapore
- Interviewing: Country HR Leader, Singapore (850/TCCG), based in Singapore
- Finalising: Head of HR, Asia (863/TCCG), based in Singapore
- Finalising: Country Head of HR, Singapore (851/TCCG), based in Singapore
- Interviewing: Regional Head of HR (862/TCCG), based in Singapore

Japan

- Upcoming: Japan Country HR Manager (839/TCCG), based in Tokyo
- Interviewing: Japan Senior HR Director (853/TCCG), based in Tokyo
- Interviewing: Replacement Head of HR, Japan (810/TCCG), based in Kanagawa
- Upcoming: Senior Head of HR, Japan (681/TCCG), based in Tokyo

Korea

- Upcoming: Busan-based Japan and Korea Head of HR (934/TCCG), based in Busan
- Shortlisting: Korea HR Country Manager (921/TCCG), based in Seoul
- Upcoming: Korea VP of HR (893/TCCG), based in Seoul

Australia

- Interviewing: Learning & Development AVP (898/TCCG), based in Sydney
- Shortlisting: Regional Head of HR (911/TCCG), based in Melbourne

Indonesia

- Shortlisting: SVP HR Indonesia (900/TCCG), based in Jakarta
- Shortlisting: HR Head of Indonesia (896/TCCG), based in Jakarta
- Finalising: Executive General Manager, HR, Indonesia (649/TCCG), based in Jakarta
- On Offer: Head of Indonesia HR (729/TCCG), based in Jakarta

Malaysia

- Shortlisting: Regional Head of HRIS (947/TCCG), based in Kuala Lumpur
- Shortlisting: Head of HR, Malaysia (949/TCCG), based in Kuala Lumpur
- Shortlisting: Director of HR, Malaysia (931/TCCG), based in Kuala Lumpur

Other

- Upcoming: Country Head of HR, Philippines (924/TCCG), based in Manila
- Shortlisting: Talent Acquisition Head – APAC, Middle East & Africa (923/TCCG), based in India

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About Us

The Chapman Consulting Group is an executive search firm dedicated to the Human Resources profession across the Asia Pacific Japan (APJ) region. Headquartered in Singapore, we enjoy strong links to the global and regional headquarters of many of the world's top multinational companies, where we partner directly with both business leaders and HR Heads. Working flexibly across geographical borders to source world-class local and international HR talent, we help build Human Resources leadership teams across 14 countries and across all industry sectors.