

Asia Pacific HR Newsletter

March / April 2012

Matthew Chapman

CEO

The Chapman Consulting Group

Our March/April edition comes to you on the back of an action-packed two months for us at The Chapman Consulting Group. The HR markets across Asia Pacific and the globe are keeping us continually on our toes, with a great deal of movement taking place at the senior HR level.

Since our last update, we've been out connecting with many HR decision-makers across Asia, with HR briefing sessions taking place in Singapore, Japan and Hong Kong. It's interesting to note how buoyant and resilient the senior HR market is in Singapore in particular. Out of all the markets we work in, we're feeling the least effects of any global economic turbulence in Singapore, largely due to the diversity of industries represented and the variety of senior roles being located here. And yet in Hong Kong, where the industrial mix is much more weighted towards the financial services space, the HR market is at a relative standstill due many global banks being in 'consolidation mode' right now. In Japan, we met with over 130 HR Leaders in February, and the market sentiment remains the same as in previous quarters. There is a lot of HR hiring going on in Japan, as companies continue to upgrade their strategic HR bench strength. However, HR leadership roles remain very hard to fill due to the limited supply of bilingual Japanese HR talent.

In the last week we have completed our Global HR Leaders briefing series in London, Milan, Zurich, Amsterdam and Copenhagen. Our Global HR alumni, many of whom had worked previously in Asia and other Emerging Markets before returning to international roles in Europe, were all very energised in sharing their views from a global perspective. Together we discussed solutions on sourcing and retaining HR talent in hot markets such as China and India. We also helped to dispel certain myths and generalisations, allowing global HR Leaders who hadn't worked on the ground in emerging markets to feel more closely informed about HR and talent leadership in a variety of rapid growth markets. Our ongoing series of HR meetings continues, with meetings coming up in Shanghai, Jakarta, Mumbai, Gurgaon and Bangalore coming up in the next two months.

- [The Chapman Consulting Group Launches Global HR Leader Networking Series \(pdf\)](#)
- [Global HR Leaders Meet in London to Discuss Talent Strategies in Growth Markets \(pdf\)](#)
- [Italy-based Global HR Leaders Share Views on Talent in Emerging Markets \(pdf\)](#)
- [Zurich Demonstrates Strong Global HR Links to Asia and Emerging Markets \(pdf\)](#)
- [NL-based Global HR Heads Examine why Asian HR Talent are Not Moving to HQ Roles \(pdf\)](#)
- [Global HR Leaders Briefing Series Finishes its Q1 2012 Leg in Copenhagen \(pdf\)](#)

The Chapman Consulting Group welcomes several new team members this month, including colleagues in Europe, Australia and South East Asia, who will allow us to continue managing our diverse and growing network of HR friends and connections around the world. As our HR leadership searches become more far-reaching, we are finding an increasing need to work borderlessly across the globe to unearth the internationally experienced HR talent that companies need to ensure success. For this reason, our team continues to grow outside of our well-established Asia Pacific footprint.

- [Mel McNamara joins The Chapman Consulting Group \(pdf\)](#)
- [Dale Cosgrave joins The Chapman Consulting Group \(pdf\)](#)
- [Tim Rayner joins The Chapman Consulting Group \(pdf\)](#)

Visit our homepage on www.chapmancg.com to participate in our latest HR Study – in this edition we ask ‘Which HR Skillset is your Organisation having the Hardest Time Finding?’

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

- [If you had to choose one ‘HR New Year’s Resolution’, what would it be? \(pdf\)](#)
- [Financial Services HR Heads Meet in Hong Kong \(pdf\)](#)
- [The Latest U.S. Jobs Report: A Catalyst for Increased Hiring of HR Professionals in Asia \(pdf\)](#)
- [Regional Banking HR Leaders meet in Singapore \(pdf\)](#)
- [Japan HR leaders Discuss Leadership, Change and Engagement in the Japan Context \(pdf\)](#)
- [Compensation Complexities in China \(pdf\)](#)

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

- HR Career Planning: [How will it look on my career record to move from a regional HR role into a Country HR role?](#)
- HR Interviews: [How important is it physically attend an HR interview, or can the same be achieved by phone/video?](#)
- HR Networking: [What’s the best way to use my network in looking for a new HR opportunity?](#)
- HR Qualifications: [I am qualified by my HR career experience and don't have academic qualifications. Do you see an issue with this?](#)
- HR Remuneration: [How common is it for companies to pay guaranteed bonuses for HR jobs?](#)
- HR Job Transition: [When should I hand over my HR salary information when making a career move?](#)
- HR Career Planning: [I’m not looking for a steep trajectory in my HR career. How do I get this point across?](#)
- HR Interviews: [What is the proper dress code for HR interviews?](#)

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

Singapore

- Shortlisting: [L&D and Organisational Design, Global Director \(1376/TCCG\)](#), based in Singapore
- Shortlisting: [Head of Staffing, APAC \(1365/TCCG\)](#), based in Singapore
- Interviewing: [Regional HR Director \(1065/TCCG\)](#), based in Singapore
- Shortlisting: [C&B Director, Asia \(1240/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of OD, APAC \(1123/TCCG\)](#), based in Singapore
- Finalising: [Regional Learning & Development Manager \(1203/TCCG\)](#), based in Singapore
- Finalising: [Head of HR for South and South East Asia \(1080/TCCG\)](#), based in Singapore
- Interviewing: [Regional C&B Manager \(1113/TCCG\)](#), based in SG, HK, Shanghai or Sydney
- Upcoming: [C&B Leader, ME, Africa & Eastern Europe \(1209/TCCG\)](#), based in Singapore
- Shortlisting: [Director Talent Acquisition APAC \(1155/TCCG\)](#), based in Singapore or Sydney
- Finalising: [L&D Lead - 12 month contract \(1199/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of Talent Development \(1195/TCCG\)](#), based in Singapore
- Shortlisting: [Singapore HR Lead \(1329/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of Shared Services, APAC \(938/TCCG\)](#), based in Singapore
- Interviewing: [Regional HR Director, Asia Pacific \(604/TCCG\)](#), based in Singapore
- Upcoming: [Regional Head of Organisational Development \(796/TCCG\)](#), based in Singapore
- Finalising: [SEA Head of Shared Services \(842/TCCG\)](#), based in Singapore
- Finalising: [Director, Talent Acquisition APAC \(1280/TCCG\)](#), based in Singapore
- Interviewing: [Regional SVP of HR, APAC \(951/TCCG\)](#), based in Singapore

China

- Shortlisting: Head of Staffing, China (1251/TCCG), based in Shanghai
- Shortlisting: Talent Leads (1196/TCCG), based in CN, HK, SG, AU and JP
- Shortlisting: Regional HR Director, Asia (1217/TCCG), based in Shanghai
- Shortlisting: HR Director, Asia (1367/TCCG), based in Shanghai
- Upcoming: Regional Learning & Development Director (1189/TCCG), based in Shanghai
- Finalising: Senior VP of HR, China (844/TCCG), based in Shanghai
- Upcoming: China HR Director (1190/TCCG), based in Beijing
- Finalising: HR Director, China (1058/TCCG), based in Shanghai
- Finalising: HR Director, China (1030/TCCG), based in Beijing
- Finalising: Asia Pacific VP of Human Resources (1101/TCCG), based in Shanghai
- Finalising: HR Business Partner, China (1096/TCCG), based in Shanghai

Hong Kong

- Finalising: Regional Head of Talent Management (1070/TCCG), based in Hong Kong
- Upcoming: Emerging Markets Business Partner, Hong Kong (1368/TCCG), based in Hong Kong
- Interviewing: North Asia HR Head (1254/TCCG), based in Hong Kong
- Finalising: Country HR Head, Hong Kong (1048/TCCG), based in Hong Kong
- Finalising: Employee Relations APAC Head (1076/TCCG), based in Hong Kong
- Interviewing: Greater China HR Manager (1066/TCCG), based in Hong Kong or Shanghai
- Shortlisting: HR Director (HK, Taiwan, Korea) (1330/TCCG), based in Hong Kong
- Shortlisting: HR Head, Hong Kong & Taiwan (1316/TCCG), based in Hong Kong

Japan

- Shortlisting: Interim Country HR Manager (1268/TCCG), based in Tokyo
- Interviewing: SVP of HR, Japan (787/TCCG), based in Tokyo
- Interviewing: Dynamic HR Director for a Growing Company (1160/TCCG), based in Tokyo
- Interviewing: Country VP of HR, Japan (1121/TCCG), based in Chiba
- Interviewing: Japan Country HR Leader (1038/TCCG), based in Tokyo
- Interviewing: Japan HR Country Manager: Manufacturing (1242/TCCG), based in Tokyo
- Shortlisting: Japan/Korea HR Leader (945/TCCG), based in Kawasaki

Malaysia

- Interviewing: Regional HR Director APAC (1120/TCCG), based in Kuala Lumpur
- Finalising: Malaysia Head of HR (1153/TCCG), based in Kuala Lumpur
- Shortlisting: Regional Talent Acquisition Lead (1331/TCCG), based in Kuala Lumpur

Indonesia

- Shortlisting: VP HR, Indonesia (1027/TCCG), based in Jakarta
- Interviewing: Head of HR, Indonesia (1053/TCCG), based in Jakarta

Australia

- Shortlisting: GM HR of Australia & New Zealand (1289/TCCG), based in Sydney
- Finalising: Japanese-Speaking APAC Recruiter (1253/TCCG), based in Sydney or Singapore

Other

- Interviewing: HR Director, Taiwan (1303/TCCG), based in Taipei
- Interviewing: VP HR Thailand (1059/TCCG), based in Bangkok
- Shortlisting: HR Director, India (1073/TCCG), based in Mumbai
- Interviewing: Korea HR Country Manager (921/TCCG), based in Seoul

International

- Upcoming: Global Talent Acquisition Head, London (1360/TCCG), based in the U.K.
- Finalising: Director of Global Talent Management Systems (1183/TCCG), based in the U.S.
- Shortlisting: Global HR Director (1006/TCCG), based in the U.S.
- Interviewing: Global Head of OD and Learning (1187/TCCG), based in Germany

[End]

About The Chapman Consulting Group

The Chapman Consulting Group is an executive search firm dedicated to the Human Resources profession across the globe. 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 a variety of worldwide locations and across all industry sectors.