

**Asia Pacific HR Newsletter****November / December 2012****Matthew Chapman**

CEO

**The Chapman Consulting Group**

We continue to observe some fascinating HR trends around the region. Singapore HR appointments remain heavy for us, particularly at the top end of the HR market. The Hong Kong HR market remains subdued in banking but surprisingly strong in the non-banking space - in banking, we are seeing many companies promoting their existing HR talent (which is long overdue) rather than going to the market, and we are also seeing specialists and generalists switching roles. We've had our hands full with senior HR searches in Beijing and Shanghai, where some of the country and sub-regional roles are larger than many regional HR roles in other locations. India, similar to China, is seeing some significant HR roles out to search with direct reporting lines into the Global HR Heads. And Japan also remains an important market for many companies, particularly in the healthcare sectors, so demand for HR leadership talent in Tokyo remains strong.

We are not sure if it's a sign of the times or a sign of our network expanding, but we have been busy with a record number of Asian conglomerates these last two months in helping build their Asian, European and North American HR teams. Our Europe and North America HR practices continue to go from strength to strength, and 2013 promises to be a big year with HR talent transferring between emerging markets and global headquarters.

Our team has been busy with HR networking in China, Japan, Australia, Singapore and Hong Kong over the last six weeks. You can read about our observations from these sessions hosted by organisations such as Lend Lease (Sydney), Johnson & Johnson (Beijing), Delphi (Shanghai), BHP Billiton (Singapore), Walmart (Hong Kong) and Microsoft (Tokyo). Our webinar on HR talent trends across India and Asia Pacific - being hosted by Ben Davies, Matthew Chapman and Tim Rayner from ChapmanCG - is scheduled for Wednesday 5 December and has more than 150 HR Leaders joining the call.

This month ChapmanCG welcomes Tim Spriggs to be based in Singapore. Tim is well known in the global HR community, previously coming from an HR search firm in London, and joins our Asia Pacific team.

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our latest HR Study - in this edition we ask 'Has 2012 been a good year in terms of achieving your professional HR goals?'

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

- [C&B Leaders Gather in Singapore at BHP Billiton \(pdf\)](#), by Graham Tollit
- [New Moves in Talent Management \(pdf\)](#), by Garrett Weiner
- [HR Leaders Meet in Melbourne \(pdf\)](#), by Sarah Ettershank
- [Total Reward Talent in Increasingly Hot Demand \(pdf\)](#), by Mel McNamara
- [In Demand - Global HR Experience..... \(pdf\)](#), by Tim Rayner
- [APAC and Global HR Leaders Gather in Singapore at Cisco \(pdf\)](#), by Matthew Chapman
- [HR Leadership Role Trends in Hong Kong and Singapore \(pdf\)](#), by Dale Cosgrave
- [Human Resources Challenges the Business \(pdf\)](#), by Stefanie Cross-Wilson
- [Regional HR Roles in North East Asia? Try Semiconductors in Taiwan. \(pdf\)](#), by Trevor Clarkson
- [Leadership Development and Direct Recruitment in Japan: Two Key Topics discussed in Tokyo \(pdf\)](#), by Oscar Fuchs
- [Korea HR Leaders Meet to Discuss How to Build a Talent-Centric HR Function \(pdf\)](#), by Oscar Fuchs
- [China Staffing Leaders Discuss Social Media \(pdf\)](#), by Matthew Chapman
- [China HR Insights \(pdf\)](#), by Matthew Chapman
- [Tight Times Continue in Banking Sector, say HR Leaders \(pdf\)](#), by Matthew Chapman

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

- HR Role Definition: [How is the role of a Recruitment Manager changing?](#)
- HR Market Trends: [All I hear about is restructuring of HR organisations. Is anywhere safe?](#)
- HR Team Structure: [How important is the right HR leader in attracting good quality HR staff?](#)
- HR Career Planning: [I have the top HR job in my company but I don't want to stagnate. What should I do?](#)
- HR Career Planning: [My HR friends say I need to gain more regional experience otherwise it will harm my HR career. What's the truth in this?](#)
- HR Role Definition: [Do all regional HR jobs involve significant travel?](#)
- HR Relocation: [As a home-grown HR practitioner in the region, how important is an international assignment to my career development?](#)
- HR Role Definition: [I hear Recruitment referred to as everything from 'Talent Acquisition' to 'Strategic Staffing'. What's the difference?](#)
- HR Role Definition: [HR titles - how important are they?](#)

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

#### Singapore

- Shortlisting: [Pipelining Exercise for High Potential VP's and Directors \(1564/SCW\)](#), based in Singapore, Shanghai, India or Australia
- Interviewing: [VP HR Asia Pacific \(1961/DC\)](#), based in Singapore
- Interviewing: [L&D Director APAC \(1744/BD\)](#), based in Singapore
- Shortlisting: [International HR Director \(1964/BD\)](#), based in Singapore
- Shortlisting: [ASEAN HR Director \(1375/TS\)](#), based in Singapore
- Shortlisting: [Talent Management Lead, APAC \(2084/BD\)](#), based in Singapore, Hong Kong, China or Australia
- Shortlisting: [C&B Director Asia \(1987/MM\)](#), based in Singapore
- Shortlisting: [Regional Rewards Director \(2078/MM\)](#), based in Singapore
- Upcoming: [Head of HR Asia Pacific – Retail \(2130/SCW\)](#), based in Singapore
- Interviewing: [ASEAN Director for People & Organisational Development \(1709/GW\)](#), based in Singapore
- Interviewing: [C&B Director APAC \(1789/BD\)](#), based in Singapore
- Interviewing: [HR Head \(2119/GT\)](#), based in Singapore
- Interviewing: [HR Business Partner \(2105/GT\)](#), based in Singapore
- Upcoming: [Global Head of HR \(2079/MC\)](#), based in Singapore
- Upcoming: [APAC Talent Management and Diversity Head \(2101/BD\)](#), based in Singapore
- Shortlisting: [L&D Director, APAC \(1701/BD\)](#), based in Singapore
- Interviewing: [Group Head of Rewards \(1243/GT\)](#), based in Singapore
- Interviewing: [HR Director \(1566/DC\)](#), based in Singapore
- Interviewing: [SVP, HR Business Partner \(2060/DC\)](#), based in Singapore
- Upcoming: [Head of Markets & Equities/APAC \(2072/MC\)](#), based in Singapore
- Interviewing: [L&D Lead, Asia \(1886/BD\)](#), based in Singapore
- Interviewing: [Regional Head of Talent \(2032/MC\)](#), based in Singapore
- Interviewing: [Global Head of Rewards \(1801/GT\)](#), based in Singapore
- Interviewing: [South Asia HR Head \(1960/BD\)](#), based in Singapore
- Interviewing: [Senior Talent Management Consultant \(2047/GW\)](#), based in Singapore
- Interviewing: [HR Associate Director \(2011/DC\)](#), based in Singapore
- Interviewing: [Director, Leadership and Talent \(1898/GW\)](#), based in Singapore
- Upcoming: [ASEAN HR Director \(1790/BD\)](#), based in Singapore
- Interviewing: [Regional Recruitment Lead, APAC \(2010/GT\)](#), based in Singapore
- Interviewing: [C&B Director, Asia \(1240/GT\)](#), based in Singapore
- Shortlisting: [HR Director, Asia \(1522/GT\)](#), based in Singapore
- Interviewing: [CHRO \(1965/BD\)](#), based in Singapore
- Shortlisting: [C&B Director, Asia \(1542/BD\)](#), based in Singapore
- Interviewing: [HR Director \(1736/GT\)](#), based in Singapore
- Shortlisting: [Regional Learning and Development Manager \(1324/GW\)](#), based in Singapore
- Interviewing: [Senior Recruiter, APAC \(1972/BD\)](#), based in Singapore
- Shortlisting: [HR Transformation Change & Communications Lead \(1782/GW\)](#), based in Singapore
- Shortlisting: [APAC HR Shared Services Director \(1999/BD\)](#), based in Singapore
- Interviewing: [MD for an Asia Consulting Business \(1557/BD\)](#), based in Singapore

#### China

- Shortlisting: Talent Acquisition Head, China (2091/SCW), based in Shanghai
- Interviewing: Greater China HR Director (China, Korea & HK) (1788/SE), based in Beijing
- Interviewing: HR Director APAC (1515/SE), based in Shanghai
- Upcoming: Head of HR, APAC (2053/SCW), based in Shanghai

#### Hong Kong

- Interviewing: Head of Human Resources (2125/DC), based in Hong Kong
- Interviewing: HR Business Partner (2074/DC), based in Hong Kong
- Interviewing: HR Director, North Asia (2034/DC), based in Hong Kong

#### Japan

- Upcoming: Regional HR Business Partner: Japanese HR Practitioner Needed! (2159/TC), based in Singapore then Tokyo
- Shortlisting: Japan HR Consultant (2066/TC/), based in Tokyo
- Interviewing: Japan and Korea Head of HR - Luxury Goods (1646/OF), based in Tokyo
- Interviewing: Japan Talent Acquisition Director (1892/OF), based in Tokyo
- Shortlisting: Head of Talent, Japan (2082/TC), based in Tokyo
- Interviewing: Japan HR Director (1631/OF), based in Tokyo
- Upcoming: Japan HR VP, Investment Banking (2062/OF), based in Tokyo
- Interviewing: SVP of HR, Japan (787/OF), based in Tokyo
- Interviewing: Japan Staffing Leader with Technology Experience (1796/OF), based in Tokyo
- Interviewing: Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo
- Interviewing: Tokyo-based Asia Head of HR (2001/OF), based in Tokyo
- Interviewing: Young Japan HR Country Head (1896/OF), based in Tokyo

#### Korea

- Shortlisting: Korea Human Resources Lead (2134/OF), based in Seoul
- Interviewing: HR Leader, Korea (1548/OF), based in Gyeonggi-do

#### Taiwan

- Shortlisting: Taiwan Country HR Manager (2108/TC), based in Taipei
- Upcoming: Taiwan Country HR Lead (1791/OF), based in Taipei

#### India

- Interviewing: HR Director – India (1707/TR), based in Mumbai
- Upcoming: HR Head, India (2106/BD), based in Bangalore
- Upcoming: HR Director – SEA (2081/TR), based in Bangalore

#### Indonesia

- Interviewing: HR Head - Indonesia (2013/MM), based in Jakarta
- Shortlisting: HR Head - Indonesia (2009/MM), based in Jakarta
- Interviewing: HR Head of Indonesia (896/MC), based in Jakarta
- Shortlisting: HR Head - Indonesia (1589/MM), based in Jakarta

#### Malaysia

- Interviewing: Regional Recruitment Head, SEA (2076/BD), based in Singapore or Kuala Lumpur
- Shortlisting: HRD - Malaysia (2048/MM), based in Kuala Lumpur
- Shortlisting: Head of HR & Corp Functions - Malaysia (1874/MM), based in Kuala Lumpur

#### The Philippines

- Upcoming: HR Shared Services Head, Philippines (1451/MM), based in Metro Manila
- Upcoming: Country HR Head (2127/DC), based in Metro Manila
- Shortlisting: HR Head – The Philippines (2045/MM), based in Metro Manila
- Shortlisting: HR Head of Shared Services - Philippines (1720/MM), based in Metro Manila
- Shortlisting: HR Head - Philippines (1585/MM), based in Metro Manila

#### Other

- Shortlisting: HR Business Partner for Production and Supply (1887/GW), based in any ASEAN country
- Upcoming: HR Director, ASEAN (2111/BD), based in any ASEAN country
- Interviewing: Human Resources Director - Commercial, ANZ and South Asia (1982/DC), based in Sydney
- Interviewing: Country HR Director, Thailand (1586/GW), based in Bangkok
- Upcoming: C&B Lead, Middle East and Africa (2142/BD), based in Dubai

#### International

- Upcoming: Head, Corporate University, United States Mid-West (2143/SCW), based in The United States
- Shortlisting: High Potential HR Leader – Houston Texas (2160/SCW), based in The United States
- Shortlisting: HR Business Partner Global – Denmark, Copenhagen (2150/TR), based in Copenhagen
- Shortlisting: HR Business Partner Global – The Netherlands (2151/TR), based in The Hague
- Shortlisting: Emerging Markets HR Lead (1970/SCW), based in Istanbul
- Upcoming: Head HR, Brazil (2016/SCW), based in Sao Paulo
- Upcoming: HR Director (2054/SCW), based in Colombia
- Interviewing: Talent Management Global Lead (1813/TR), based in Amsterdam
- Upcoming: Africa and Middle East HR Head (1433/SCW), based in Johannesburg or Nairobi
- Shortlisting: Global HR Directors (1422/SCW), based on the U.S. West Coast, especially in the Silicon Valley area
- Interviewing: Global VP Talent – Emerging Markets (1799/SCW), based in a number of global cities

[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.