

International HR Newsletter

March / April 2013

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The Chapman Consulting Group

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Welcome to The Chapman Consulting Group's second HR update for 2013. We remain busy in our quest to link together all of the world's major HR highways, particularly those leading in and out of Asia and other key growth markets. It's fascinating to witness how many of our HR searches these days are demanding an appraisal of HR talent available internationally and not just from within any given market. Nowhere is this more apparent than in China and India, where we continue to see a steady stream of international Chinese and Indian HR talent returning home to take on key HR leadership assignments.

Among the many HR searches that we've been involved in since January, perhaps the most notable was for an Indian multinational basing its Chief HR Officer role in Singapore. In fact, Singapore has also been home to two other Global HR searches for two European companies this month. In Hong Kong, there have been some notable recent HR moves, especially following the bonus season in the banking sector. Despite the relatively tough times facing many investment banks of late, we have had our busiest two months of banking HR searches in the last four years. It's also worth mentioning that Indonesia remains quite a handful for us! In 2012, this market recorded our third largest number of HR searches globally.

Outside of Asia Pacific, we continue to see improving demand for global HR professionals, especially within the United States. Unlike 2012, there is some movement at the very top of HR organisations beginning to occur – at the CHRO level (often driven by CEO change) as well as leadership of specialist HR functions – notably Rewards/C&B and Talent. As expected, things continue to be difficult in Europe. Nonetheless, we've continued to work on a steady flow of HR Director and VP level opportunities, especially European based roles with an emerging markets orientation.

We are busy rolling out our next North American and European Global HR Briefing Series, which are now set to take place in April. Small groups of Global HR leaders will be joining us for these meetings in New York, San Francisco, London, Paris, Maastricht, Bonn, Munich, Lucerne, Milan, and Stockholm. Our thanks go to all the companies who are co-hosting these with us: Levi Strauss, Electronic Arts, Gap, Moody's, Discovery Networks, McGraw-Hill, Deutsche Bank, Quintiles, LexisNexis, Capgemini, Credit Agricole CIB, DSM, DHL Supply Chain, Linde, MSD, Pirelli and Electrolux. We are looking forward to facilitating this information sharing with our Global network of HR Leaders from, in and around these locations.

Matthew Chapman and Ben Davies from The Chapman Consulting Group were in Hong Kong last week to attend our Regional HR Leader get-togethers at Ernst & Young and Linklaters. We also had a Regional Banking HR Leaders meeting hosted by Morgan Stanley, and a Regional Talent Acquisition Leaders meeting at Moody's. Matthew Chapman and Monica Levine also hosted four separate groups of HR leaders networking groups in Shanghai with Pfizer, WPP, Siemens and eBay. For the last five years, we have found these market activities absolutely vital not only for keeping closely engaged with our HR networks, but also in being a valuable catalyst for idea and information sharing amongst senior HR practitioners. We will have similar meetings at other principal locations across Asia later in the year.

And finally, The Chapman Consulting Group's second-generation web portal is close to being unveiled. We are particularly excited about this major overhaul to our five year old site, www.chapmancg.com, and we feel those of who have got a lot of out the current portal will love some of the new developments. We'll report more on the launch in our next issue.

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

- [APAC Banking Leaders Meet in HK\(PDF\)](#), by Matthew Chapman
- [APAC HR Heads Meet in Hong Kong to Discuss How to Drive More Gender Diversity in Asia and Is There a Best Way to Build a Graduate Programme?\(PDF\)](#), by Ben Davies
- [Latest News on the Ground in China\(PDF\)](#), by Monica Levine
- [How Can Multinational Companies Claim to Value Teamwork and Collaboration, While Still Appraise Performance Individually?\(PDF\)](#), by Oscar Fuchs
- [The Hong Kong Talent Acquisition Community Gathered to Debate Building Recruiter Capability and Re-booting Social Media\(PDF\)](#), by Ben Davies
- [Defining the 'Talent Focused' Organization \(Or... What we've Learned From Yahoo's Marissa Mayer Recently\)\(PDF\)](#), by Stefanie Cross-Wilson
- [Building International HR Credentials\(PDF\)](#), by Tim Rayner
- [APAC HR Leaders Gathered in Singapore at BHP Billiton\(PDF\)](#), by Trevor Clarkson
- [Shell APAC Team Hears The Chapman Consulting Group's Predictions on Top HR Trends For Quarter One\(PDF\)](#), by Matthew Chapman
- [HR Leaders Gathered in Singapore At the Offices of PwC\(PDF\)](#), by Ben Davies
- [The Struggle between Dollars and 'Sense' \(Business Sense\)\(PDF\)](#), by Dale Cosgrave
- [Indian HR Leaders Discuss Talent Management and Development Trends in India and APAC\(Recording\)](#), by Tim Rayner
- [APAC HR Leaders Gather in Singapore at the offices of International SOS\(PDF\)](#), by Graham Tollit
- [Talent Management Leaders Gather in Singapore at GroupM\(PDF\)](#), by Tim Spriggs

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

- HR Job Transition: I am about to be offered a senior HR job, but I'm not really ready to leave my current job? How do I break the news to the head-hunter and how did I get myself into this situation in the first place..
- HR Career Planning: I'm a Compensation & Benefits Director and want to shift into an HR Generalist role. I don't have generalist experience so how should I make this change
- HR Relocation: I am Singaporean and in China on assignment as a Regional HR Director. I've been here for two years (of a three year term) and I'm looking to return home. How do I get back
- HR Market Trends: Do HR contracting jobs exist right across the Asia Pacific Japan region? I notice HR contracting jobs are very common in Australia/New Zealand, Europe and North America
- HR Job Transition: I'm a foreigner based in Hong Kong in a Regional HR Director role and my expatriate assignment is about to end. I don't want to leave Asia and but if I stay, it can't be with my existing company. What..
- HR Résumés: How should I tailor my HR résumé specifically for the Asia Pacific Japan region
- HR Career Planning: I am deciding between an in-house HR role and a role with an HR consulting firm. Which is best
- HR Market Trends: What are the hottest career locations for HR across Asia Pacific Japan
- HR Career Planning: What work/life balance strategies have you seen Regional HR practitioners employ to achieve success in their careers

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

Singapore

- Upcoming HR Director (1619/DC), based in Singapore
- Shortlisting C&B Director APAC, Singapore (1789/BD), based in Singapore
- Interviewing Global Head of HR (2079/MC), based in Singapore
- Interviewing Group Head of Rewards (1243/GT), based in Singapore
- Interviewing Mobility Lead, APAC (2198/GT), based in Singapore
- Interviewing C&B Lead, APAC (2253/GT), based in Singapore
- Interviewing APAC Talent and OD Director, Singapore (2315/BD), based in Singapore
- Interviewing VP HR, Global Business Unit (2073/MC), based in Singapore
- Interviewing VP HR South East Asia, Singapore (2180/BD), based in Singapore
- Shortlisting Head of Markets & Equities/APAC (2072/MC), based in Singapore
- Upcoming Head of Talent Management, APAC (2243/TS), based in Singapore
- Interviewing Asia L&D Director (focus on SEA, JP, HK and China) (2257/TS), based in Singapore
- Shortlisting Regional HR Business Partner (Singapore) (2269/BD), based in Singapore
- Shortlisting International HR Director (1964/BD), based in Singapore
- Interviewing Compensation and Benefits Manager (2251/TS), based in Singapore
- Interviewing HR Business Partner International (Asia, LATAM & MEA) (2221/BD), based in Singapore
- Interviewing Head of Group Communications (1993/TS), based in Singapore
- Interviewing HR Director, Asia (Singapore) (2177/BD), based in Singapore
- Shortlisting APAC Diversity Director (2316/TS), based in Singapore or Hong Kong
- Interviewing HR Lead, SEA (2361/GT), based in Singapore or Malaysia
- Interviewing Regional HR Business Partner: Japanese HR Practitioner Needed! (2159/TC), based in Singapore, then Tokyo

China

- Interviewing Senior Manager, Organizational Development, China (2344/MJL), based in Beijing
- Interviewing Country Human Resources Head - China (1730/SE), based in Beijing
- Shortlisting Greater China HRD (1551/SE), based in Beijing
- Shortlisting Senior HR Manager, China (2109/MJL), based in Beijing
- Upcoming Greater China Talent Acquisition Head, (Shanghai or Beijing) (2368/BD), based in Beijing or Shanghai
- Shortlisting Associate Director, L&D (2383/TS), based in China or Hong Kong
- Upcoming Senior Manager, Shared Services (2334/MJL), based in Guangzhou
- Interviewing Head of China (2162/TS), based in Guangzhou
- Upcoming HR Director, China (2328/MJL), based in Shanghai
- Interviewing HR Head of China (1438/TS), based in Shanghai

Hong Kong

- Upcoming Regional Head of OD & Talent, Hong Kong (2397/BD), based in Hong Kong
- Upcoming Regional Talent Acquisition Head, APAC (2378/BD), based in Hong Kong
- Interviewing HR Operation Director, APAC (2273/DC), based in Hong Kong
- Interviewing HR Business Partner, HK (2303/TS), based in Hong Kong
- Shortlisting Greater China HR Director, Hong Kong (2126/BD), based in Hong Kong
- Shortlisting HR Director, Hong Kong (2284/DC), based in Hong Kong

Japan

- Interviewing Japan and Korea Successor Head of HR (2015/OF)
- Interviewing Japan Front Office Head of HR (2311/OF), based in Tokyo
- Interviewing Japan Country HR Leader (1269/TC), based in Tokyo
- Interviewing Japan Talent Acquisition Director (1892/OF), based in Tokyo
- Interviewing Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo
- Interviewing Future Japan HR Leader - 1,000+ employee size (2173/OF), based in Tokyo
- Interviewing HR Manager, Japan & Korea (2201/TC), based in Tokyo or Seoul

Korea

- Shortlisting Korea CHRO (2322/OF)
- Interviewing HR Leader, Korea (1548/TC), based in Gyeonggi-do
- Interviewing Korea Head of HR - Luxury Brand (2274/TC), based in Korea
- Interviewing Head of HR, Korea (2161/TC), based in Seoul

Taiwan

- Interviewing HR Director APAC (1515/TC), based in Taipei
- Interviewing Taiwan-Based Regional Business Unit HR Leader (1986/TC), based in Taipei

India

- Interviewing VP HR India (2214/TR), based in India
- Upcoming HR Director India, Mumbai (1221/BD), based in Mumbai

Indonesia

- Shortlisting HR Director, Indonesia (2095/GT), based in Jakarta
- Interviewing HR Head - Indonesia (1589/MM), based in Jakarta
- Interviewing HR Head Indonesia (2166/MM), based in Jakarta

Malaysia

- Interviewing Head of HR & Corp Functions - Malaysia (1874/MM), based in Kuala Lumpur
- Interviewing HR Director, SE Asia (2250/TS), based in Kuala Lumpur
- Interviewing HR Management Consultant (2048/MM), based in Kuala Lumpur
- Shortlisting Organisational Effectiveness Lead (2358/TS), based in Malaysia or Metro Manila

The Philippines

- Shortlisting HR Shared Services Head, Philippines (1451/MM)
- Shortlisting Senior HR Director, Philippines (2287/TS), based in Metro Manila

Australia

- Interviewing Sr. Director HR, Australia – Sydney Based (2259/SCW), based in Sydney

International

- Interviewing HR Business Partner Global – Denmark, Copenhagen (2150/TR), based in Copenhagen
- Upcoming HR Business Partner, Europe (Frankfurt) (2296/SCW), based in Frankfurt
- Interviewing Head of Human Resources - Houston (2235/SCW), based in Houston
- Interviewing Emerging Markets HR Lead – Istanbul (1970/SCW), based in Istanbul
- Interviewing Head of Human Resources – Los Angeles (2295/SCW), based in Los Angeles
- Interviewing Global VP Talent – Emerging Markets – New York (1799/SCW), based in New York or other global cities
- Interviewing Head of Talent Acquisition - Europe (2191/SCW), based in Paris
- Interviewing HR Business Partner Global – The Netherlands, Hague (2151/TR), based in the Hague
- Shortlisting Senior HRD (2385/TR), based in West London
- Shortlisting Global HR Business Partner (Zurich) (2301/SCW), based in Zurich

All the best for the close of quarter one,
Matt and the team at ChapmanCG

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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.