

International HR Newsletter May / June 2013

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The Chapman Consulting Group

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Welcome to the May / June 2013 edition of the ChapmanCG Global HR Update.

Our HR search workload continues to increase across the team, and it's interesting to note that more than 20% of ChapmanCG's HR search business in Quarter 1 was across The Americas and Europe. We attribute this to the growing need for Global HR decision-makers to tap into our network of international HR leaders who have on-the-ground experience of HR leadership in Asia or other Growth Markets. However we are also working on more global HR assignments that have no connection with these markets, but rather emanate from our long-term relationships among the global CHRO community.

80% of our workload remains in Asia Pacific and Growth Markets, with more than 40% located in Singapore and most of the remainder being evenly split across Japan, China, Hong Kong, Indonesia, Australia and India. It comes as no surprise that Singapore continues to be our leading global location for HR searches, as the market boasts many regional and global offices. Moreover the corporate mix is more diversified and resistant to industry-specific dips than in other 'hub' locations such as China, Hong Kong, India and Australia. The location also represents ChapmanCG's world headquarters.

This latest update comes at a particularly busy time for us. Firstly, we have just finished off the series of 24 Global HR Leaders meetings that we held across Europe and the United States. This time we held briefings in London, Paris, Maastricht, Bonn, Munich, Lucerne, Milan, Stockholm, San Francisco and New York. Taking place twice a year, these meetings are designed for Chief HR Officers and Global Heads of Talent and Staffing to come together and discuss global HR strategies. The key theme from the meetings in April was that global HR programmes need to be aligned to create cost efficiencies in mature locations, while also be flexible enough to allow for customisation in Growth Markets. Short write-ups can be found on the following pages:

- [The Chapman Consulting Group Global HR Leaders Meetings Series Kicks off in Reading and London, UK \(PDF\)](#), by Oscar Fuchs
- [The ChapmanCG Global HR Leaders Meetings Series Moves on to France and Benelux \(PDF\)](#), by Oscar Fuchs
- [The ChapmanCG Global HR Leaders Meetings Series Heads into Central Europe: Germany & Switzerland \(PDF\)](#), by Oscar Fuchs
- [The European Leg of the ChapmanCG Global HR Leaders Meetings Series Ends with Roundtables in Milan and Stockholm \(PDF\)](#), by Oscar Fuchs
- [Second Leg of the Chapman Consulting Group's Global HR Leader Briefing Series Begins in the U.S. \(PDF\)](#), by Matthew Chapman
- [The Chapman Consulting Group at Gap and Levi Strauss & Co, in San Francisco -- Continuing the 2nd Leg of the Global HR Leadership Briefing Series \(PDF\)](#), by Kimberly Nesmith
- [Global CHROs Meet at ChapmanCG Session Hosted by Moody's at New York's World Trade Center \(PDF\)](#), by Matthew Chapman and Stefanie Cross-Wilson
- [Global Talent Acquisition Leaders Stage Successful Meet at McGraw-Hill Headquarters in New York \(PDF\)](#), by Matthew Chapman and Stefanie Cross-Wilson
- [Global HR Leaders Meet in New York \(PDF\)](#), by Matthew Chapman and Stefanie Cross-Wilson

Secondly, the equivalent HR Leader meeting series for Asia Pacific kicks off in early June. This coordinated month of briefings will have the ChapmanCG team meeting up with Country, Regional and Global Heads of HR based in Singapore, Hong Kong, China, Australia, Japan, Korea, Malaysia, Thailand, Taiwan and the Philippines. Many thanks go to the hosts of these 24 meetings, including Linde Group, Quintiles, Gazprom MT, Microsoft, Accenture, Roche, Dialog Semiconductor, ACE Group, General Motors, Siemens, Symantec, Givaudan, McGraw-Hill, Nomura, Salesforce.com, PCCW, Dow Chemical, General Electric, Starbucks, CP Lotus, Mars/Wrigley, Wesfarmers and JP Morgan. We are looking forward to sharing intelligence across all of the meetings, particularly on the subject of how Human Resources leaders are using creative ways to achieve HR goals specific to the region.

We are inching closer to unveiling the new www.chapmancg.com website, which promises to be a world leader in content and resources for the global HR community, both in terms of corporate HR market intelligence and personal HR career development. The site incorporates the latest advances in technology and is extremely user friendly, and we hope that it will launch as the main feature of our July/August 2013 Global HR update. We look forward to sending this to you then.

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

- [The Chapman Consulting Group holds its China and APAC HR Market Q2 Update at Husky \(PDF\)](#), by Monica Levine
- [Latest HR News from Indonesia \(PDF\)](#), by Matthew Chapman and Tim Spriggs

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

- [HR Relocation: I'm based in India in a senior HR position and am keen to move to Singapore, as my family and friends are there. What considerations should I have to maximise my chances of securing the right position..](#)
- [HR Job Transition: I've worked for my whole HR career in the technology space. I know I'm very marketable in this sector but I'm ready for a change to a new industry. How should I go about this](#)
- [HR Job Hunting: I feel there is a conflict of interest in working with the same search firm on my company's HR hiring needs as I'm using for my own personal HR career advice. Do you agree](#)
- [HR Market Trends: How often do you see global HR roles based out of locations like Singapore, Hong Kong, China or Australia](#)
- [HR Team Structure: I am looking to hire HR talent from outside Asia into the region, but I want them on local terms. How should I find HR talent who will be comfortable moving here on non-expatriate terms](#)
- [HR Team Structure: My organisation is keen to hire Asian HR talent that is currently outside of the region, perhaps in North America or Europe, and bring them home. How realistic is this](#)
- [HR Role Definition: We are a start-up organisation with 200 employees. I'm the CEO and I think it is time we had an HR Director. What sort of person should we look for](#)
- [HR Team Structure: How are regional HR organisations being structured across Asia Pacific Japan](#)

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

Singapore

- Upcoming [Regional Head of HR, Singapore \(2520/SCW\)](#), based in Singapore
- Shortlisting [HR Director - Regional Office, Singapore \(2537/GT\)](#), based in Singapore
- Shortlisting [SEA HR Lead \(2494/TC\)](#), based in Singapore
- Shortlisting [SEA HR Director \(2496/DC\)](#), based in Singapore
- Interviewing [HR Director South Asia \(2398/TS\)](#), based in Singapore
- Interviewing [APAC Diversity Director \(2316/TS\)](#), based in Hong Kong or Singapore
- Shortlisting [Global Head of Talent & OD \(2486/GT\)](#), based in Singapore
- Interviewing [VP HR South East Asia, Singapore \(2180/BD\)](#), based in Singapore
- Shortlisting [Senior L&D Lead, APAC \(2467/DC\)](#), based in Singapore
- Interviewing [Employer Branding & Culture Specialist \(2457/TS\)](#), based in Singapore
- Interviewing [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
- Interviewing [Regional HR Business Partner \(Singapore\) \(2269/GT\)](#), based in Singapore
- Interviewing [International HR Director \(1964/BD\)](#), based in Singapore
- Shortlisting [Global Program Lead - Recruitment Administration Outsource \(2242/TS\)](#), based in Singapore
- Interviewing [APMEA HR Director, Singapore \(2216/BD\)](#), based in Singapore
- Shortlisting [Head of Resourcing and Talent ASEAN \(2421/TS\)](#), based in Singapore
- Interviewing [APAC HR Director, Singapore \(2360/BD\)](#), based in Singapore
- Interviewing [SEA HR Director, Singapore \(2455/BD\)](#), based in Singapore
- Interviewing [HR Business Partner International \(Asia, LATAM & MEA\) \(2221/BD\)](#), based in Singapore
- Interviewing [Regional HR Business Partner: Japanese HR Practitioner Needed! \(2159/TC\)](#), based in Singapore then Tokyo
- Interviewing [HR Director, APAC \(2351/TS\)](#), based in Singapore

China

- Shortlisting [Greater China Talent Acquisition Head, \(Shanghai or Beijing\) \(2368/BD\)](#), based in Shanghai or Beijing
- Interviewing [Country Human Resources Head - China \(1730/SE\)](#), based in China
- Upcoming [Senior Manager, Shared Services \(2334/MJL\)](#), based in Guangzhou
- Shortlisting [Greater China HRD \(1551/SE\)](#), based in Beijing
- Interviewing [HR Head of China \(1438/TS\)](#), based in Shanghai
- Shortlisting [Head HR Business Unit \(1509/SE\)](#), based in China

Hong Kong

- Interviewing [HR Operation Director, APAC \(2273/DC\)](#), based in Hong Kong
- Interviewing [Greater China HR Director, Hong Kong \(2126/BD\)](#), based in Hong Kong

Japan

- Interviewing Japan Front Office Head of HR (2311/OF), based in Tokyo
- Interviewing Japan Country HR Leader (1269/TC), based in Tokyo
- Interviewing Japan/Korea Head of Human Resources (2377/TC), based in Japan/Korea
- Shortlisting Japan HR Leader & Office Manager (2541/TC), based in Tokyo
- Interviewing Japan Head of HR & HR Shared Services (2540/TC), based in Tokyo
- Interviewing Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo
- Shortlisting Japan HR Director (2469/OF), based in Tokyo
- Shortlisting Japan Head of Talent (2533/OF), based in Tokyo
- Shortlisting Exceptional Role: Senior Japan HR Head (2517/OF), based in Tokyo
- Shortlisting Director-Level HR Business Partner for Japan (2531/TC), based in Tokyo
- Shortlisting Japan Country HR Head (2480/TC), based in Tokyo
- Shortlisting Future Global HR Leader, Japan (2442/OF), based in Tokyo
- Shortlisting Future Japan HR Leader - 1,000+ employee size (2173/OF), based in Tokyo
- Interviewing Japan Head of Talent & HR (2297/TC), based in Tokyo
- Interviewing Japan HR Country Manager (2350/TC), based in Tokyo
- Interviewing Japan HR Head, Consumer Goods (2429/OF), based in Tokyo
- Interviewing Japan HR Director (2349/TC), based in Tokyo
- Interviewing Japan and Korea Successor Head of HR (2015/OF), based in Tokyo

Korea

- Interviewing Korea Head of HR - Luxury Brand (2274/TC), based in Korea
- Shortlisting Korea HR Director (2470/TC), based in Seoul
- Interviewing Korea Country HR Manager (2503/TC), based in Seoul
- Shortlisting Korea Head of HR (2338/TC), based in Seoul
- Shortlisting Korea Head of Talent Acquisition (2551/OF), based in Seoul

Taiwan

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

India

- Interviewing VP HR India (2214/TR), based in India
- Interviewing HR Director India, Mumbai (2473/TR), based in Mumbai

Vietnam

- Interviewing HR Head, Vietnam (2075/TS), based in Vietnam

Indonesia

- Shortlisting HR Director, Indonesia (2336/TS), based in Jakarta
- Shortlisting HR Head - Indonesia (2497/DC), based in Jakarta

Malaysia

- Shortlisting HR Management Consultant (2048/MM), based in Kuala Lumpur

The Philippines

- Interviewing HR Director, Philippines (2403/TS), based in Metro Manila
- Interviewing Senior HR Director, Philippines (2287/TS), based in Metro Manila
- Shortlisting Head of HR, Philippines (2439/GT), based in Metro Manila
- Interviewing HR Shared Services Head, Philippines (1451/MM), based in Metro Manila

Australia

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

International

- Interviewing Global VP Talent – Emerging Markets – New York (1799/SCW), based in New York or other global cities
- Shortlisting Senior L&D Director (2448/TR), based in Dubai
- Upcoming Global Head of Learning (2466/TR), can be based anywhere though likely to be in Europe or Asia Pacific

All the best for the month ahead,
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.