

## International HR Newsletter Jul / Aug 2013

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As we share the July/August 2013 Singapore and Global HR Update, ChapmanCG has gone live with its second generation web portal ([www.chapmancg.com](http://www.chapmancg.com)). Initial feedback from early visitors has been very encouraging, and we hope you find it more informative than ever. Particular areas you might find of interest are as follows:

1. Our new HR job search function, which now easily shows whether a job is Global/International, Regional, Sub-Regional or Domestic: [www.chapmancg.com/jobs](http://www.chapmancg.com/jobs).
2. A newly indexed HR news stream, including a weekly 'Top 10' of most popular articles: <http://chapmancg.com/news>.
3. An interactive map showing the global reach of our HR search capabilities, segmented by region: [www.chapmancg.com/locations](http://www.chapmancg.com/locations).
4. A page dedicated to the HR Networking Groups that we put together across the globe, including all the organisations we've partnered with: [www.chapmancg.com/hr-networking](http://www.chapmancg.com/hr-networking).
5. Richer content on HR specialisations ([www.chapmancg.com/hr-functions](http://www.chapmancg.com/hr-functions)) and industry-specific HR information ([www.chapmancg.com/industries](http://www.chapmancg.com/industries)).
6. And finally, a refreshed team page, where we share more about our history, our work and our team members: [www.chapmancg.com/about-us](http://www.chapmancg.com/about-us).

We look forward to hearing what you think.

We continue to be involved in a number of high-profile HR searches across the world. There is significant HR hiring taking place across all Asia Pacific markets. Hiring decision-making in North America and Europe remains a little more cautious, and will be slow until the summer ends, whereas Latin America is similar to Asia Pacific in its heavy demand yet acute shortage of multinational quality HR talent. And as ever, senior global decision-makers in North America and Europe are expressing a strong preference for HR Leaders who have spent time on the ground in key rapid growth or emerging markets. Those who have covered these regions from a global headquarter location but who have not lived and worked extensively outside of their home markets are generally far less in demand.

Our Q1/Q2 Asia Pacific HR Leaders Briefing Series has recently come to a close. We brought together 30 separate groups of HR Leaders at sessions in Singapore, Hong Kong, China, Japan, Australia, Malaysia, Thailand, the Philippines, Korea and Taiwan. Please see <http://chapmancg.com/news?filter=HRNetworking> for more information. The full details of our next Global and Asia Pacific rounds of meetings in Q3/Q4 will be released shortly.

Click [here](#) to review our regularly updated HR Networking articles, which in this edition include the following mix of contributions:

- [The Chapman Consulting Group Hosted Neuroscientist and Leadership Expert Dr David Rock in Singapore](#), by Henri Parmentier
- [The Chapman Consulting Group's 2nd Quarter HR Leader Session in Hong Kong](#), by Ben Davies
- [The June 2013 Asia Pacific Series of HR Leaders Meetings Finishes in Manila, Philippines](#), by Oscar Fuchs
- [The Chapman Consulting Group's APAC HR Series Moves 'Down Under'](#), by Dale Cosgrave and Felicity Gray
- [The Chapman Consulting Group's APAC HR Leader Series Moves to Shanghai](#), by Ben Davies
- [The Chapman Consulting Group and Deloitte Host Quarterly TA Heads Session in Shanghai](#), by Ben Davies
- [Hong Kong Talent Acquisition Leaders Gather at Cisco](#), by Ben Davies
- [APAC Talent Acquisition Leaders Gather at Microsoft](#), by Graham Tollit and Tim Spriggs
- [Asia Pacific Regional Heads of HR Meet to Discuss Employee Engagement at PCCW in Hong Kong](#), by Oscar Fuchs
- [The Chapman Consulting Group Hosts Six HR Leaders Meetings in Japan](#), by Trevor Clarkson
- [HR Leaders Gather at the Offices of Accenture in Bangkok to Share Insights and Best Practice](#), by Graham Tollit and Tim Spriggs
- [Korea HR Leaders Meet Together in Seoul and Incheon](#), by Oscar Fuchs
- [Gazprom Singapore Hosts Final APAC HR Leaders Group for the Week](#), by Pooja Fisher
- [Regional HR Heads Gather at Quintiles as part of The Chapman Consulting Group's APAC Series](#), by Matthew Chapman
- [HR Leaders Meet at the Offices of Microsoft in Kuala Lumpur and Discuss HR](#), by Ben Davies and Graham Tollit
- [The ChapmanCG Asia Pacific Series of HR Leaders Meetings Extends to Taipei, Taiwan](#), by Oscar Fuchs
- [Regional Compensation & Benefits Leaders Gather in Singapore at BP](#), by Pooja Fisher
- [HR Leaders Meet at Dow Chemical and IHIS in Singapore to Discuss Culture Change, Talent Management Innovation and How Flexible Benefits Can Help MNCs to be More Competitive in SEA](#), by Ben Davies
- [HR Leaders Meet at Linde Group in Singapore](#), by Matthew Chapman
- [Reward Leaders Gather in Singapore at Aviva](#), by Graham Tollit and Tim Spriggs
- [Financial Services HR Leaders Gather in Singapore at UBS](#), by Tim Spriggs

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

- [China Market Wrap for Q2 2013](#) by Sarah Ettershank
- [Diversity and Inclusion – Is HR Walking the Talk?](#) by Stefanie Cross-Wilson
- [ChapmanCG Surveys HR Heads to Assess the Impact of Air Pollution in Singapore](#) by Matthew Chapman
- [The Chapman Consulting Group Surveys 235 of Singapore's HR Heads in Response to Shocking YouTube Abuse Clip](#) by Matthew Chapman

Click [here](#) for the latest ChapmanCG company news articles, or follow the links to our latest ones below:

- [Ben Davies Completes a 320 Mile Bike Ride in 30 Hours for Charity](#), by Matthew Chapman
- [The Chapman Consulting Group Concludes the June 2013 Series of Asia Pacific HR Leaders Gathering](#), by Oscar Fuchs
- [Tim Spriggs and Trevor Clarkson Join The Chapman Consulting Group](#), by Matthew Chapman

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

#### Singapore

- Shortlisting: [Sr. Director, Staffing, APAC \(2619/SCW\)](#), based in Singapore, Hong Kong, Bangalore or other locations
- Interviewing: [Regional HR Business Partner \(2159/TC\)](#), based in Singapore then Tokyo
- Shortlisting: [HR Director, APAC \(2675/GT\)](#), based in Singapore
- Shortlisting: [Global Head of Talent & OD \(2486/GT\)](#), based in Singapore
- Interviewing: [L&D Lead \(2467/DC\)](#), based in Singapore
- Shortlisting: [HR Systems & Process Lead \(Global\) \(2677/GT\)](#), based in Singapore
- Shortlisting: [Regional Head of Talent Acquisition - Singapore \(2631/DC\)](#), based in Singapore
- Interviewing: [Head of HR \(2657/TS\)](#), based in Singapore
- Interviewing: [Regional Director – Compensation & Benefits - Singapore \(2624/SCW\)](#), based in Singapore
- Interviewing: [Talent and OD Leader, Singapore \(2615/BD\)](#), based in Singapore
- Shortlisting: [Employer Branding & Culture Specialist \(2457/TS\)](#), based in Singapore
- Shortlisting: [HR Services Lead \(2595/GT\)](#), based in Singapore
- Interviewing: [APAC Talent Acquisition Head, Singapore \(Top Pharma Brand\) \(2381/BD\)](#), based in Singapore
- Interviewing: [International HR Director \(1964/BD\)](#), based in Singapore
- Interviewing: [SEA HR Director, Singapore \(2455/BD\)](#), based in Singapore
- Interviewing: [HR Head, APAC \(2351/TS\)](#), based in Singapore
- Interviewing: [Regional HR Director, Singapore \(2479/BD\)](#), based in Singapore
- Interviewing: [APAC HR Head, Singapore \(2528/BD\)](#), based in Singapore

#### China

- Shortlisting: [HR Director, China \(2626/SE\)](#), based in Shanghai or Beijing
- Upcoming: [HR Director China \(Shanghai\) \(2652/SE\)](#), based in Shanghai
- Interviewing: [HR Director \(2658/SE\)](#), based in Shanghai
- Interviewing: [HR Head of China \(1438/TS\)](#), based in Shanghai
- Interviewing: [Director Global Human Resources \(1515/SE\)](#), based in Shanghai

#### Hong Kong

- Interviewing: [APAC HR Head, Hong Kong or Singapore \(2213/BD\)](#), based in Hong Kong or Singapore
- Upcoming: [APAC OD Head, HK \(2634/BD\)](#), based in Hong Kong
- Upcoming: [HR Business Partner and Talent Management Lead, North Asia \(2673/DC\)](#), based in Hong Kong
- Upcoming: [Global L&D Director \(2709/PF\)](#), based in Hong Kong
- Shortlisting: [Operations + Technology Business Partner, Asia \(2679/DC\)](#), based in Hong Kong
- Upcoming: [Regional Head of Talent Acquisition, Hong Kong \(2633/BD\)](#), based in Hong Kong
- Interviewing: [Greater China HR Director, Hong Kong \(2126/BD\)](#), based in Hong Kong
- Interviewing: [Leadership Development Head APAC \(2645/TS\)](#), based in Hong Kong
- Interviewing: [Head of OD/Talent, Regional \(2397/BD\)](#), based in Hong Kong

#### Japan

- Shortlisting: Japan Head of HR & HR Shared Services (2540/TC), based in Tokyo
- Shortlisting: HR Director (2469/OF), based in Tokyo
- Shortlisting: Japan Country HR Lead (2726/OF), based in Tokyo
- Interviewing: Dynamic Japan HR Director for a Growing Company (1160/TC), based in Tokyo
- Shortlisting: Director and HR Business Partner (Domestic) (2531/TC), based in Tokyo
- Shortlisting: Japan Head of Human Resources (2720/OF), based in Tokyo
- Shortlisting: Japan HR Manager (2350/TC), based in Tokyo
- Interviewing: Exceptional Role: Senior Japan HR Head (2517/OF), based in Tokyo
- Shortlisting: Future Global HR Leader, Japan (2442/OF), based in Tokyo
- Interviewing: Future Japan HR Leader (1,000+ employee size) (2173/OF), based in Tokyo
- Shortlisting: Head of HR, Japan (2297/TC), based in Tokyo
- Interviewing: Asia Pacific and International C&B Director (2665/OF), based in Tokyo
- Interviewing: Japan HR Director (2349/TC), based in Tokyo

#### Malaysia

- Shortlisting: Director Workforce Planning and Analytics (2483/GT), based in Kuala Lumpur or Jakarta
- Interviewing: HR Head, Malaysia (2609/TS), based in Kuala Lumpur
- Interviewing: Rewards Head, Malaysia (2574/BD), based in Kuala Lumpur
- Shortlisting: HR Director, Malaysia (2577/TR), based in Shah Alam
- Shortlisting: Regional HR Director (2380/DC), based in Penang

#### The Philippines

- Interviewing: HR Director, Philippines (2403/TS), based in Metro Manila
- Interviewing: HR Director (2570/TS), based in Metro Manila
- Upcoming: Head of Recruitment (2659/TS), based in Metro Manila
- Shortlisting: Head of HR, Philippines (2439/GT), based in Metro Manila
- Interviewing: HR Shared Services Head, Philippines (1451/BD), based in Metro Manila

#### Korea

- Interviewing: Head of HR, Korea (2470/TC), based in Seoul
- Interviewing: Korea Head of HR - Luxury Brand (2274/TC), based in Seoul
- Interviewing: Korea CHRO (2322/TC), based in Seoul
- Interviewing: Korea Head of HR (2161/TC), based in Seoul

#### Thailand

- Upcoming: Thailand HR Director (2621/GT), based in Bangkok
- Interviewing: Compensation & Benefits Specialist (Global) (2706/GT), based in Bangkok

#### Indonesia

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

#### Taiwan

- Upcoming: HRBP, Asia (1986/TC), based in Taipei

#### India

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

#### Vietnam

- Upcoming: HR Director (2674/TS), based in Ho Chi Minh City

**Laos**

- Upcoming: Head of HR - Laos (2670/TR), based in Vientiane

**Australia**

- Interviewing: HR Director, Australia (2259/FG), based in Sydney

**International**

- Interviewing: Global HR Director (Zurich) (2301/SCW), based in Zurich
- Shortlisting: Global HR VP (2206/SCW), based in the company's East Coast HQ
- Interviewing: Head of Human Resources – Los Angeles (2295/SCW), based in Los Angeles
- Upcoming: Global HR Business Partner (2666/TR), based in London
- Interviewing: HRD UK & Ireland (possibly Nordics) (2385/TR), based in London
- Interviewing: HR Business Partner, Europe (Frankfurt) (2296/SCW), based in Frankfurt
- Shortlisting: Head of Reward, Latin America – Buenos Aires (2643/SCW), based in Buenos Aires

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.