

**International HR Newsletter  
Nov/ Dec 2013**

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CEO

**The Chapman Consulting Group****November / December 2013**

This is our final International HR Update for 2013 as we head towards the close of the year. As the [chapmancg.com](http://chapmancg.com) website demonstrates, our search team continues to be kept extremely busy. In addition to the work that we have been handling in Asia, Europe and North America, we have also taken on a larger number of new HR searches in Latin America and the Middle East/Africa in these past two months than ever before.

We are currently busy speaking to our customers about their HR strategies and plans for 2014. The sentiment is generally very positive, with the exception of the United States where there is some concern over economic uncertainty due in part to the Washington political climate and a recent drop in consumer confidence. Hopefully this will be a short-lived situation as we move into the New Year.

One theme we expect to hear more about in 2014 is a "one world" approach to senior HR searches. Now, more than ever, globally or regionally mobile HR talent is appearing on the radar for searches in addition to locally available prospects. For our most senior searches, we estimate that up to 50 per cent of shortlisted talents are coming from outside of the search location. These individuals include local returnees; foreign talent who have previously lived/had experience in that geography; and HR talent with exceptional specialist experience who may not have lived previously in that country or region. The main exception to this is the United States, where immigration laws are particularly tough.

ChapmanCG's Asia Pacific HR Leaders networking series gets underway in Hong Kong and Shanghai on 4 November and finishes in Manila on 29 November. We have tried to invite as many people from our network of senior HR leaders in the region as possible, and the groups are now full. However if there are Global HR Leaders travelling into the region from elsewhere in the world, please direct them to us and we will try to accommodate them into one of the groups. The focus area for our Q3/Q4 series is "How Exceptional Leaders are Handling HR Transformation and Change". We are delighted to have the following hosts around the region, listed here by city:

- 1) Shanghai, CN: 4-6 Nov – Mondelez International, Volvo, CIGNA, adidas
- 2) Beijing, CN: 7 Nov - Shell
- 3) Hong Kong: 4-7 Nov - PepsiCo, Shangri-La, Zurich Insurance, BlackRock
- 4) Singapore: 12-15 Nov, 25 Nov - Facebook, Google, Deutsche Bank, Talisman Energy, Swiss Re
- 5) Sydney, AU: 13-14 Nov - American Express, IBM, CB Richard Ellis
- 6) Melbourne, AU: 21 Nov - Orica
- 7) Ho Chi Minh City, VN: 14 Nov - ANZ
- 8) Tokyo, JP: 12-15 Nov - Philips, Tetra Pak, AT&T, HSBC, McDonald's, Bristol-Myers Squibb, Philip Morris International, AIG
- 9) Osaka, JP: 18 Nov - AstraZeneca
- 10) Seoul, KR: 18-19 Nov - Alcatel -Lucent, British American Tobacco
- 11) Taipei, TW: 21 Nov - ANZ
- 12) Hsinchu, TW: 22 Nov – Cabot Microelectronics
- 13) Kuala Lumpur, MY: 19 Nov - DHL
- 14) Gurgaon, IN: 19 Nov - DSM, Genpact
- 15) Bangalore, IN: 20 Nov - TE Connectivity, ACS
- 16) Mumbai, IN: 21 Nov - Liberty Mutual Group, Citi
- 17) Bangkok, TH: 20 Nov – Agoda

- 18) Jakarta, ID: 27-28 Nov – Microsoft, ANZ  
19) Manila, PH: 29 Nov – JP Morgan

In November 2013, ChapmanCG will release its global HR leader podcast series. Chaired by Matthew Chapman, the series will focus on inspiring career stories from HR Leaders around the world. We hope that this will be enjoyable, while at the same time building into an excellent learning resource. HR Leaders featured will come from both developed and growth markets. More on this soon.

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

- [To Be or Not to Be.....Mobile](#) by Ben Davies
- [Email and Information Management: The '3D' Approach for HR Leaders to Maintain Sanity](#) by Oscar Fuchs
- [Indonesian Talent Challenges](#) by Tim Spriggs

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

- [The ChapmanCG Asia Pacific HR Leaders Meeting Series for Q3/Q4 2013 is Ready to Begin](#), by Matthew Chapman
- [Five Tips for Moving to a Smarter "One World" Strategy](#), by Matthew Chapman
- [ChapmanCG Sponsors Session at U.S. West Coast Talent Leader Retreat, Led by David Rock from NeuroLeadership Institute and Hosted by Citrix](#), by Stefanie Cross-Wilson
- [New York Based Global HR Leaders Discuss HR Transformation](#), 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

- Upcoming [Head of Talent Acquisition](#), based in Singapore
- Shortlisting [HR Leader, Southeast Asia](#), based in Singapore
- Interviewing [Regional Head of Talent Acquisition](#), based in Singapore
- Shortlisting [Interim OD Director](#), based in Singapore
- Upcoming [Head of HR, APAC](#), based in Singapore
- Interviewing [Senior HR Business Partner](#), based in Singapore
- Upcoming [APAC HR Head](#), based in Singapore
- Shortlisting [Regional HR Director](#), based in Singapore
- Interviewing [HR Director, SEA](#), based in Singapore
- Interviewing [Head of HR, APAC](#), based in Singapore
- Shortlisting [Head of HR](#), based in Singapore
- Shortlisting [Group Head of Rewards](#), based in Singapore
- Interviewing [Rewards & Mobility Lead, APAC](#), based in Singapore
- Shortlisting [Regional Director, Learning & Development](#), based in Singapore
- Interviewing [Head of Rewards, APAC](#), based in Singapore
- Interviewing [Regional Head of HR](#), based in Singapore
- Upcoming [Country Head of Staffing](#), based in Singapore
- Shortlisting [Head, Group People and Organization](#), based in Singapore
- Interviewing [Regional Rewards Lead](#), based in Singapore
- Shortlisting [Regional Head of Human Resources](#), based in Singapore
- Interviewing [International HR Director](#), based in Singapore
- Shortlisting [HR Director](#), based in Singapore
- Upcoming [Head of HR, South East Asia](#), based in Singapore
- Interviewing [Talent and OD Leader](#), based in Singapore
- Interviewing [Regional Head of HR](#), based in Singapore

- Interviewing Rewards Lead, APAC, based in Singapore
- Shortlisting ASEAN Talent Acquisition Lead, based in Singapore, Indonesia or Malaysia

#### Hong Kong

- Upcoming Head of HRIS, APAC, based in Hong Kong
- Shortlisting Talent Management Head, APAC, based in Hong Kong
- Upcoming Mobility Lead, APAC, based in Hong Kong
- Shortlisting C&B Senior Manager, based in Hong Kong
- Shortlisting Talent and Leadership Development Lead, based in Hong Kong
- Shortlisting HR Operations Director, Asia, based in Hong Kong
- Upcoming Director, L&D, Asia-Pacific, based in Hong Kong
- Upcoming Head of Compensation & Benefits, Asia-Pacific, based in Hong Kong
- Interviewing Private Banking Recruitment Lead, Asia, based in Hong Kong
- Upcoming Asia Pacific Head of Employee Relations, based in Hong Kong
- Upcoming Staffing & Mobility Director, based in Hong Kong
- Interviewing Operations & Technology Business Partner, Asia, based in Hong Kong
- Shortlisting Director, Campus Recruitment, Infrastructure, APAC, based in Hong Kong
- Shortlisting HR Lead, East Asia, based in Hong Kong
- Upcoming Senior HR Analyst, Asia-Pacific, based in Hong Kong or China
- Shortlisting Regional HRIS Director, based in Hong Kong or Singapore

#### China

- Upcoming Senior Talent Acquisition Advisor, based in Beijing
- Upcoming C&B Leader, based in Beijing
- Upcoming HR Director, North Asia, based in Beijing
- Interviewing HR Business Partner, based in Shanghai
- Interviewing Senior HRBP, Operations, based in Shanghai
- Interviewing Head of Corporate Recruitment, based in Shanghai
- Shortlisting HR Director Operations, based in Shanghai
- Interviewing Staffing Lead, based in Shanghai
- Interviewing HR Head, based in Shanghai
- Interviewing HR Director, based in Shanghai
- Upcoming VP HR, based in Shanghai
- Upcoming HR Director, based in Shanghai
- Shortlisting TA Lead, based in Shanghai
- Interviewing HR Director, based in Shanghai or Beijing
- Interviewing Rewards Director, APAC, based in Shanghai or Singapore

#### Japan

- Shortlisting Head of Talent Acquisition, based in Tokyo
- Interviewing Head of Talent, based in Tokyo
- Shortlisting Business Unit Human Resources Leader, based in Tokyo
- Interviewing Business Unit Head of Human Resources, based in Tokyo
- Shortlisting Global Compensation Manager, based in Tokyo
- Interviewing Head of Human Resources, based in Tokyo
- Interviewing HR Director, based in Tokyo
- Interviewing Country HR Lead, based in Tokyo
- Interviewing Luxury Goods Head of HR, based in Tokyo
- Interviewing Country Head of HR, based in Tokyo
- Interviewing HR Director, based in Tokyo
- Shortlisting Global HR Team Member, based in Tokyo
- Interviewing Global Head of Talent Management, based in Tokyo

#### Malaysia

- Interviewing HR Director, based in Kuala Lumpur
- Interviewing Rewards Head, based in Kuala Lumpur
- Interviewing HR Head, based in Kuala Lumpur
- Interviewing HR Director, based in Kuching, Malaysia
- Upcoming Head of Organisational Development, based in Kuala Lumpur
- Shortlisting HR Head, based in Kuala Lumpur
- Shortlisting ASEAN Recruitment Director, based in Kuala Lumpur
- Interviewing HR Director, based in Kuala Lumpur
- Upcoming Regional HR Leader, based in Kuala Lumpur

#### Indonesia

- Interviewing HR Director, based in Jakarta
- Upcoming Head of HR, based in Jakarta
- Interviewing Assistant Vice President HR Lead, based in Jakarta
- Upcoming L&D Lead, based in Jakarta
- Interviewing Group Head of HR, based in Jakarta
- Interviewing Head of HR, based in Jakarta
- Interviewing HR Director, based in Jakarta
- Shortlisting Rewards Manager, based in Jakarta
- Interviewing HR Head, based in Jakarta

#### Philippines

- Interviewing Head of HR, based in Manila
- Shortlisting Chief Human Resources Officer, based in Manila
- Interviewing Head of Recruitment, based in Manila
- Interviewing Head of HR, based in Manila

#### Vietnam

- Shortlisting Head of HR, based in Ho Chi Minh
- Shortlisting Head of HR, based in Ho Chi Minh
- Upcoming Head of HR, based in Ho Chi Minh

#### Australia

- Interviewing HR Director, APAC, based in Sydney or Shanghai
- Upcoming Head of Human Resources, based in Australia
- Interviewing HR Director, based in Sydney

#### Thailand

- Interviewing Head of HR, based in Bangkok
- Shortlisting HR Director, based in Bangkok

#### Taiwan

- Shortlisting Regional Head of Talent Acquisition, based in Taipei or Singapore
- Upcoming Country HR Lead, based in Taipei

#### Korea

- Upcoming Future Head of Human Resources, based in Seoul

#### International

- Upcoming Head of Global Talent Acquisition, based in New York, The United States
- Interviewing Head of Reward, Latin America, based in Buenos Aires, Argentina
- Interviewing Head of Leadership Management, based in Brussels, Belgium
- Upcoming Global Head of Talent, based in California, The United States
- Upcoming Global HR Business Lead, based in Chicago, The United States
- Interviewing HR Director, based in Munich, Germany
- Shortlisting Regional HR Director, based in Johannesburg
- Upcoming Regional Head of Talent, based in Nairobi, Kenya
- Shortlisting Regional HR Director, based in London
- Interviewing VP HR Emerging Markets, based in London
- Upcoming Group Talent Management Lead, based in London
- Shortlisting Director Talent Management, New Jersey, based in New Jersey, The United States
- Shortlisting Global HR Director, New Jersey, based in New Jersey, The United States
- Upcoming HR Business Partner, based in Madrid, Spain
- Interviewing Global HR Business Partner, based in The United Kingdom
- Shortlisting HR Business Leader, based in The United Kingdom or The United States
- Interviewing Global HR Director, based in Zurich

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.